

**REPORT
OF THE
BY-LAWS RESOLUTIONS
COMMITTEE**

2017 CEIU Convention

February 6-9, 2017

REPORT OF THE BY-LAWS RESOLUTIONS COMMITTEE TO THE 2017 NATIONAL CEIU CONVENTION

Chris Aylward the CEIU Trustee appointed Deputy Trustees Fabienne Jean-François and Crystal Warner as the co-chairs of the CEIU's By-Laws Resolutions Committee for the 2017 National CEIU Convention. The members of the Committee were selected by their respective Deputy Trustees. Below you will find the list of members of the By-Laws Resolutions Committee.

Any decision or recommendation made by the By-Laws Resolutions Committee is subject to ratification by the delegates to the 2017 National CEIU Convention.

Co-Chairs

Fabienne Jean-François, Deputy Trustee for Quebec
Crystal Warner, Deputy Trustee for BC/Yukon

Members

Laurie MacPhail, Atlantic
Isabelle Crisafi, Quebec
Denise Camus, NCR
Ann Marie Kuar Singh, Ontario
Dwight McLeod, Prairies
Rina Calendino, BC/YT

Staff

Claude Danik, Technical Advisor to the Committee
Sue Séguin, Technical Advisor and Admin Assistant to the Committee

The Committee met in Ottawa from January 10th to 13th, 2017 and reviewed 75 resolutions and followed with a conference call held on January 27th.

The Committee went **concurrence** on 29 resolutions:

A-3, A-4A, A-5, A-12, A-15, A-19, A-21 (1st two BIR), A-22A, A-24, A-26A, A-33A, A-37, A-40 (1st BIR), A-41, A-42, A-43, A-45, A-47, A-48, A-50, A-51, A-61, A-62, A-64A, A-66, A-71, A-72, A-73 and A-74 (except 2nd BIR)

The Committee went **non-concurrence** on 20 resolutions:

A-1, A-2, A-11, A-13, A-14, A-17, A-18, A-20, A-36, A-38, A-39, A-40 (2nd BIR), A-44, A-46, A-49, A-60, A-63, A-65, A-68, A-69 and A-70.

The Committee **referred** nine (9) resolutions to the General Resolutions Committee. These can be found under ***Appendix “C”***.

A-25, A-52, A-53, A-54, A-55, A-56, A-57, A-58, A-67

The following resolutions were **ruled out of order** by the PSAC National President or the CEIU Trustee. These can be found under ***Appendix “D”***.

A-6, A-7, A-8, A-9, A-10, and A-16

The following resolutions were sent to the Finance Resolutions Committee for costing and can be found under ***Appendix “E”***.

A-21, A-24, A-62, A-63, A-66, A-73, A-74,

RESOLUTION PRIORITIES

These resolutions provide an opportunity to shape and rejuvenate CEIU for the purpose of better serving our members. The priority resolutions, as established unanimously by the By-laws Committee, seek improved efficiencies and accountability of our Union's structure and process. They also provide an opportunity to align our Component on work place issues and ensure inclusivity – subjects that are of primary importance to our members.

There is only one priority when considering these resolutions: how to best serve the members of CEIU.

The Committee established the following 13 resolutions as their priorities:

Authority and Responsibilities

- 1) A-26A
- 2) A-33A
- 3) A-4A
- 4) A-61

Vision

- 5) A-72
- 6) A-73
- 7) A-71
- 8) A-74
- 9) A-19
- 10) A-21
- 11) A-47
- 12) A-24
- 13) A-15

As a result of the December 2016 vote on the structure, editorial changes will be made to the present By-Laws in order to reflect the new structure. These changes are found in **Appendix "A"**.

RESOLUTION A-26A

The Committee recommends **concurrence** in Composite Resolution A-26A (which covers resolutions A-26 to A-32) which reads as follows:

TITLE: BY-LAW 14.1: AUTHORITY AND RESPONSIBILITIES OF NATIONAL PRESIDENT

WHEREAS the authority and responsibilities of national officers listed in the CEIU national by-laws do not accurately reflect the evolution of CEIU as a servicing union; and

WHEREAS the authority and responsibilities of the National President should be reconsidered to include more focus on labour principals regarding accountability and transparency.

BE IT RESOLVED THAT By-Law 14.1(n) National President, be amended to read as follows:

(n) ensure that the National Executive, the regions and the locals carry out the directives and policies established by the National Conventions of the Public Service Alliance of Canada and this Union, in accordance with the authorities of each as provided by the PSAC Constitution and the Union's National By-Laws;

BE IT FURTHER RESOLVED THAT the following points be added at the end of the present By-Law 14.1 National President's Authority and Responsibilities:

(p) adhere to the CEIU Code of Conduct and the Code of Ethics and to the CEIU National By-Laws, Regulations and Policies;

(q) work full time from the CEIU National Office in the National Capital Region (NCR);

(r) assign and delegate duties to the National Executive Vice-President;

(s) get a 2/3 vote in favour from the National Executive before asking the Public Service Alliance of Canada to put the component under administrative review and/or trusteeship.

Rationale: The change as per the 1st BIR reflects the addition of the regions and the locals and helps to clarify the language.

The additions to the Authority and Responsibilities of the National President as per the 2nd BIR are important ones which must be reflected in our By-Laws in order to improve the efficiency of the National Executive Chairperson and in order to set a significant threshold for the trusteeship of the Component.

RESOLUTION A-33A

The Committee recommends **concurrence** in Composite Resolution A-33A (which covers resolutions A-33 to A-35) which reads as follows:

TITLE: BY-LAW 14.2: AUTHORITY AND RESPONSIBILITIES OF THE NATIONAL EXECUTIVE VICE-PRESIDENT

BE IT RESOLVED THAT the following points be added at the end of the present By-Law 14.2 National Executive Vice-President's authority and responsibilities:

- (l) adhere to the CEIU Code of Conduct and the Code of Ethics and to the CEIU National By-Laws, Regulations and Policies;
- (m) report to the National President;
- (n) work full time from the CEIU National Office in the National Capital Region (NCR).

Rationale: These additions to the Authority and Responsibilities of the National Executive Vice-President are important ones and needs to be in the By-Laws. If the will of the accredited delegates at Convention is to ensure that the NEVP work full time in the NCR, then this resolution would ensure that it is enshrined in our By-Laws and becomes mandatory which cannot be changed by a decision of the National Executive.

It is also important to ensure that the NEVP has a reporting relationship to the National President.

RESOLUTION A-4A

The Committee recommends **concurrence** in Composite Resolution A-4A (which covers resolutions A-4 and A-59) which reads as follows:

TITLE: BY-LAW 4: FORM OF ORGANIZATION

WHEREAS CEIU National By-Laws provide for the authority of the National Executive and that of Local executives; and

WHEREAS CEIU National By-Laws provide for National Vice-Presidents with regional responsibilities; and

WHEREAS CEIU National By-Laws make no mention of the authority of the regions; and

WHEREAS it is important that CEIU National By-Laws define the authority of each of the Union's structures:

BE IT RESOLVED THAT CEIU National By-Law 4 be amended to read as follows:

BY-LAW 4: FORM OF ORGANIZATION

4.1 This Union shall be composed of chartered Locals situated within eight (8) regions in Canada, as follows:

1. Newfoundland-Labrador/Nova Scotia
2. New Brunswick/Prince Edward Island
3. Québec
4. Ontario
5. Manitoba/Saskatchewan
6. Alberta/Northwest Territories/Nunavut
7. British Columbia/Yukon Territory
8. National Capital Region (NCR)

4.2 The governing body of each region shall be the president's conference.

4.3 Each regions, in accordance with the National By-Laws and Regulations of the Union, shall establish such Regional By-Laws, Regulations, Policies and Financial Guidelines as required to carry out its affairs.

4.4 Each region may establish regional committees

Rationale: These additions would formally recognizes the importance of the regional structure within CEIU and provides legitimacy to the regional structure and culture of the Union. It would also provide a level of accountability to the members of these regions. Language needs to be enshrined in our By-Laws and this resolution would ensure that it is in the Union's By-Laws.

RESOLUTION A-61

The Committee recommends **concurrence** of Resolution A-61 which reads as follows:

TITLE: REGULATION # 1: 3 (g)
ORIGINATOR: BC/YT REGIONAL COUNCIL
LANGUAGE OF ORIGIN: E

WHEREAS Regulation 1 of the National By laws currently does not mandate that the Regional Bylaws or Regional Financial Guidelines be provided to the National Office following regional Local Presidents' Conferences; and

WHEREAS there is a need to increase accountability regarding the expenditures in the regions:

BE IT RESOLVED THAT Regulation 1: 3(g) be amended to read as follows:

No future monies will be forwarded to the region unless the Financial Statement, properly verified, the Regional Financial Guidelines and the Regional Bylaws, have been received and verified by the CEIU National Office.

Rationale: This amendment would provide accountability to the regions. The Committee is of the opinion that the membership wants to ensure accountability for all monies spent in the regions and it

feels that the debate of this resolution by the accredited delegates to Convention is needed. Furthermore, this addresses one of the reason CEIU went in trusteeship.

The following member of the Committee wishes to be recorded against the Committee's recommendation: Laurie MacPhail

RESOLUTION A-72

The Committee recommends **concurrence** of Resolution A-72 which reads as follows:

TITLE: **WOMEN'S FUNDING**
ORIGINATOR: CEIU LOCAL 20938
LANGUAGE OF ORIGIN: E

WHEREAS the financing of Women's Conferences was introduced in 1987; and

WHEREAS PSAC now offers Regional Women's Conferences in each of its regions; and

WHEREAS PSAC now offers a National Women's Conference every three years; and

WHEREAS few members in our union now benefit from the 30 cents per member per month that is allocated by resolution of record 'Financing of Women's Conferences 87/B-11' because the priority has traditionally gone to fund conferences; and

WHEREAS there is a desire to put funding and resources back into the grassroots of the membership to enable front line activity to flourish; and

WHEREAS funding and supporting regional women's committees should become a priority for the new Women's NVPs; and

WHEREAS there is a desire for strong regional women's committees, which could be supported by a national women's committee; and

BE IT RESOLVED THAT resolution of record 87/B-11, Financing of Women's Conferences, be replaced by the following language:

BE IT FURTHER RESOLVED THAT 30 cents per member per month be allocated for women's activities; and

BE IT FURTHER RESOLVED THAT these monies be used to fund the activities of women's committees, women's' conferences, meetings and/or seminars.

Rationale: This would replace the present Resolution of Record which does not include the wording for women's committee. This would provide financing for women's committee and would not require further monies or a dues increase as it will be part of the 30 cents/per member that is presently allocated for women's activities.

RESOLUTION A-73

The Committee recommends **concurrence** of Resolution A-73 which reads as follows:

TITLE: NATIONAL WOMEN'S COMMITTEE
ORIGINATOR: CEIU LOCAL 20938
LANGUAGE OF ORIGIN: E

WHEREAS there is a desire for the creation of a National Women's Committee following structural reform of our union:

BE IT RESOLVED THAT a national regulation be established regarding the National Committee for Women's Issues to read as follows:

Regulation X

X.1 – Mandate

The National Women's Committee shall:

- a) Assist the National Vice-Presidents for Women with the establishment of Regional Women's Committees;

- b) Explore, develop and review initiatives directed to promote and support the rights of women;
- c) Review policies of the Union and Departments;
- d) Represent and respond to concerns relating to women's issues;
- e) Monitor and evaluate the progress of the Canada Employment and Immigration Union as a union and as an employer on women's issues;
- f) Make recommendations to the National Executive and provide resolutions to Convention on all of the above.

X.2 The Committee

(a) The Composition

The Committee is composed of the National Vice-Presidents for Women's Issues and the Chairperson of each of CEIU's Regional Women's Committee.

- (i) Where a region does not have a Regional Women's Committee, the National Vice President for Women in consultation with the NVP(s) for the region will appoint a regional representative for women.
- (ii) On the date of her appointment, a regional representative for women becomes a member of the National Women's Committee.
- (iii) The principal responsibility of a regional representative for women is to assist with setting-up a Regional Women's Committee for her region.
- (iv) The appointment of a regional representative for women ends once a Regional Women's Committee has been set-up and the committee has chosen its chairperson.

- (v) In the event that attempts to set-up a Regional Women's Committee have been unsuccessful, the NVP for Women in consultation with the NVP(s) for the region and the members of the National Women's Committee may rescind the appointment of the regional representative for women.
- (b) The Co-Chairpersons of the National Women's Committee shall be the National Vice-Presidents for Women.

X.3 Meetings

- (a) Meetings of the National Women's Committee shall be held at least twice a year, in person or by other means, and shall occur in a timely manner prior to the Union's National Executive meetings.
- (b) The NVPs for Women shall report to the National Executive on behalf of the National Women's Committee:
 - (i) the Committee's activities;
 - (ii) its recommendations; and,
 - (iii) other matters when deemed appropriate by the committee or the National Executive.

Rationale: With the structural reform that changed the number of NVPs for Women's Issues from 4 NVPs to 2 NVPs, the Committee unanimously believes that a Standing National Women's Committee needs to be created to monitor and evaluate the progress of CEIU as a union and as an employer on women's issues.

Having a National Women's Committee in a Regulation would ensure that this committee will promote the establishment of women's committees in each region thus encouraging participation at the grass root level.

RESOLUTION A-71

The Committee recommends **concurrence** of Resolution A-71 which reads as follows:

TITLE: NVP WOMEN'S BYLAWS CHANGE
ORIGINATOR: CEIU LOCAL 20938
LANGUAGE OF ORIGIN: E

WHEREAS structural reform was adopted in 2016, changing the structure of our union; and

WHEREAS as a result of this change, our union has gone from having four NVPs for Women's Issues, to two NVPs for Women's Issues – one for Eastern and Western Canada, respectively; and

WHEREAS there is an opportunity to modernize the role of the NVPs for women's issues; and

WHEREAS there is a desire to have women's issues represented, through the NVPs for Women's Issues, at the national tables with the employer, as opposed to the regional tables; and

WHEREAS there is a desire for the two women's NVPs to serve CEIU in a national capacity, as opposed too regionally, in the unions new structure:

BE IT RESOLVED THAT section 14.6 National Vice-Presidents for Women's Issues, of the CEIU National Bylaws, be amended to read as follows:

In addition to those responsibilities outlined in By-Law 14, Sub-section 14.4, paragraphs (a) to (g), (j) and (k), National Vice-Presidents for Eastern Canada, Western Canada, shall:

- a) promote policies and programmes that will encourage the full participation of women at all levels of the Union;
- b) with the National President, meet with national management on matters of concern to our members pertaining to their mandate as they deem necessary;

- c) prepare policies, demands and resolutions, etc., with a view to moving women's issues to the forefront of our union's agenda and diminishing the present barriers our women membership face;
- d) ensure that women members are well represented in all union activities, at all levels of the Union;
- e) wherever possible, meet at least once annually with the Chairs of the Regional Women's Committees from their respective area;
- f) assist in the organizing of regional women's committees in their area;
- g) wherever possible, participate with regional women's committees in their area, and provide guidance for the committees;
- h) review and make recommendations on all of the employer's policies and directives as it pertains to their mandate;
- i) in conjunction with the National President, be responsible for the administration of union affairs pertaining to their mandate in their Regions;
- j) give mandates to their national alternates
- k) be responsible for reviewing bargaining demands and convention resolutions dealing with women's issues.

Rationale: The addition of paragraph (k) and the amendment to paragraph (g) are important responsibilities of NVPs for Women's Issues and the Committee unanimously agreed that they needed to be made to the By-Laws.

RESOLUTION A-74

The Committee divided the resolution and recommends **non-concurrence** on the 2nd BIR and **concurrence** on all the other BIR of resolution A-74 which reads as follows:

TITLE: CALL CENTRE COMMITTEE
ORIGINATOR: CEIU LOCAL 20938
LANGUAGE OF ORIGIN: E

WHEREAS the call centres continue to have systemic, common issues, regardless of which department, and regardless of whether they are nationally or regionally managed; and

WHEREAS there are still a great deal of improvements to be made to call centre employees' working conditions; and

WHEREAS the employer has only just begun engaging in meaningful discussions with the committee; and

WHEREAS there is a desire for the union to have a national standing committee for call centres; therefore

BE IT RESOLVED THAT a standing committee for call centres be established through a resolution of record; and

BE IT FURTHER RESOLVED THAT the committee membership will include a representative from each of the following areas; Atlantic, Quebec, Ontario, & the Western Provinces, as well as the National President or the National Executive Vice President; and

BE IT FURTHER RESOLVED THAT the members of the committee be appointed by the National President in collaboration with the National Vice-Presidents responsible for the respective areas; and

BE IT FURTHER RESOLVED THAT the committee meet twice a year, in person or otherwise; and

BE IT FURTHER RESOLVED THAT the Chair of the Committee shall send a written report to the National Executive following each meeting of the committee; and

BE IT FURTHER RESOLVED THAT money needed for operating the committee be found within the National Meetings budget.

Rationale: *2nd BIR – Recommendation of Non-Concurrence:* The Committee agreed that all regions where there are call centres should be properly represented on the Union’s National Call Centre Committee.

For all the other BIR – Recommendation of Concurrence: Call Centres continue to have issues and a great deal of improvements must be made to the members’ working conditions. The Employer often acts in contravention of our members’ collective agreements imposing unacceptable working conditions.

Because of the growing importance of call centres as workplaces for our members, there is a need for a National Call Centre Committee to champion the issues members are facing across the country with the Employer.

RESOLUTION A-19

The Committee recommends **concurrence** of Resolution A-19 which reads as follows:

TITLE: **BY-LAW 13.2.4 - MENTAL HEALTH**
ORIGINATOR: **ONTARIO RACIALLY VISIBLE ACTION COMMITTEE**
LANGUAGE OF ORIGIN: **E**

WHEREAS Psychological health and safety is embedded in the way people interact with one another in the workplace; and

WHEREAS working conditions, management practices and the way decisions are made and communicated in the workplace influence the impact of psychological health and safety of our members; and

WHEREAS the Employer and the PSAC recognize the importance of promoting and adopting positive mental health practices in the workplace and have together embraced the Standard; and

WHEREAS the Treasury Board & PSAC reached and sign a Memorandum Of Understanding (MOU) that establish a joint task force to address mental health issues in the workplace; and

WHEREAS a Technical Committee was formed from the Task Force and tasked to provide a report with recommendations to the joint task force; and

WHEREAS the vision of the Technical Committee Report is to create a culture that enshrines positive psychological health and safety in the workplace; and

WHEREAS one of the recommendations from the Technical Committee is that the Employer has psychological health and safety processes and programs in place that include consultation with union and employees:

BE IT RESOLVED THAT a committee be created from the National Executive, having the portfolio of Mental Health; and

BE IT FURTHER RESOLVED THAT the committee ensures that the recommendations of the Standard and the technical committee are instituted and sustained in the workplace and within the union; and

BE IT FURTHER RESOLVED THAT this portfolio comes into effect at the end of this 2017 CEIU Tri-Annual Convention.

Rationale: The Committee is aware that By-Law 13.2.4 gives the authority to the National Executive to establish committees necessary for studying and recommending on matters for the effective functioning of the Union and for carrying out its objectives and mandates. However, the Committee wants to ensure that a committee on Mental Health is put in place as a priority by the National Executive considering the important issue.

RESOLUTION A-21

The Committee divided the resolution and recommends **non-concurrence** on the last BIR and **concurrence** on the 1st two BIR and of Resolution A-21 which reads as follows:

TITLE: BY-LAW 13.2.4 - NATIONAL YOUNG WORKER COMMITTEE
ORIGINATOR: BC/YT REGIONAL COUNCIL
LANGUAGE OF ORIGIN: E

WHEREAS the development of young workers in CEIU has not been considered in our national structure; and

WHEREAS there is a necessity to succession plan and make a concerted effort to better develop future activists and leaders in our union by making space and providing them with a forum to participate and be heard:

BE IT RESOLVED THAT a National Young Worker Committee be established; and

BE IT FURTHER RESOLVED THAT the National Young Worker Committee meet once in person on an annual basis; and

BE IT FURTHER RESOLVED THAT money be found within the budget to establish this committee.

Rationale: *1st two BIR: Recommendation of Concurrence:* There is a necessity to regenerate our Union and provide for succession planning. CEIU needs to develop future activists and leaders in our Union and establishing a National Young Worker Committee would be the start to having a forum and a venue for young workers across the country to be able to participate, share their ideas and be heard.

The Committee is aware that the resolution, as submitted, does not provide for the composition or the mandate of this Committee. Presently some National Committees consist of one member per region selected by the NVP(s) for those regions. The same numbers of representatives should be taken into account for this newly created Committee.

The representatives of the National Young Worker Committee would determine their own Terms of Reference at their first in person meeting.

3rd BIR: Recommendation of Non-Concurrence: The budget will be the first thing to be reviewed and adopted by Convention. If the budget is approved, as submitted, there would be no money to be found within the existing budget. The Committee agreed to divide the resolution so that the whole resolution is not lost because of the 3rd BIR.

RESOLUTION A-47

The Committee recommends **concurrence** of Resolution A-47 which reads as follows:

TITLE: **BY-LAW 14.12: AUTHORITY AND RESPONSIBILITIES OF THE NATIONAL VICE-PRESIDENT, HUMAN RIGHTS**
ORIGINATOR: DEPUTY TRUSTEES
LANGUAGE OF ORIGIN: E

BE IT RESOLVED THAT the following points be added at the end of the present By-Law 14.12 National Vice-President, Human Rights - Authority and Responsibilities:

- (l) attend with the National President, the National meetings with the employer to raise concerns and/or issues pertaining to his/her mandate, when necessary;
- (m) work in conjunction with the NVPs and keep them informed regarding human rights group programs and procedures;
- (n) chair the National Human Rights Race Relations (HR/RR) Committee;
- (o) be responsible for reviewing bargaining demands and convention resolutions dealing with human rights.

Rationale: These new additions are important responsibilities for the NVP for HR and should be added to By-Law 14.12. This addition also confirms the need for the NVP for HR to chair the HR/RR Committee.

RESOLUTION A-24

The Committee recommends **concurrence** of Resolution A-24 which reads as follows:

TITLE: BY-LAW 13.3 – THREE (3) MEETINGS A YEAR
ORIGINATOR: BC/YT REGIONAL COUNCIL
LANGUAGE OF ORIGIN: E

WHEREAS the national executive normally meets twice annually in person; and

WHEREAS the finances are normally costed at the triennial convention for only two in person meetings annually; and

WHEREAS there is a need to address membership issues by the National Executive in a more timely fashion; and

WHEREAS in person meetings accomplish more than conference calls, and enable the National Executive to work more closely together to benefit the members of our union; and

BE IT RESOLVED THAT Section 13.3 Meetings of the National Executive of the current bylaws be amended to read as follows:

Section 13.3 The National Executive shall hold meetings at least three times annually in person at the call of the National President, or whenever an emergency meeting is requested by a majority of the National Executive, and the topic and the agenda shall be made known at least two (2) days prior to the meeting.

Rationale: The National Executive needs to meet more often to address membership issues affecting this Union. This resolution would allow for a meeting of the National Executive every four months instead of once every six months. This would also allow the

National Executive to work more closely together on behalf of the membership.

RESOLUTION A-15

The Committee recommends **concurrence** of Resolution A-15 which reads as follows:

TITLE: **BY-LAW 12 - TERM LIMITS FOR MEMBERS OF THE NATIONAL EXECUTIVE**
ORIGINATOR: BC/YT REGIONAL COUNCIL
LANGUAGE OF ORIGIN: E

WHEREAS CEIU has no term limits for members of the National Executive; and

WHEREAS change is good for any organization; and

WHEREAS setting term limits, as some other components of the PSAC have already done, would encourage new members to become involved and encourage succession planning within CEIU, making space for more activists:

BE IT RESOLVED THAT the term limits be set for all positions of the National Executive; and

BE IT FURTHER RESOLVED THAT that the term limits be set to two consecutive terms in the same position; and

BE IT FURTHER RESOLVED THAT this change become effective as of the call out for nominations for the National Executive for the 2020 CEIU Convention.

Rationale: Term limits would provide for more involvement and engagement from the membership and also allow for succession planning. This would also allow CEIU to progress. The Committee felt that this was an important subject to be debated on the convention floor.

The Committee proposes the following language:

NEW 12.5

- a) There will be a term limit of two (2) consecutive terms for each position of CEIU's National Executive;***
- b) Notwithstanding paragraph 12.5 (a), terms prior to the 2020 Convention cycle will not be included in the calculation of term limits.***

The following member of the Committee wishes to be recorded against the Committee's recommendation: Laurie MacPhail

RESOLUTION A-3

The Committee recommends **concurrence** of Resolution A-3 which reads as follows:

TITLE: **BY-LAW 3 - AIMS AND OBJECTIVES**
ORIGINATOR: BC/YT REGIONAL COUNCIL
LANGUAGE OF ORIGIN: E

WHEREAS the aims and objectives listed in the CEIU national by-laws do not accurately reflect the evolution of CEIU as a servicing union; and

WHEREAS many of the items listed under the current aims and objectives of the CEIU national bylaws are either duplicated within the bylaws, and would better fit as a policy, a campaign, or be found in a regulation; and

BE IT RESOLVED THAT By-Law 3, Aims and Objectives, be replaced with the following language:

3.1 To unite all the union members in good standing who work within any department or agency assigned to the Union.

3.2 To obtain and uphold through democratic means for all members the best possible standards of compensation and other conditions of employment and to protect their interests, rights, benefits and privileges.

3.3 To unite all members by fostering an understanding of the fundamental differences between the interests of the members and those of the employer; and through the collective strength and action of the membership, assure a union presence at the workplace.

3.4 To work in solidarity to represent a diverse membership by protecting, promoting and advancing workers' rights and human rights and by supporting and empowering our locals and members.

3.5 To fully participate as a component of the PSAC and to establish close links with the entire trade union movement through affiliation with the national, provincial and local labour organizations.

Rationale: With the shorter, clearer and more concise By-Law 3 – Aims and Objective it becomes a more efficient way of servicing our members. However, the Committee feels that the National Executive should review the present By-Law 3 and determine an appropriate matter in which to preserve the Union’s history be it through a Regulation or a Policy.

The following members of the Committee wish to be recorded against the Committee’s recommendation: Denise Camus and Laurie MacPhail.

RESOLUTION A-5

The Committee recommends **concurrence** of Resolution A-5 which reads as follows:

TITLE: **BY-LAW 6.4 (g) – ATTENDING NBOD & NATIONAL EXECUTIVE MEETINGS**

ORIGINATOR: BC/YT REGIONAL COUNCIL

LANGUAGE OF ORIGIN: E

WHEREAS the present By-Law 6.4 (g) states that every member in good standing has the right to attend any meeting of the PSAC National Board of Directors and any National Executive meeting of the Union, and, where the member is not a member of the Board of Directors or National Executive, to enjoy the status of observer; and

WHEREAS CEIU cannot dictate to the PSAC that our members attend their NBoD meetings; and

WHEREAS CEIU members are welcome at National Executive meetings, however, only if space permits:

BE IT RESOLVED THAT By-Law 6.4 (g) be rewritten to read as follows:

To attend any meeting of the National Executive meeting of the Union, if space permits, and, where the member is not a member of the National Executive, to enjoy the status of observer.

Rationale: CEIU cannot dictate to the PSAC that our members attend their NBoD meetings, therefore, the Committee agrees that this deletion must be made. Furthermore, the PSAC Constitution already allows for any member in good standing to attend the NBoD meetings.

In regards to CEIU members attending the National Executive meetings, any member may request this, however, space must be considered before any member is allowed to attend the NE meetings as an observer.

RESOLUTION A-12

The Committee recommends **concurrence** of Resolution A-12 which reads as follows:

TITLE: **BY-LAW 11.15 - CONVENTION REPORT DISTRIBUTION**
ORIGINATOR: ONTARIO REGIONAL COUNCIL
LANGUAGE OF ORIGIN: E

WHEREAS By-law 11.15 currently calls for the National Convention report to be mailed to each accredited delegate and members of the National Executive and all Locals; and

WHEREAS the costs associated with distributing report packages by mail are prohibitive; and

WHEREAS the mailed reports are not readily available to the membership at large; and

WHEREAS CEIU Policy 25 states that the CEIU shall have its own website and shall post on it, in both official languages, all "general distribution" information (i.e. bulletins, minutes of meetings, etc.); and

WHEREAS electronic means of communication are more cost effectively, timely and accessible.

BE IT RESOLVED THAT By-law 11.15 Convention Report "Within thirty (30) days of the termination of the National Convention, the National President

shall have produced a report of the highlights of the Convention and, within 180 days, a complete report of the proceedings of the National Convention and shall have such report mailed to each accredited delegate and members of the National Executive and all Locals.” Be amended to read: “Within thirty (30) days of the termination of the National Convention, the National President shall have produced a report of the highlights of the Convention and, within 180 days, a complete report of the proceedings of the National Convention and shall have such report posted to the CEIU National Web Site and emailed notification of its availability to each accredited delegate and members of the National Executive and all Locals.”

Rationale: The Committee agrees that not mailing out the Convention Report is a huge cost saving and that by having it posted and available on the CEIU website, the whole membership would have access to the Report and not just the accredited delegates that were in attendance at the convention.

The email notification of the Convention Report’s availability to the delegates, the Locals and the National Executive does state that a hard copy of the Report can be requested.

RESOLUTION A-22A

The Committee recommends **concurrence** of Composite Resolution A-22A (which covers resolution A-22 and A-23) which reads as follows:

TITLE: BY-LAW 13.3: MEETINGS

BE IT RESOLVED THAT By-Law 13.3 – Meetings – be changed to read as follows:

13.3 Meetings

13.3.1 The National Executive shall hold in person meetings at least twice annually. The dates of the meetings will be determined by the National President, in consultation with the members of the National Executive.

13.3.2 Should an emergency meeting be requested by one or more members of the National Executive, then the topic

with rationale shall be made known prior to the National Executive voting on holding such an emergency meeting.

13.3.3 A 2/3 majority vote of the National Executive will be required to authorize an emergency meeting to be called by the National President.

13.3.4 The National President will provide reasonable notice of the date, time and location of National Executive meetings.

Rationale: The Committee believes that it is important that the topic with rationale is made known before an emergency meeting is requested.

RESOLUTION A-37

The Committee recommends **concurrence** of Resolution A-37 which reads as follows:

TITLE: **BY-LAW 14.4 - NATIONAL VICE-PRESIDENTS REPORTING AT ANNUAL MEETING OF LOCAL PRESIDENTS**
ORIGINATOR: ONTARIO REGIONAL COUNCIL
LANGUAGE OF ORIGIN: E

WHEREAS it is important for the local presidents to be made aware of the activities of the National Vice-Presidents with responsibilities in their region; and

WHEREAS NVPs submitting written reports on their activities at each annual meeting of Local Presidents is an effective way of communicating; and

WHEREAS the current by-law concerning the written reports has resulted in a history such reports not being provided:

BE IT RESOLVED THAT By-Law 14.4 (i) “submit written reports on their activities at each annual meeting of Local Presidents in their jurisdiction; should they be unable to provide a report, they shall be compelled to give reasons thereof to representatives of their jurisdictions;” be amended to read

“submit written reports on their activities at each annual meeting of Local Presidents in their jurisdiction;”.

Rationale: The Committee understands that the members are entitled and want to see a written report of the activities of their NVPs and this resolution will make it mandatory for a written report to be submitted.

RESOLUTION A-40

The Committee divided the resolution and recommends **non-concurrence** on the 2nd BIR and **concurrence** on the 1st BIR of Resolution A-40 which reads as follows:

TITLE: **BY-LAW 14.5 - NATIONAL VICE-PRESIDENTS WITH REGIONAL RESPONSIBILITIES ADHERING TO AND UPHOLDING OF REGIONAL BY-LAWS**

ORIGINATOR: ONTARIO REGIONAL COUNCIL

LANGUAGE OF ORIGIN: E

WHEREAS some Regions have regional by-laws in place; and

WHEREAS such by-laws are put in place by the governing body of the region; and

WHEREAS the NVPs have a duty to adhere to and uphold such by-laws:

BE IT RESOLVED THAT By-Laws 14.5(h) be added to read “adhere to and uphold the regional by-laws of their respective Regions”; and

BE IT FURTHER RESOLVED THAT Regulation 20-4 “Decisions made by the regional organizations are binding on the respective region.” be amended to read “Decisions made by the regional organizations are binding on the respective region, the National Vice-Presidents with Regional responsibilities, and their Alternates”.

Rationale: *1st BIR – Recommendation of concurrence:* The NVPs have a duty to adhere to and uphold their regional by-laws and having this added to the By-Laws makes it mandatory.

2nd BIR – Recommendation of non-concurrence: This addition infers that the NVPs with Regional responsibilities and their Alternates are not part of regions when these positions are a big part of each respective region.

RESOLUTION A-41

The Committee recommends **concurrence** of Resolution A-41 which reads as follows:

TITLE: **BY-LAW 14.5 - AUTHORITY AND RESPONSIBILITIES OF ALL NVPS WITH REGIONAL RESPONSIBILITIES**
ORIGINATOR: BC/YT REGIONAL COUNCIL
LANGUAGE OF ORIGIN: E

WHEREAS the authority and responsibilities of national officers listed in the CEIU National By-Laws do not accurately reflect the evolution of CEIU as a servicing union; and

WHEREAS the responsibilities of all National Vice-Presidents with regional responsibilities should be reconsidered to include more focus on labour principals regarding efficiency, accountability and transparency; and

WHEREAS it has been identified that in regions with multiple NVP's there is a need to work collaboratively for the benefit of all members; and

WHEREAS it has been identified that there is a need for NVP's with regional responsibilities to work in solidarity with portfolio NVPs:

BE IT RESOLVED THAT section 14.5 of the National Bylaws be replaced with the following:

All National Vice-Presidents with regional responsibilities shall:

- (a) preside over regional organizations and committees, including the Presidents Conferences;
- (b) represent the Union in discussions with regional departmental officials regarding matters of concern to our members and/or our

- Union, and shall have the right and responsibility to participate in any meeting held in the Region between national officers or staff with regional departmental officials;
- (c) be responsible for the administration of the union affairs in their Regions, in conjunction with the National President;
 - (d) meet with all Local Presidents within their Region at the Presidents' Conference at least once annually and the cost of such meetings will be borne by national funds;
 - (e) for regions with more than one National Vice-President (NVP), the NVPs are equal in the administration of the affairs of the region and will collaborate in the best interest of their members;
 - (f) meet regularly to keep the other NVPs in the region fully informed and consult with them to ensure at all times a united voice on all matters;
 - (g) administer, service and organize their Region into whatever formation as determined by the NVPs;
 - (h) adhere to the regional financial guidelines in the accounting of all monies allocated to them for regional activities;
 - (i) submit written reports on their activities at each annual meeting of Local Presidents in their jurisdiction; should they be unable to provide a report, they shall be compelled to give reasons thereof to representatives of their jurisdictions;
 - (j) endeavor to visit each local within their region, where possible, at least once a year;
 - (k) have the authority to attend any Local meeting within his/her respective region and to examine the records and accounts of any Local or group within his/her jurisdiction;
 - (l) be authorized to delegate duties to their Alternate(s);
 - (m) promote enhanced communication between management and union representatives at all levels of the organization;
 - (n) Keep themselves apprised of the issues for all departments that fall within their region;
 - (o) in consultation with the NVPs for Women's Issues, assist in the organizing of regional women's committee in their region;
 - (p) in consultation with the NVP for Human Rights, assist in the organizing of human rights committee in their region;
 - (q) be responsible to explain and justify the decisions of the National Executive to their respective locals;
 - (r) be responsible for the education programs provided by the union in their regions;
 - (s) be responsible for reviewing bargaining demands and convention resolutions, and review all Local By-Laws in their region, at least

- once in every mandate and/or when amended and report any contravention of the National By-Laws to the National President;
- (t) provide guidance to the respective locals in their region;
- (u) work cooperatively with his/her Alternate for the region, the NVP for Human Rights, the NVP for IRCC, the NVP for IRB and the NVP for Women's Issues.

Rationale: Replacing the present 14.5 of the National By-Laws by this resolution provides for all the responsibilities of the NVPs to be found under one place and not divided within different By-Laws and Regulations as is the present case.

The new additions enhance and provide accountability to the roles of the NVPs with regional responsibilities.

RESOLUTION A-42

The Committee recommends **concurrence** of Resolution A-42 which reads as follows:

TITLE: **BY-LAW 14.6: AUTHORITY AND RESPONSIBILITIES OF THE NATIONAL VICE-PRESIDENT FOR WOMEN'S ISSUES**

ORIGINATOR: DEPUTY TRUSTEES

LANGUAGE OF ORIGIN: E

BE IT RESOLVED THAT the following points be added at the end of the present By-Law 14.6 National Vice-President for Women's Issues - Authority and Responsibilities:

- (l) participate in National meetings with the employer to raise concerns and/or issues pertaining to their mandate, when necessary;
- (m) be responsible for reviewing bargaining demands and convention resolutions dealing with women's issues.

Rationale: These additions to the present By-Law are important ones and should be part of the responsibilities of the NVP for Women's.

The rights of our members are raised at the consultation and bargaining tables.

RESOLUTION A-43

The Committee recommends **concurrence** of Resolution A-43 which reads as follows:

TITLE: **BY-LAW 14.6 – NVP FOR WOMEN**
ORIGINATOR: DISTRICT WOMEN'S COMMITTEE FOR THE THOMPSON/OKANAGAN/KOOTENAY
LANGUAGE OF ORIGIN: E

WHEREAS the outcome of the structural vote for the composition of CEIU that was accepted by the membership confirms that the national positions for Women's Issues will reduce from four (4) NVP's down to two (2) NVP's representing Eastern and Western Canada; and

WHEREAS this now presents an opportunity on how the two (2) newly created positions will meet the mandated responsibilities of their role as one of 17 members of the restructured National Executive; and

WHEREAS this allows for the National Women's Committee, which used to be comprised solely of the previous four (4) NVP's for Women representing West, Ontario/NHQ, Quebec and Atlantic, to evolve to one that provides for more inclusion of issues facing women at the regional and local levels of our union; and

WHEREAS CEIU's By-Law 14.6 currently needs to be added to in order to reflect the outcome of that reduction in NVP for Women's positions:

BE IT RESOLVED THAT By-Law 14.6 include a new subsection in addition to the responsibilities of the NVP for Women which reads:

Chair or Co-Chair the CEIU standing National Women's Committee comprised of the NVP's for Women's Issues, East and West and the eight (8) Chairs, or designate, of each Regional Women's Committee

Rationale: In order to encourage the flow of information on women's issues or concerns between the local, regional and national

levels of CEIU, this resolution provides a more inclusive avenue for that input. The standing National Women's Committee would provide valuable input and insight on the most effective use of the 30 cents per member per month (per the resolution of record approved by Convention) allocated for women's activities.

RESOLUTION A-45

The Committee recommends **concurrence** of Resolution A-45 which reads as follows:

TITLE: BY-LAW 14.8 AND 14.10 – AUTHORITY AND RESPONSIBILITIES FOR IRB AND IRCC NVPs
ORIGINATOR: BC/YT REGIONAL COUNCIL
LANGUAGE OF ORIGIN: E

WHEREAS the authority and responsibilities of national officers listed in the CEIU National By-Laws do not accurately reflect the evolution of CEIU as a servicing union; and

WHEREAS the responsibilities of the National Vice-Presidents for IRB and CIC/IRCC should be reconsidered to include more focus on labour principals regarding equity, efficiency, accountability and transparency; and

WHEREAS the responsibilities of the NVP IRB and the NVP CIC/IRCC in the current Bylaws are separate and varying:

BE IT RESOLVED THAT sections 14.8 and 14.10 of the National Bylaws be replaced with the following:

National Vice-Presidents for IRB and IRCC shall:

- (a) attend with the National President, the National meetings with the employer within their respective departments;
- (b) work in conjunction with all NVPs and keep them informed regarding their respective departmental programs and procedures;
- (c) chair their respective National Standing Committees.

- (d) promote policies and programs which encourage full participation of their respective departments at all levels of the Union
- (e) prepare and make recommendations on policies and directives as it pertains to each departmental portfolio.

Rationale: Replacing the present By-Laws 14.8 and 14.10 with this revised resolution would include more focus on labour principals regarding equity, efficiency, accountability and transparency and both NVPs would have the same authority and responsibilities.

RESOLUTION A-48

The Committee recommends **concurrence** of Resolution A-48 which reads as follows:

TITLE: **BY-LAW 14.12 – AUTHORITY AND RESPONSIBILITIES OF THE NATIONAL VICE-PRESIDENT FOR HRRR**
ORIGINATOR: BC/YT REGIONAL COUNCIL
LANGUAGE OF ORIGIN: E

WHEREAS the authority and responsibilities of national officers listed in the CEIU National By-Laws do not accurately reflect the evolution of CEIU as a servicing union; and

WHEREAS the responsibilities of the National Vice-President for HRRR should be reconsidered to include more focus on labour principals regarding equity, efficiency, and consistency; and

WHEREAS the National Human Rights Race Relations Committee is not lead/chaired by the NVP for HR/RR:

BE IT RESOLVED THAT section 14.12 the National Bylaws be replaced with the following:

The National Vice-President for Human Rights Race Relations shall:

- (a) attend with the National President, the National meetings with the employer to raise concerns and/or issues pertaining to his/her mandate, when necessary;
- (b) work in conjunctions with all NVPs and keep them informed regarding human rights group programs and procedures;
- (c) chair the National Human Rights Race Relations (HR/RR) Committee;
- (d) assist and/or provide guidance in the organizing of human rights group committees when requested;
- (e) sit on the PSAC National Human Rights Committee.
- (f) be responsible for reviewing bargaining demands and convention resolutions dealing with human rights race relations;
- (g) promote policies and programs which encourage full participation by human rights group members at all level of the Union;
- (h) prepare and makes recommendations on policies and directives as it pertains to human rights group issues.

Rationale: Replacing the responsibilities of the NVP for HR with this revised version would ensure more focus on labour principals regarding equity, efficiency and consistency and ensure that the NVP for HR chairs the National Human Rights/Race Relations Committee.

RESOLUTION A-50

The Committee recommends **concurrence** of Resolution A-50 which reads as follows:

TITLE: BY-LAW 15.2.2 – NVP FOR HR
ORIGINATOR: BC/YT REGIONAL COUNCIL
LANGUAGE OF ORIGIN: E

WHEREAS the NVP for HRRR does not currently oversee the HRRR committee; and

WHEREAS the HRRR Committee currently has no official reporting obligation to the NP or National Executive or the members of CEIU between conventions:

BE IT RESOLVED THAT By Law 15.2.2 be amended to read as follows:

The chairperson of the HR/RR Committee shall be the NVP for HR/RR and must ensure that the Committee is fulfilling its mandate

Rationale: This change needs to be made to the By-Law if the Committee's recommendation of concurrence in Resolution A-47 is passed and the NVP for HR is tasked as the chair of the HR/RR Committee.

Otherwise Resolution A-47 would be in contradiction of the present By-Law 15.2.2

RESOLUTION A-51

The Committee recommends **concurrence** of Resolution A-51 which reads as follows:

TITLE: REGIONAL HR GROUP COMMITTEES
ORIGINATOR: BC/YT REGIONAL COUNCIL
LANGUAGE OF ORIGIN: E

WHEREAS CEIU does have an existing HR/RR Committee on a national level; and

WHEREAS CEIU does not have any Regional Human Rights group committees; and

WHEREAS other Components and the PSAC have established these committees in the regions:

BE IT RESOLVED THAT By-Law be amended to include a new section that reads:

“XX. Regional Human Rights Group committees

*) shall be established in each region by self-identified equity members;

*) establish and maintain contact with each local in their region on human rights;

- *) share human rights and equity information among the national executive regions;
- *) develop and foster working relationships with the regional NVP and Human Rights NVP, including keeping them advised of all activities of the human rights committee and integrating them into regional planning;
- *) submit annual written reports to the national vice-president for human rights and keep the regional vice-president informed of their human rights and equity work;
- *) promote human rights and equity issues in their region by attending regional seminars;
- *) actively participate and promote CEIU and PSAC campaigns involving human rights and equity issues;
- *) actively participate in the PSAC Regional Human Rights/Equity Committee meetings”.

Rationale: The Committee unanimously agrees that there is a need for the establishment of Regional Human Rights Group Committees in the regions to allow for the sharing of human rights and equity issues amongst the members.

Human rights represents the cornerstone of this Union and it is in the interest of the members to have a forum at the regional level.

RESOLUTION A-62

The Committee recommends **concurrence** of Resolution A-62 which reads as follows:

TITLE: REGULATION 3 - PER DIEMS
ORIGINATOR: BC/YT REGIONAL COUNCIL
LANGUAGE OF ORIGIN: E

WHEREAS the cost of food has increased over the years with inflation; and

WHEREAS the current per diems as laid out in Regulation 3 of the National Bylaws are \$60 for a weekday and \$100 for a weekend; and

WHEREAS the per diem rate itself has not been updated in at least over a decade and a half:

BE IT RESOLVED THAT the \$60 weekday per diems in Regulation 3 be increased to \$100; and

BE IT FURTHER RESOLVED THAT the \$100 weekend per diems in Regulation 3 be increased to \$150.

Rationale: A lot of activists go out of pocket with their participation at union activities staying in hotels and needing to buy food at high prices from the hotel. Also, with the inflation increase over the years, the request for more monies for per diems is quite appropriate. It has been 16 years since CEIU has adjusted their per diems.

RESOLUTION A-64A

The Committee recommends **concurrence** in Composite Resolution A-64A (which covers resolutions A-64 and A-75) which reads as follows:

TITLE: REGULATION 18(A) – ELECTRONIC VOTING

WHEREAS CEIU believes in one member one vote for the election of National Vice-Presidents and their Alternates; and

WHEREAS new technologies and precedents set by other unions indicate that electronic voting appears to be more feasible and cost effective than our current procedures for NVP and A/NVP elections:

BE IT RESOLVED THAT the National Executive be mandated to investigate and consider the feasibility of the use of electronic voting to elect the NVPs and their alternates.

BE IT FURTHER RESOLVED THAT the National Executive, if deemed necessary, amend regulation 18(a) in time for electronic voting to be used prior to the 2020 CEIU convention.

Rationale: The Committee insisted that it be recorded in this Report to Convention that when CEIU went into trusteeship, they were under the understanding that only the By-Laws were suspended and not democracy.

Without knowing the number of members that have voted for the structural vote, with the amount of monies spent on the vote as well as how many members from our total membership where given the chance to vote, an informed decision cannot be made.

An informed decision is needed to see if electronic voting is the way to go in the future and mandating the National Executive to investigate the feasibility of the use of electronic voting is needed.

RESOLUTION A-66

The Committee recommends **concurrence** of Resolution A-66 which reads as follows:

TITLE: POLICY 4 – CHILD AND DEPENDENT CARE
ORIGINATOR: BC/YT REGIONAL COUNCIL
LANGUAGE OF ORIGIN: E

WHEREAS Policy 4 of the CEIU National bylaws currently provides up to a maximum of \$45 per day for childcare; and

WHEREAS PSAC currently provides up to \$80 per day for childcare;

WHEREAS the cost of childcare has increased significantly since the CEIU policy was last updated:

BE IT RESOLVED THAT CEIU Policy 4, Child and Dependent Care, be amended to provide up to \$80 per day for childcare.

Rationale: The present \$45 allocated does not cover the cost of childcare which has increase significantly since Policy 4 was last updated back in September 2007.

RECOMMENDATIONS OF NON-CONCURRENCE

RESOLUTION A-1

The Committee recommends **non-concurrence** in Resolution A-1 which reads as follows:

TITLE: **BY-LAW 2 – GENERAL PROCEDURES**
ORIGINATOR: LOCAL 00574
LANGUAGE OF ORIGIN: E

WHEREAS certain Resolutions assented to at Conventions that are not By Law Resolutions have, over the years, not been enacted nor implemented; and

WHEREAS these Resolutions are recurring features at various Conventions and are simply listed as Resolutions of Record, without indication of whether or not they have been enacted or implemented; and

WHEREAS the use of Regulations and Policies, properly drafted, can be effective in accomplishing the implementation of matters contained within these Regulations; and

WHEREAS Regulations and Policies have been effectively used as tool by other jurisdiction to implement Resolutions passed at Conventions:

BE IT RESOLVED THAT the By-Law be amended to include Resolution/Policies, partly for the purposes of the implementation of Convention Resolutions; and

BE IT FURTHER RESOLVED THAT as a consequence of these changes the CEIU By-Law be amended thus:

BY-LAW 2 GENERAL PROCEDURES

- 2.1 (Amendments to By Laws -Retained in full)
- 2.1.1 (Amendments to By. Laws - Retained in full)
- 2.1.2 (Vote to amend By Laws-Retained in full)
- 2.2 Regulations/Policies
- 2.2.1 Consistent with By-Law 13.2 and except otherwise provided, the National Executive may make Regulations/Policies on matters outlined and prescribed by these By-Laws;
- 2.2.2 Regulations/Policies for the purposes of these By Laws, shall be interpreted as matters that the Convention directs as Regulations/Policies, or
- 2.2.3 Matters from General/Financial Resolution passed at Convention where the National Executive considers Regulations/Policies as useful tools for their implementation;
- 2.2.4 Regulations/Policies that have been accepted as Regulations/Policies by previous CEIU National Executive; or,
- 2.2.5 Regulations/Policies or amendments to Regulations/Policies that originate, from the National Executive, from any official local, regional or national meetings of members and passed by a majority of the National Executive.
- 2.2.6 The National Executive has the authority, in accordance with By Law 13.2 and, the responsibility consistent with By Law13.2.4, to make Regulations/Policies that enforce, or to designate committees in carrying out provisions of the Regulations/Policies.
- 2.3 Rules of Order (Retained in full and renumbered)

Rationale: This resolution, as submitted, is not clear and also does not include 2.3 - *Conflict* which is presently found in the By-Laws and which the Committee believes is important and should stay in the By-Laws. However, the Committee understands the concerns raised and believes that the Resolutions of Records must be reviewed by the National Executive in order to find a solution to the concerns raised: that resolutions are not being enacted or implemented, once adopted.

RESOLUTION A-2

The Committee recommends **non-concurrence** of Resolution A-2 which reads as follows:

TITLE: **BY-LAW 3: AIMS AND OBJECTIVES**
ORIGINATOR: DEPUTY TRUSTEES
LANGUAGE OF ORIGIN: E

WHEREAS the present By-Law 3 is cumbersome; and

WHEREAS By-Law 3 should be concise and shortened; and

WHEREAS members in the departments, organizations or agencies that the Union acts for recognize who represents them:

BE IT RESOLVED THAT By-Law 3 – Aims and Objectives – be changed to clearly define which departments, organizations or agencies make up the Union’s membership; and

BE IT FURTHER RESOLVED THAT By-Law 3 – Aims and Objectives - be summarized and shortened to read as follows:

3.1 To unite all CEIU members in good standing of the following departments:

- ESDC
- IRB
- IRCC

And any other departments, organizations or agencies that the Union represents.

3.2 To obtain and uphold through democratic means for all members the best possible standards of compensation and other conditions of employment and to protect their interests, rights, benefits and privileges.

3.3 To unite all members by fostering an understanding of the fundamental differences between the interests of the members and those of the employer; and through the collective strength and action of the membership, assure a union presence at the workplace.

- 3.4 To work in solidarity to represent a diverse membership by protecting, promoting and advancing workers' rights and human rights and by supporting and empowering our locals and members.
- 3.5 To fully participate as a component of the PSAC and to establish close links with the entire trade union movement through affiliation with the national, provincial and local labour organizations.

Rationale: The Committee preferred the wording of Resolution A-3 and therefore went non-concurrence on this resolution.

RESOLUTION A-11

The Committee recommends **non-concurrence** of Resolution A-11 which reads as follows:

TITLE: **BY-LAW 11.10 - REALLOCATION OF ELECTORAL DISTRICT**
ORIGINATOR: LOCAL 50769
LANGUAGE OF ORIGIN: E

WHEREAS it is assumed that members in all CEIU electoral districts wish to be represented by delegate seat(s) at Convention; and

WHEREAS any electoral district that does not submit even one nominee according to the terms of the call-out for that election cycle is reasonably assumed to have voluntarily relinquished their right to delegate seat(s) for the current election cycle; and

WHEREAS there are no prohibitions nor directions in the existing By-Laws Section 11 regarding arbitrary reallocation of electoral district seat(s) in situations where an electoral district does not submit even one nominee for Convention according to the terms of the call-out for that election cycle; and

WHEREAS there have been occurrences where the convention delegate seat(s), for an electoral district that does not submit even one nominee according to the terms of the call-out for that election cycle, has been arbitrarily given to another electoral district by CEIU National; and

WHEREAS this goes against the principles of transparency and fairness; and

WHEREAS arbitrarily reallocated representation does not have the same meaning, equivalency, or intent as "*fair and equitable representation*" as mentioned in By-Law sub-section 11.10:

BE IT RESOLVED THAT any electoral district that fails to submit at least one nominee, according to the terms of the call-out for that election cycle, is deemed to have voluntarily relinquished their right to Convention delegate seat(s) for the duration of the current election cycle; and

BE IT FURTHER RESOLVED THAT the relinquished electoral district delegate seat(s) at Convention is now void for the current electoral cycle, and such seat(s) cannot be reallocated nor reactivated in any way for the duration of the current electoral cycle.

Rationale: By-Law 11.9.1 presently states that each region shall be entitled to delegate representation at the Convention based on a formula of one (1) accredited delegate for each one hundred and fifty (150) members and major portion thereof in good standing in the region. The Committee went non-concurrence as they believe that this resolution would be in contravention of By-Law 11.9.1 since it is asking for delegate seat(s) not to be reallocated.

RESOLUTION A-13

The Committee recommends **non-concurrence** of Resolution A-13 which reads as follows:

TITLE: **BY-LAW 11.17 - ELECTION OF NATIONAL VICE PRESIDENTS AND ALTERNATES**
ORIGINATOR: **ONTARIO REGIONAL COUNCIL**
LANGUAGE OF ORIGIN: **E**

WHEREAS the cost for mailing-out ballots and candidate résumés to all CEIU Locals is increasing; and

WHEREAS not all Locals hold a vote; and

WHEREAS members, in most cases, don't personally know or have no knowledge of the candidates; and

WHEREAS CEIU is the only PSAC Component conducting NVP and Alternates to NVP elections in this manner; and

WHEREAS there is a difficulty in ensuring the integrity of elections held by local offices; and

WHEREAS the monies allocated for these elections could be better spent supporting members:

BE IT RESOLVED THAT elections for NVPs and their Alternates be conducted at the CEIU National Triennial Convention by the appropriate Caucus delegates; and

BE IT FURTHER RESOLVED THAT this manner of conducting elections for NVPs and their Alternates be in place for the 2020 CEIU National Triennial Convention.

Rationale: Holding elections of NVPs and their Alternates at the CEIU National Convention would not allow for the - one member, one vote - which is presently being provided and would limit a large number of members from voting for their respective NVP(s) and Alternate(s).

RESOLUTION A-14

The Committee recommends **non-concurrence** of Resolution A-14 which reads as follows:

TITLE: **BY-LAW 12 - ELECTION OF NATIONAL VICE PRESIDENTS AND ALTERNATES AT REGIONAL PRESIDENTS CONFERENCES**
ORIGINATOR: ONTARIO REGIONAL COUNCIL
LANGUAGE OF ORIGIN: E

WHEREAS the cost for mailing-out ballots and candidate résumés to all CEIU Locals is increasing; and

WHEREAS not all Locals hold a vote; and

WHEREAS members, in most cases, don't personally know or have no knowledge of the candidates; and

WHEREAS CEIU is the only PSAC Component conducting NVP and Alternates to NVP elections in this manner; and

WHEREAS there is a difficulty in ensuring the integrity of elections held by local offices; and

WHEREAS the monies allocated for these elections could be better spent supporting members:

BE IT RESOLVED THAT elections for NVPs, with regional responsibilities, and their Alternates be conducted at the Regional Presidents Conferences of the respective Regions in the year prior to the CEIU National Triennial Convention; and

BE IT FURTHER RESOLVED THAT this manner of conducting elections for NVPs and their Alternates be in place the year prior to the 2020 CEIU National Triennial Convention.

Rationale: Holding elections of NVPs and their Alternates at the CEIU National Convention would not allow for the - one member, one vote - which is presently being provided and would limit a large number of members from voting for their respective NVP(s) and Alternate(s).

RESOLUTION A-17

The Committee recommends **non-concurrence** of Resolution A-17 which reads as follows:

TITLE: **BY-LAW 13.2 – JUSTIFY THE DECISIONS OF THE NATIONAL EXECUTIVE**
ORIGINATOR: BC/YT REGIONAL COUNCIL
LANGUAGE OF ORIGIN: E

WHEREAS there is a need to place accountability on nationally elected leadership regarding the financial administration of the union; and

WHEREAS there is a necessity of increased transparency to the locals regarding the financial administration of the union:

BE IT RESOLVED THAT section 13.2 of the CEIU national bylaws be amended to include the following section:

All actions by the National Executive on behalf of the Union are subject to review at the Triennial National Convention. Between Conventions, it shall be the responsibility of the NVPs

of each region to explain and justify the decisions of the National Executive to their respective locals.

Rationale: The proposed amendment makes it that only the NVPs with regional responsibilities need to explain and justify the decisions of the National Executive. There is nothing asking the NVPs with National portfolios to explain and justify the decisions.

RESOLUTION A-18

The Committee recommends **non-concurrence** of Resolution A-18 which reads as follows:

TITLE: **BY-LAW 13.2.4 - INTEGRITY**
ORIGINATOR: ONTARIO RACIALLY VISIBLE ACTION
COMMITTEE
LANGUAGE OF ORIGIN: E

WHEREAS CEIU is mandated to ensure that its members are treated with respect in the workplace, but also as a progressive union, to ensure that elected officers and staff are also treated with respect; and

WHEREAS it has been shown that there is a need for an INTEGRITY committee of the National Executive to ensure that behaviour, both individually and collectively adhered to, this progressive mandate, the spirit of these By Laws, the Constitution of the PSAC and the good order and discipline of the union:

BE IT RESOLVED THAT a committee be created from the National Executive having the portfolio of INTEGRITY; and

BE IT FURTHER RESOLVED THAT this committee oversees the investigation and mediation of complaints and ensures that when required, necessary action is taken within a timely, transparent and fair manner; and

BE IT FURTHER RESOLVED THAT this portfolio comes into effect at the end of this 2017 CEIU Tri-Annual Convention.

Rationale: CEIU Policy 12 already provides for a permanent internal committee to hear and process complaints in accordance with PSAC Policies 23A and 23B.

However, the Committee agrees that CEIU Policy 12 and all relevant policies or documents must be reviewed or updated by the National Executive. Just the title of Policy 12: 'Complaints of Harassment' needs to be changed to incorporate the various matters of complaints.

RESOLUTION A-20

The Committee recommends **non-concurrence** of Resolution A-20 which reads as follows:

TITLE: **BY-LAW 13.2.4 - CREATION OF A NATIONAL WOMEN'S COMMITTEE**
ORIGINATOR: BC/YT REGIONAL COUNCIL
LANGUAGE OF ORIGIN: E

WHEREAS the financing of Women's Conferences was introduced in 1987, at a time when sisters were not well represented in leadership within CEIU; and

WHEREAS PSAC now offers Local Women's Committees in most geographic areas of Canada; and

WHEREAS PSAC now offers Regional Women's Conferences in every region of Canada; and

WHEREAS PSAC now offers a National Women's Conference every three years; and

WHEREAS very few sisters benefit from the 30 cents per member per month that is allocated by resolution of record 'Financing of Women's Conferences' 87/B-11; and

WHEREAS there is a need to put funding and resources back into the grassroots of the membership to enable front line activity to flourish:

BE IT RESOLVED THAT resolution of record 87/B-11, Financing of Women's Conferences, be revoked; and

BE IT FURTHER RESOLVED THAT these monies be reallocated for the creation of a National Women's Committee; and

BE IT FURTHER RESOLVED THAT the NWC be comprised of the chair of each regions' RWC; and

BE IT FURTHER RESOLVED THAT the meetings of the NWC, and the activities of the Regional Women's Committees be funded by this line item.

Rationale: The Committee is of the opinion that this was not the appropriate approach to fund the National Women's Committee because the current Resolution of Record provides adequate funding for committees and conferences as they relate to women's issues.

RESOLUTION A-36

The Committee recommends **non-concurrence** of Resolution A-36 which reads as follows:

TITLE: **BY-LAW 14.2 - AUTHORITY AND RESPONSIBILITIES OF NEVP**
ORIGINATOR: BC/YT REGIONAL COUNCIL
LANGUAGE OF ORIGIN: E

WHEREAS the authority and responsibilities of national officers listed in the CEIU National By-Laws do not accurately reflect the evolution of CEIU as a servicing union; and

WHEREAS the authority and responsibilities of the National Executive Vice-President should be reconsidered to include more focus on labour principals regarding efficiency, accountability and transparency; and

WHEREAS the reporting structure for the current role of the National Executive Vice-President to the National President does not exist; and

WHEREAS the current bylaws do not state that the NEVP must work full time from the NCR office:

BE IT RESOLVED THAT By-law 14.2 National Executive Vice-President, be amended to read as follows:

The National Executive Vice-President shall:

- (a) adhere to the CEIU Code of Conduct and the Code of Ethics and to the CEIU National By-Laws, Regulations and Policies;
- (b) report to the National President
- (c) work full time from the CEIU National Office in the National Capital Region (NCR);
- (d) as Alternate Chief Executive Officer of this Union, act in the office of the National President in the event of the incapacity or the unavailability of the National President, including vacation, illness, etc.;
- (e) have the right to participate at any meeting or gathering of members of the Union;
- (f) make a report, in writing on his or her portfolio and activities to each regular in person meeting of the National Executive and to each National Convention;
- (g) attend and participate in all meetings of the National Executive;
- (h) keep the National President fully informed and consult with the National President to ensure at all times a united voice on all matters;
- (i) perform those duties assigned to him/her by the National President or the National Executive;
- (j) be responsible for the day-to-day functions of the Union and the carrying out of its aims and objectives and its mandates;
- (k) administer the affairs of the Union including but not restricted to leasing of premises, management and control of purchasing, staffing and allocation of work at National Headquarters and in the Regional Union Offices (RUOs), in conjunction with the National President and the respective National Vice-President(s).

Rationale: The present by-law is more detailed than what this resolution is asking for in the change of the Authority and Responsibilities of the NEVP.

RESOLUTION A-38

The Committee recommends **non-concurrence** of Resolution A-38 which reads as follows:

TITLE: **BY-LAW 14.4 - AUTHORITY AND RESPONSIBILITIES OF NVPs**
ORIGINATOR: BC/YT REGIONAL COUNCIL
LANGUAGE OF ORIGIN: E

WHEREAS the authority and responsibilities of national officers listed in the CEIU national by-laws do not accurately reflect the evolution of CEIU as a servicing union; and

WHEREAS the general responsibilities of all National Vice-Presidents should be reconsidered to include more focus on labour principals regarding efficiency, accountability and transparency; and

BE IT RESOLVED THAT section 14.4 of the National By-laws be replaced with the following:

All National Vice-Presidents shall:

- (a) adhere to the CEIU Code of Conduct and the Code of Ethics and to the CEIU National By-Laws, Regulations and Policies;
- (b) become aware of the needs of the members in their jurisdiction and ensure those needs are brought to the attention of the National President and/or the National Executive;
- (c) hold management and/or the Employer accountable to the members at the national and regional levels;
- (d) attend all meetings of the National Executive;
- (e) participate in committees created by the National Executive to which they have been named;

- (f) preside over committees of the National Convention as determined by the National Executive;
- (g) provide written reports at each in person National Executive meeting to be accepted. These reports would then be sent out to the respective locals;
- (h) assist the National President when requested by him/her;

Rationale: The present by-law provides a more detailed version of the authority and responsibilities than this revised version.

RESOLUTION A-39

The Committee recommends **non-concurrence** of Resolution A-39 which reads as follows:

TITLE: **BY-LAW 14.5 - NATIONAL VICE-PRESIDENTS WITH REGIONAL RESPONSIBILITIES WHERE A REGIONAL COUNCIL EXISTS**

ORIGINATOR: ONTARIO REGIONAL COUNCIL

LANGUAGE OF ORIGIN: E

WHEREAS some Regions have Regional Councils representing the membership; and

WHEREAS cooperation should be encouraged between Regional Councils and NVPs with regional responsibilities; and

WHEREAS the current By-Laws do not specify the relationship between NVPs and the Regional Councils:

BE IT RESOLVED THAT By-Law 14.5 “In addition to those responsibilities outlined in By-Law 14, Sub-section 14.4, National Vice-Presidents with regional responsibilities shall...” be amended to read “In addition to those responsibilities outlined in By-Law 14, Sub-section 14.4, National Vice-Presidents with regional responsibilities, and where Regional councils exist in partnership with such councils, shall...”.

Rationale: This change would need to be made to the respective Regional By-Laws and not to the National By-Laws. The regions should have autonomy in determining the manner in which they work in partnership with their NVP and this could be stipulated in their regional By-Laws.

RESOLUTION A-44

The Committee recommends **non-concurrence** of Resolution A-44 which reads as follows:

TITLE: **BY-LAW 14.6 - AUTHORITY AND RESPONSIBILITIES OF ALL NVPS FOR WOMEN'S ISSUES**
ORIGINATOR: BC/YT REGIONAL COUNCIL
LANGUAGE OF ORIGIN: E

WHEREAS the authority and responsibilities of national officers listed in the CEIU National By-Laws do not accurately reflect the evolution of CEIU as a servicing union; and

WHEREAS the responsibilities of all National Vice-Presidents for Women's Issues should be reconsidered to include more focus on labour principals regarding efficiency, accountability and transparency:

BE IT RESOLVED THAT section 14.6 of the National Bylaws be amended to read as follows:

The National Vice-Presidents for Women's Issues shall:

- (a) co-chair the Standing National Women's Committee;
- (b) participate in National meetings with the employer to raise concerns and/or issues pertaining to their mandate, when necessary;
- (c) assist and provide guidance in the organizing of regional women's committee;
- (d) be responsible for reviewing bargaining demands and convention resolutions dealing with women's issues;
- (e) review and make recommendations on all of the employer's policies and directives as it pertains to their mandate;

- (f) promote policies and programs to move women's issues to the forefront of our union's agenda and diminish the present barriers our women membership face;
- (g) encourage the full participation of women to ensure they are well represented in all union activities, at all levels of the union.

Rationale: The Committee felt that other resolutions better represented the new role of the women's mandate, and went non-concurrence for this reason.

RESOLUTION A-46

The Committee recommends **non-concurrence** of Resolution A-46 which reads as follows:

TITLE: BY-LAW 14.7, 14.9, 14.11 AND 14.13 –
**AUTHORITY AND RESPONSIBILITIES OF THE
ALTERNATE NATIONAL VICE-PRESIDENTS**

ORIGINATOR: BC/YT REGIONAL COUNCIL

LANGUAGE OF ORIGIN: E

WHEREAS the authority and responsibilities of the Alternates to the national officers listed in the CEIU National By-Laws do not accurately reflect the evolution of CEIU as a servicing union; and

WHEREAS the responsibilities of the Alternate National Vice-Presidents should be reconsidered to be more realistic and manageable:

BE IT RESOLVED THAT sections 14.7, 14.9, 14.11, 14.13 of the National Bylaws be replaced with the following:

Alternates to the National Vice-Presidents shall:

- a) assume the responsibilities and duties of the NVP on a permanent basis, if, for any reason, the NVP is unable to complete his/her term of office;
- b) perform the duties of the NVP when requested by the NVP, on an interim basis (i.e. vacation, illness, national meetings, training, etc.);
- c) seek direction from the NVP;

- d) be requested to submit a report of his/her activities to the NVP on an annual basis.

Rationale: Replacing the present By-Laws with this resolution would remove from each of these two By-Laws the chance for the Alternate(s) to attend at least one (1) National Executive meeting during his/her term and which the Committee agrees is important for the Alternate(s).

RESOLUTION A-49

The Committee recommends **non-concurrence** of Resolution A-49 which reads as follows:

TITLE: BY-LAW 15 - RESOLUTION OF RECORD
(93B/10A) NATIONAL HUMAN RIGHTS
CONFERENCE
ORIGINATOR: LOCAL 00574
LANGUAGE OF ORIGIN: E

BE IT RESOLVED THAT Resolution of Record National Human Rights Conference (93B/10 A) be included in the By-Law and thereto recorded as; National Human Rights Conference By-Law 15.4.

Rationale: The Committee felt that with no wording provided by the submitting body, they could not see how the By-Law would read if the resolution of record was removed, and therefore, it could not support this resolution.

Furthermore, with specific funding outlined in the Resolution of Record it was agreed that the wording of the Resolution of Record would be inappropriate for the By-Laws.

RESOLUTION A-60

The Committee recommends **non-concurrence** of Resolution A-60 which reads as follows:

TITLE: REGIONAL DUES
ORIGINATOR: BC/YT REGIONAL COUNCIL
LANGUAGE OF ORIGIN: E

WHEREAS the members of CEIU belong to the only component of the PSAC where regional dues exist; and

WHEREAS locals, national convention as well as regions in CEIU collect dues; and

WHEREAS currently, the Presidents Conference has the ability to set the dues rate of the region:

BE IT RESOLVED THAT regional dues shall be established with a percentage rate from a minimum to a maximum.

Rationale: Due to the complexity of its application, the Committee went non-concurrence.

RESOLUTION A-63

The Committee recommends **non-concurrence** of Resolution A-63 which reads as follows:

TITLE: REGULATION 3: NATIONAL VICE-PRESIDENTS LOSS OF WAGES
ORIGINATOR: ONTARIO REGIONAL COUNCIL
LANGUAGE OF ORIGIN: E

WHEREAS the National Executive has an interest in fiscal responsibility with regards to CEIU membership dues; and

WHEREAS the NVP position is nominally a volunteer position; and

WHEREAS the reimbursement of lost wages is meant to compensate members for actual wages lost; and

WHEREAS union members other than National Executive are compensated for actual wages lost:

BE IT RESOLVED that Regulation 3 1.1 “- Loss of wages – minimum equivalent to PM-2 last increment” be amended to “- Loss of wages”.

Rationale: The Committee agrees that the work of an NVP is worth, at a minimum, the salary of a PM-2.

The Committee did however, flag a concern around the words ‘Loss of Wages’ and felt that the word ‘Compensation’ would be more fitting as some members receive more monies than their actual loss of salary.

RESOLUTION A-65

The Committee recommends **non-concurrence** of Resolution A-65 which reads as follows:

TITLE: REGULATION 22, 8.7
ORIGINATOR: LOCAL 00613
LANGUAGE OF ORIGIN: E

WHEREAS CEIU Regulation 22 under 8.7 states that, “In the event that any elected officer of this Local for any reason is unable or unwilling to complete his/her term of office, the remaining members of the executive will as soon as possible but no longer than within a two month period, call an election for the purpose of filling the vacancy. In the interim, the executive may appoint a member of the executive to fill the vacancy”; and

WHEREAS 2 months is an unreasonable amount of time to have an election for a Local spread over multiple offices:

BE IT RESOLVED THAT “but no longer than within a two month period” be removed from Regulation 22, 8.7.

Rationale: The Committee agrees that a defined timeline is necessary to ensure that there is appropriate representation for the membership of a local and therefore could not remove 'within a two month period' as is presently stated in Regulation 22.

RESOLUTION A-68

The Committee recommends **non-concurrence** of Resolution A-68 which reads as follows:

TITLE: MEMBERS ACCEPTING SECONDMENT
TO AN EMPLOYER NOT REPRESENTED BY
CEIU
ORIGINATOR: LOCAL 50769
LANGUAGE OF ORIGIN: E

WHEREAS per Treasury Board definition, by accepting a secondment, an employee maintains their substantive position in their home department/agency or organization when they accept a temporary lateral movement to another department/agency or organization (interdepartmental); and

WHEREAS there is no dispute that a secondment is an excellent avenue for career development, to gain breadth of knowledge, and gain experience; and

WHEREAS there is no intent that accepting a secondment with an employer not represented by CEIU shall be a limitation on participation in a/the Union; and

WHEREAS a member's access to their home department/agency or organization's premises, email, and internal websites is typically rescinded for the duration of a secondment; and

WHEREAS there have been instances where members elected, appointed, acclaimed, directed, or otherwise entitled to hold a position within the CEIU structure at various levels have failed to advise CEIU that they are on secondment – sometimes for secondment durations lasting for continuous years - with an employer not represented by CEIU; and

WHEREAS typically a member should self-identify to CEIU after three continuous months on secondment so that CEIU may review whether their dues should be transferred to the bargaining agent and/or component representing their secondment workplace, and the reverse upon their return to their home workplace:

BE IT RESOLVED THAT any member elected, appointed, acclaimed, directed, or otherwise entitled to hold a position within the CEIU structure at any level (Local, Regional, National, Committee or otherwise), whose secondment to an employer not represented by CEIU is, or becomes, for a duration longer than thirty (30) continuous calendar days, shall notify CEIU in writing immediately and shall be replaced temporarily by the member's alternate - or other member as determined by the body concerned - for the duration of their secondment; and

BE IT FURTHER RESOLVED THAT any member elected, appointed, acclaimed, directed, or otherwise entitled to hold a position within the CEIU structure at any level (Local, Regional, National, Committee or otherwise), whose secondment to an employer not represented by CEIU is, or becomes, for a duration of one hundred and eighty (180) continuous calendar days or longer, shall notify CEIU immediately in writing and shall be replaced by the member's alternate - or other member as determined by the body concerned - for the entire remainder of the period for which the member would have been entitled to hold the position; and

BE IT FURTHER RESOLVED THAT a member whose secondment to an employer not represented by CEIU is, or becomes, for a duration longer than thirty (30) continuous calendar days, shall forthwith turn over to the CEIU all records, documents, funds, or property that the member holds in trust for CEIU at any level (Local, Regional, National, Committee or otherwise).

Rationale: The Committee agrees that to be replaced by an alternate after only 30 continuous calendar days of being on secondment would not allow the opportunity for the elected or appointed member to continue to provide their services to its during their secondment. There is a lot of learning in some union positions and having an Alternate step in could potentially create more questions from the members that they represent instead of leaving the incumbent, even while on secondment, in their union position.

The Committee is of the opinion that removing an elected or appointed member from their union position for the entire remainder of the period for which the member would have been entitled to hold the position was not fair. Members elect their representative and not allowing this person to continue in their position when they return from their secondment is unfair to the member who accepts a secondment for a career development or to gain experience elsewhere. This could be a barrier to our members in union positions who would like to accept a secondment.

RESOLUTION A-69

The Committee recommends **non-concurrence** of Resolution A-69 which reads as follows:

TITLE: **BY-LAW 15.2.1 (A)**
ORIGINATOR: 2016 NATIONAL HR/RR CONFERENCE
LANGUAGE OF ORIGIN: E

WHEREAS the present composition of the HR/RR Committee as per By-Law 15.2.1 includes the National Vice-President (NVP) for Human Rights and his or her Alternate; and

WHEREAS including the Alternate to the NVP for Human Rights in the composition of the committee has a cost associated to it:

BE IT RESOLVED THAT By-Law 15.2.1 (a) be changed to read: The National Vice-President for Human Rights or their Alternate

Rationale: It is important that the Alternate to the NVP for HR be a member of the HR/RR Committee and not be removed from the composition of the HR/RR Committee. Human Rights is at the forefront of this Union and removing a member from the National HR/RR Committee would not be helping the committee in its work to raise awareness on human rights issues.

RESOLUTION A-70

The Committee recommends **non-concurrence** of Resolution A-70 which reads as follows:

TITLE: **ALTERNATE NVP FOR HUMAN RIGHTS**
ORIGINATOR: 2016 NATIONAL HR/RR CONFERENCE
LANGUAGE OF ORIGIN: E

WHEREAS each alternate to the National Vice-Presidents is presently invited to observe the National Executive meetings at least once in their 3 year term; and

WHEREAS the present CEIU By-Law 15.2.1 (a) includes the Alternate to the National Vice-President for Human Rights at its meetings; and

WHEREAS there is a resolution to change By-Law 15.2.1 (a) to no longer include the Alternate to the National Vice-President for Human Rights at its meetings unless the Alternate is replacing the NVP of Human Rights:

BE IT RESOLVED THAT, should By-Law 15.2.1 (a) change to no longer include the Alternate to the National Vice-President, that the Alternate be invited to observe one meeting of the HR/RR Committee at least once in their 3 year term.

Rationale: With the present By-Law 15.2.1 which states that the Alternate NVP for HR is a member of the HR/RR Committee, he/she would automatically be attending the HR/RR Committee meetings.

**CHANGES REQUIRED TO THE
CEIU BY-LAWS AND REGULATIONS
AS A RESULT OF THE VOTE ON THE STRUCTURE**

BY-LAW CHANGES

BY-LAW 4: FORM OF ORGANIZATION (page A4)

4.1 This Union shall be composed of chartered Locals situated within ~~eleven (11)~~ **eight (8)** regions in Canada, as follows:

1. Newfoundland/Labrador-**Nova Scotia**
2. Prince Edward Island
3. ~~Nova Scotia~~
4. **2.** New Brunswick-**Prince Edward Island**
5. **3.** Quebec
6. **4.** Ontario
7. **5.** Manitoba-**Saskatchewan**
8. Saskatchewan
9. **6.** Alberta/Northwest Territories/Nunavut
10. **7.** British Columbia/Yukon Territory
11. **8.** National Capital Region (NCR)

BY-LAW 11: NATIONAL CONVENTION (page A14 and A17)

11.1 Governing Body

11.1.1 The supreme governing body of the Union is the National Convention, comprised of the National Executive and the accredited delegates from the ~~eleven (11)~~ **eight (8)** regions, as identified in By-Law 4.

.....

11.10 Electoral Districts

To ensure fair and equitable representation at Convention, in each of the ~~eleven (11)~~ **eight (8)** regions of the Union, electoral districts will be established based on geographical areas and population. Each electoral district so established shall be assigned a portion of the region's total delegate entitlement. The electoral districts so established by the National Executive, upon recommendation of the National Vice-President(s) of the region, in consultation with the Locals, shall be sent out with the Convention Call, and made available on the CEIU website.

...

BY-LAW 13: NATIONAL EXECUTIVE (page A26)

...

13.1 Composition

The National Executive shall be composed of:

- (a) A full-time elected paid National President;
- (b) A full-time elected paid National Executive Vice-President;
- (c) A National Vice-President from each region of Canada except Quebec and Ontario;
- (d) ~~Three (3)~~ **Two (2)** National Vice-Presidents from each of the regions of Ontario and Quebec;
- (e) A National Vice-President, who shall be a woman, from each of the following areas:
 - (1) Western Canada, comprised of **the regions of** British Columbia ~~and /Yukon Territory~~, Alberta/Northwest Territories/Nunavut, Saskatchewan ~~and -Manitoba Regions~~ **and Ontario**;
 - ~~(2) Ontario and National Capital Region (NCR);~~
 - ~~(3) Quebec;~~
 - ~~(4)~~

(2) Eastern Canada, comprised of the regions of Newfoundland/Labrador-Nova Scotia and Labrador, Prince Edward Island, New Brunswick-Prince Edward Island and Nova Scotia, Quebec and the National Capital Region NCR Regions.

(f) A National Vice-President for the Immigration and Refugee Board;

(g) A National Vice-President for Citizenship and Immigration;

(h) A National Vice-President for Human Rights.

...

BY-LAW 14: AUTHORITY AND RESPONSIBILITIES OF NATIONAL OFFICERS (page A32)

...

14.6 National Vice-Presidents for Women's Issues

In addition to those responsibilities outlined in By-Law 14, Sub-section 14.4, paragraphs (a) to (g), (j) and (k), National Vice-Presidents for Eastern Canada, **and** Western Canada, ~~Quebec, and Ontario & National Capital Region (NCR)~~ shall:

- (a) promote policies and programmes that will encourage the full participation of women at all levels of the Union;
- (b) with the National Vice-Presidents of the Regions in their area, meet with regional management on matters of concern to our members pertaining to their mandate;
- (c) prepare policies, demands and resolutions, etc., with a view to moving women's issues to the forefront of our Union's agenda and diminishing the present barriers our women membership face;

- (d) ensure that women members are well represented in all union activities, at all levels of the Union;
 - (e) wherever possible, meet at least once annually with local women's coordinators from each Local within their ~~Region~~ **area**;
 - (f) assist in the organizing of regional women's committees in their area;
 - (g) participate as a member of said regional women's committees in their area, and provide direction for the committees;
 - (h) assist in the planning and preparation of the regional Local Presidents' conferences/meetings;
 - (i) review and make recommendations on all of the employer's policies and directives as it pertains to their mandate;
 - (j) in conjunction with the National President, be responsible for the administration of union affairs pertaining to their mandate in their ~~Regions~~ **area**;
 - (k) give mandates to their national alternates.
- ...

NECESSARY CHANGES TO REGULATIONS

CEIU REGULATION NO. 2 (pages B3-B4)

Pursuant to By-law 11.16, and under the authority of By-law 13.2.2, the National Executive hereby enacts as follows:

REGULATION GOVERNING THE NOMINATION AND ELECTION OF CEIU DELEGATES TO THE PSAC CONVENTION

1. In the nomination and election of CEIU members as delegates to the PSAC Convention, the principle which will be maintained, unless special circumstances prevent it, is that all geographic areas of each region will be represented by a delegate to the Convention.

2. (a) Based on the latest membership figures available prior to the National Convention, a determination shall be made in accordance with the PSAC Constitution as to the total number of delegates that the Component will be entitled to have at the next PSAC Convention.
- (b) As the members of the National Executive are automatically delegates to the PSAC Convention, the total number of National Vice-Presidents shall therefore be deducted from the total CEIU entitlement referred to in paragraph (a).
- (c) Two members of the CEIU National Human Rights/Race Relations Committee shall be afforded accredited delegate status based on gender parity. The total (2) shall be deducted from the total CEIU entitlement as referred to in paragraph (a).
- (d) In addition, each region shall be entitled to at least one additional delegate, and this group of ~~eleven (11)~~ **eight (8)** shall also then be deducted from the total CEIU entitlement as referred to in paragraph (a).
- (e) The remaining entitlement, after the numbers in paragraphs (b), (c) and (d) have been deducted, shall be divided on a pro rata basis amongst all regions and a vote conducted in accordance with Sections 3 and 4 of this regulation.

...

CEIU REGULATION NO. 18A (pages B31, B33, B34)

Pursuant to By-law 12.3.2, 12.3.3, 12.3.4 and 12.3.5, and under the authority of By-law 13.2.2, the National Executive enacts as follows:

REGULATION GOVERNING THE ADMINISTRATION PROCEDURES FOR THE ELECTION OF NATIONAL VICE-PRESIDENTS AND ALTERNATES

**◇ FOR REGIONS, FOR WOMEN'S ISSUES, FOR CIC and FOR IRB ◇
Refer to Regulation 18B for the election of NVP & Alternate NVP for
Human Rights**

<i>Section 1 - General</i>	<i>Section 10 – Regional Nominations and Elections Chair</i>
<i>Section 2 - National Elections Committee</i>	<i>Section 11 - Local Balloting Committee</i>
<i>Section 3 - Preparations</i>	<i>Section 12 - Local Balloting Committee Chairperson</i>
<i>Section 4 - Ontario and Quebec</i>	<i>Section 13 - Polling Officers</i>
<i>Section 5 - Headquarters</i>	<i>Section 14 - Election Kit</i>
<i>Section 6 - Women's Issues</i>	<i>Section 15 – Nullifying of Election</i>
<i>Section 7 - Ballots</i>	<i>Section 16 – Appeal Procedures</i>
<i>Section 8 - Records to Retain</i>	<i>Section 17 – Election to More than One Position</i>
<i>Section 9 - Results</i>	<i>Section 18 – Withdrawal or ineligible candidate(s)</i>

...

4. Ontario and Quebec

- 4.1 In the case of Ontario and Quebec National Vice-Presidents and Alternates, the members will vote for up to the required number of candidates not to exceed the maximum number of positions available.
- 4.2 The ~~three (3)~~ **two (2)** candidates for National Vice-Presidents who receive the greatest number of the valid votes cast will be considered elected.
- 4.3 Regarding the election of alternates, the three candidates who receive the greatest number of valid votes cast shall be considered elected, and ranked in order of the number of votes received.

...

**RESOLUTIONS COMBINED
INTO COMPOSITE RESOLUTIONS**

Composite Resolution A-4A (which combines A-4 and A-59)

A-4

TITLE: BY-LAW 4: FORM OF ORGANIZATION
ORIGINATOR: DEPUTY TRUSTEES
LANGUAGE OF ORIGIN: E

WHEREAS CEIU National By-Laws provide for the authority of the National Executive and that of Local executives; and

WHEREAS CEIU National By-Laws provide for National Vice-Presidents with regional responsibilities; and

WHEREAS CEIU National By-Laws make no mention of the authority of the regions; and

WHEREAS it is important that CEIU National By-Laws define the authority of each of the Union’s structures:

BE IT RESOLVED THAT CEIU National By-Law 4 be amended to read as follows:

BY-LAW 4: FORM OF ORGANIZATION

4.1 This Union shall be composed of chartered Locals situated within eight (8) regions in Canada, as follows:

1. Newfoundland-Labrador/Nova Scotia
2. New Brunswick/Prince Edward Island
3. Québec
4. Ontario
5. Manitoba/Saskatchewan
6. Alberta/Northwest Territories/Nunavut
7. British Columbia/Yukon Territory
8. National Capital Region (NCR)

- 4.2 Each of these regions shall be authorized, in accordance with the By-Laws and Regulations of the Union, to set such By-Laws, Regulations and Policies as required to carry out its affairs.
- 4.3 The governing body of each region shall be the president's conference.

A-59

TITLE: NEW BY- LAW: REGIONAL STRUCTURE
ORIGINATOR: BC/YT REGIONAL COUNCIL
LANGUAGE OF ORIGIN: E

WHEREAS Regional Bylaws are not currently recognized by the National Bylaw of CEIU; and

WHEREAS there is a need to give legitimacy to the regional structure and culture of our union; and

WHEREAS there is a need for some level of consistency, as well as a respect for regional autonomy, in our National Bylaws regarding regionalization:

BE IT RESOLVED THAT the National Bylaws be amended to include the following Bylaw recognizing regional structures:

Regional Organization:

- a) The supreme governing body of each region shall be the Regional Presidents' Conference, which has the authority to manage the affairs of the region;
- b) Each region shall establish Regional Bylaws and Financial Guidelines;
- c) Each region may establish regional committees.

Resolution Composite A-22A (which combines A-22 and A-23)

A-22

TITLE: BY-LAW 13.3: MEETINGS
ORIGINATOR: DEPUTY TRUSTEES
LANGUAGE OF ORIGIN: E

BE IT RESOLVED THAT By-Law 13.3 – Meetings – be changed to read as follows:

- 13.3 Meetings
- 13.3.1 The National Executive shall hold in person meetings at least twice annually. The dates of the meetings will be determined by the National President, in consultation with the members of the National Executive.
- 13.3.2 Should an emergency meeting be requested by one or more members of the National Executive, then the topic with rationale shall be made known prior to the National Executive voting on holding such an emergency meeting.
- 13.3.3 A 2/3 majority vote of the National Executive will be required to authorize an emergency meeting to be called by the National President.
- 13.3.4 The National President will provide reasonable notice of the date, time and location of National Executive meetings.

A-23

TITLE: BY-LAW 13.3 – MEETINGS
ORIGINATOR: BC/YT REGIONAL COUNCIL
LANGUAGE OF ORIGIN: E

WHEREAS the current CEIU bylaws allow for a vote to hold an emergency meeting without the topic of the meeting being made known to the national executive prior to the vote:

BE IT RESOLVED THAT section 13.3 meetings, of the national by laws be amended to read as follows:

13.3.1 The National Executive shall hold meetings at least twice annually at the call of the National President.

13.3.2 Should an emergency meeting be requested by one or more members of the National Executive, then the topic with rationale shall be made known prior to the National Executive voting on holding such an emergency meeting.

13.3.2 A 2/3 majority vote shall be required prior to the National President calling an emergency meeting

Resolution Composite A-26A (which combines A-26 to A-32)

A-26

TITLE: **BY-LAW 14.1: AUTHORITY AND RESPONSIBILITIES OF THE NATIONAL PRESIDENT**

ORIGINATOR: DEPUTY TRUSTEES

LANGUAGE OF ORIGIN: E

BE IT RESOLVED THAT the following points be added at the end of the present By-Law 14.1 National President's authority and responsibilities:

- (p) adhere to the CEIU Code of Conduct and the Code of Ethics and to the CEIU National By-Laws, Regulations and Policies;
- (q) work full time from the CEIU National Office in the National Capital Region (NCR);
- (r) ensure that the National Executive, the regions and the locals carry out the directives and policies established by the National Conventions of the Public Service Alliance of Canada and this Union, in accordance with the authorities of each as provided by the PSAC Constitution and the Union's National By-Laws;
- (s) assign and delegate duties to the National Executive Vice-President.
- (t) get a 2/3 vote in favour from the National Executive before asking the Public Service Alliance of Canada to put the component under administrative review and/or trusteeship.

A-27

TITLE: **BY-LAW 14.1 - AUTHORITY AND RESPONSIBILITIES OF NATIONAL PRESIDENT (FULL TIME IN OTTAWA)**

ORIGINATOR: MANITOBA REGIONAL COUNCIL

LANGUAGE OF ORIGIN: E

WHEREAS it is important that the National President work full time in the National Office; and

WHEREAS presently there is nothing in the CEIU By-Laws regarding the National President working full time in the National Office; and

WHEREAS CEIU Regulation 7 (1) (a) which requires the National President to work full-time from the National Office can be changed by the National Executive at any time:

BE IT RESOLVED THAT By-Law 14.1 be amended to include: As the Chief Executive officer of this Union, the National President must work full-time from the National Office located in the greater Ottawa area within three months of being elected or ascending to the position, effective upon conclusion of the 2017 CEIU Convention.

A-28

TITLE: **BY-LAW 14.1 - AUTHORITY AND RESPONSIBILITIES OF NATIONAL PRESIDENT (FULL TIME IN OTTAWA)**
ORIGINATOR: SASKATCHEWAN PRESIDENTS' REGIONAL COUNCIL
LANGUAGE OF ORIGIN: E

WHEREAS it is important that the National President be prepared to work full time in the National Office; and

WHEREAS presently there is nothing in the CEIU By-Laws regarding the National President needing to work full time in the National Office; and

WHEREAS CEIU Regulation 7 (1) (a) which requires the National President to work full-time from the National Office can be changed by the National Executive at any time:

BE IT RESOLVED THAT By-Law 14.1 be amended to read; As the Chief Executive officer of this Union, the National President must work full-time from the National Office located in the greater Ottawa area within three months of being elected or ascending to the position, effective upon conclusion of the 2017 CEIU Convention.

A-29

TITLE: BY-LAW 14.1 – NATIONAL PRESIDENT
RESPONSIBILITIES
ORIGINATOR: BC/YT REGIONAL COUNCIL
LANGUAGE OF ORIGIN: E

WHEREAS the authority and responsibilities of national officers listed in the CEIU national by-laws do not accurately reflect the evolution of CEIU as a servicing union; and

WHEREAS the authority and responsibilities of the National President should be reconsidered to include more focus on labour principals regarding accountability and transparency:

BE IT RESOLVED THAT By-Law 14.1 National President, be amended to read as follows:

The National President shall:

- (a) adhere to the CEIU Code of Conduct and the Code of Ethics and to the CEIU National By-Laws, Regulations and Policies;
- (b) work full time from the CEIU National Office in the National Capital Region (NCR);
- (c) function as the Chief Executive Officer of this Union, and as such, is the official spokesperson on behalf of the Union on any matter of national concern to the Union and/or its members, for all departments represented by the Union;
- (d) interpret the By-Laws, Regulations and Policies of this Union;
- (e) preside at meetings of the National Executive and the CEIU Conventions;
- (f) have the right to participate at any meeting or gathering of members of the Union;
- (g) follow and implement the decisions taken by the National Executive;
- (h) be the representative of this Union on the National Board of Directors of the Public Service Alliance of Canada, and report in writing to the National Executive following each meeting;
- (i) report in writing to the CEIU National Convention on the affairs of the Union and the activities of the National Executive

- (j) report in writing to the National Executive on his/her activities at each in person meetings of the National Executive;
- (k) submit in writing to the National Convention such recommendations as the National Executive deems necessary for the continuing pursuit of the aims and objectives of this Union and/or the Public Service Alliance of Canada;
- (l) be responsible for the financial and administrative operation of the Union;
- (m) ensure that the National Executive, the regions and the locals carry out the directives and policies established by the National Conventions of the Public Service Alliance of Canada and this Union, in accordance with the authorities of each as provided by the PSAC Constitution and the Union's National By-Laws;
- (n) perform such other duties considered to fall within the jurisdiction of his/her portfolio;
- (o) Assign and delegate duties to the National Executive Vice-President;
- (p) Ensure to get a 2/3 vote in favour from the National Executive before asking the Public Service Alliance of Canada to put the component under administrative review and/or trusteeship.

A-30

TITLE: **BY-LAW 14.1 - AUTHORITY AND RESPONSIBILITIES OF NATIONAL PRESIDENT (REQUESTING 2/3 VOTE)**

ORIGINATOR: MANITOBA REGIONAL COUNCIL

LANGUAGE OF ORIGIN: E

WHEREAS Unions are built on the strong principles of democracy; and

WHEREAS presently there is nothing in the CEIU By-Laws preventing the National President from unilaterally asking the National Board of Directors to put the component into Administrative Review or Trusteeship

BE IT RESOLVED THAT By-Law 14.1 be amended to include: As the Chief Executive officer of this Union, the National President shall obtain a 2/3 vote of agreement by the component's National Executive before requesting the National Board of Directors put the component into Administrative Review or

Trusteeship effective upon the conclusion of the 2017 CEIU National Convention.

A-31

TITLE: BY-LAW 14.1 - AUTHORITY AND RESPONSIBILITIES OF NATIONAL PRESIDENT (REQUESTING 2/3 VOTE)
ORIGINATOR: SASKATCHEWAN PRESIDENTS' REGIONAL COUNCIL
LANGUAGE OF ORIGIN: E

WHEREAS Unions are built on the strong principles of democracy; and

WHEREAS presently there is nothing in the CEIU By-Laws preventing the National President from unilaterally asking the National Board of Directors to put the component into Administrative Review or Trusteeship:

BE IT RESOLVED THAT By-Law 14.1 be amended to read; As the Chief Executive officer of this Union, the National President shall obtained a 2/3 vote of agreement by the component's National Executive before requesting the National Board of Directors put the component into Administrative Review or Trusteeship and this be in effect at the conclusion of the 2017 CEIU Convention.

A-32

TITLE: BY-LAW 14.1 - ADMINISTRATIVE REVIEW OR TRUSTEESHIP
ORIGINATOR: BC/YT REGIONAL COUNCIL
LANGUAGE OF ORIGIN: E

WHEREAS presently there is nothing in the CEIU By-Laws preventing the National President from unilaterally asking the National Board of Directors to put the component into Administrative Review or Trusteeship:

BE IT RESOLVED THAT By-Law 14.1 be amended to include; As the Chief Executive officer of this Union, the National President shall obtained a 2/3

vote in agreement by the National Executive before requesting the PSAC National Board of Directors to put the component into Administrative Review or Trusteeship.

Composite Resolution A-33A (which combines A-33 to A-35)

A-33

TITLE: BY-LAW 14.2: AUTHORITY AND RESPONSIBILITIES OF THE NATIONAL EXECUTIVE VICE-PRESIDENT

ORIGINATOR: DEPUTY TRUSTEES

LANGUAGE OF ORIGIN: E

BE IT RESOLVED THAT the following points be added at the end of the present By-Law 14.2 National Executive Vice-President's authority and responsibilities:

- (l) adhere to the CEIU Code of Conduct and the Code of Ethics and to the CEIU National By-Laws, Regulations and Policies;
- (m) report to the National President
- (n) work full time from the CEIU National Office in the National Capital Region (NCR)

A-34

TITLE: BY-LAW 14.2 - AUTHORITY AND RESPONSIBILITIES OF NEVP (FULL TIME IN OTTAWA)

ORIGINATOR: MANITOBA REGIONAL COUNCIL

LANGUAGE OF ORIGIN: E

WHEREAS it is important that the National Executive Vice President work full time in the National Office; and

WHEREAS presently there is nothing in the CEIU By-Laws regarding the National Executive Vice President working full time in the National Office; and

WHEREAS CEIU Regulation 7 (1) (a) which requires the National Executive Vice President to work full-time from the National Office can be changed by the National Executive at any time:

BE IT RESOLVED THAT By-Law 14.2 be amended to include: As Alternate Chief Executive officer of this Union, the National Executive Vice President must work full-time from the National Office located in the greater Ottawa area within three months of being elected or ascending to the position, effective upon conclusion of the 2017 CEIU Convention.

A-35

TITLE: **BY-LAW 14.2 - AUTHORITY AND RESPONSIBILITIES OF NEVP (FULL TIME IN OTTAWA)**

ORIGINATOR: SASKATCHEWAN PRESIDENTS' REGIONAL COUNCIL

LANGUAGE OF ORIGIN: E

WHEREAS it is important that the National Executive Vice President be prepared to work full time in the National Office; and

WHEREAS presently there is nothing in the CEIU By-Laws regarding the National Executive Vice President needing to work full time in the National Office; and

WHEREAS CEIU Regulation 7 (1) (a) which requires the National Executive Vice President to work full-time from the National Office can be changed by the National Executive at any time:

BE IT RESOLVED THAT By-Law 14.2 be amended to read; As Alternate Chief Executive officer of this Union, the National Executive Vice President must work full-time from the National Office located in the greater Ottawa area within three months of being elected or ascending to the position, effective upon conclusion of the 2017 CEIU Convention.

Composite Resolution A-64A (which combines A-64 and A-75)

A-64

TITLE: REGULATION 18(A) – ELECTRONIC VOTING
ORIGINATOR: BC/YT REGIONAL COUNCIL
LANGUAGE OF ORIGIN: E

WHEREAS CEIU believes in one member one vote for the election of National Vice-Presidents and their Alternates; and

WHEREAS new technologies and precedents set by other unions indicate that electronic voting appears to be more feasible and cost effective than our current procedures for NVP and A/NVP elections:

BE IT RESOLVED THAT the National Executive be mandated to investigate and consider the feasibility of the use of electronic voting to elect the NVPs and their alternates.

BE IT FURTHER RESOLVED THAT the National Executive, if deemed necessary, amend regulation 18(a) in time for electronic voting to be used prior to the 2020 CEIU convention.

A-75

TITLE: ELECTRONIC VOTING
ORIGINATOR: CEIU LOCAL 20938
LANGUAGE OF ORIGIN: E

WHEREAS the current process to elect National Vice-Presidents in CEIU includes a complex mailing-out balloting system to the unions locals

WHEREAS not all locals properly run the polling stations to hold the elections for NVPs; and

WHEREAS our union is the only component of the PSAC that conducts elections at the local level, using one member, one vote, for the election of national officers; and

WHEREAS one member, one vote for national officers is an important part of our unions democracy; and

WHEREAS there is a need to modernize and make voting more accessible and less cumbersome to all members of CEIU; and

WHEREAS our union has now used electronic voting successfully:

BE IT RESOLVED THAT the National Executive be mandated to review the successes and challenges of electronic voting, and either implement the elections for National Vice-Presidents and Alternate National Vice-Presidents to be conducted using electronic voting, or report back to the membership about why electronic voting was not seen as a viable option for our union; and

BE IT FURTHER RESOLVED THAT regulation 18(A) be amended to reflect these changes prior to the next convention cycle should the National Executive choose to implement electronic voting.

RESOLUTIONS REFERRED TO OTHER COMMITTEES

A-25

TITLE: BY-LAW 14 - TRAINING REQUIREMENTS FOR
NEWLY ELECTED NATIONAL PRESIDENT
AND NATIONAL EXECUTIVE VICE-
PRESIDENT

ORIGINATOR: NCR REGIONAL COUNCIL

LANGUAGE OF ORIGIN: E

WHEREAS there is currently no mandatory training requirement for the newly elected President or National Executive Vice-President

BE IT RESOLVED THAT President, and National Executive Vice-President undertake the following training within 3 weeks of starting their duties: CEIU Finance, Resolutions, By-Laws, Regulations and Policies as well as the PSAC Constitution.

A-52

TITLE: SECTION 5 – HRRR TERMS OF REFERENCE:
REPORTING RELATIONSHIP

ORIGINATOR: BC/YT REGIONAL COUNCIL

LANGUAGE OF ORIGIN: E

WHEREAS there is currently no reporting relationship between the regional and national HRRR committees:

BE IT RESOLVED THAT the HRRR Terms of Reference, Section -5, be amended to include the following language:

“Work in collaboration with regional HRRR committees”

A-53

TITLE: SECTION 5 – NATIONAL HR/RR TERMS OF REFERENCE
ORIGINATOR: BC/YT REGIONAL COUNCIL
LANGUAGE OF ORIGIN: E

WHEREAS there is currently no exchange of information and communication between Regional and National HR/RR Committees:

BE IT RESOLVED THAT the Terms of Reference in Section 5 of the National HR/RR Committee be amended to include the following change:

Work in collaboration with Regional HR/RR Committees;

BE IT FURTHER RESOLVED THAT a representative of each Regional equity group meet with the National HR/RR Committee once per year via telephone conference effective after the 2017 CEIU Convention.

A-54

TITLE: SECTION 5 – HR/RR TERMS OF REFERENCE
ORIGINATOR: BC/YT REGIONAL COUNCIL
LANGUAGE OF ORIGIN: E

WHEREAS there is currently no explicit reporting relationship between any regional HRRR and/or Equity committees and the national HRRR NVP in the HRRR Terms of Reference; and

BE IT RESOLVED THAT the HR/RR Terms of Reference Section 5 be amended to include the following language: “Work in consultation with regional HRRR and/or Equity committees”.

A-55

TITLE: SECTION 5 – HR/RR TERMS OF REFERENCE
– PROVIDE RECOMMENDATION
ORIGINATOR: BC/YT REGIONAL COUNCIL
LANGUAGE OF ORIGIN: E

WHEREAS CEIU is a servicing union, and amongst its primary mandates is to improve the working conditions of all members; and

WHEREAS the employer, from time to time, will update their equity policies regarding staffing **WHEREAS** these equity policies affect all members of CEIU:

BE IT RESOLVED THAT Section 5 of the HRRR terms of reference be updated to include the following language:

Review and provide recommendation through the NVP HRRR to the National Executive regarding employer staffing policies as they relate to equity.

A-56

TITLE: SECTION 7 - HR/RR TERMS OF REFERENCE
ORIGINATOR: BC/YT REGIONAL COUNCIL
LANGUAGE OF ORIGIN: E

WHEREAS CEIU seeks to be an inclusive, accessible union to our members and activists:

BE IT RESOLVED THAT section 7 of the HRRR terms of reference be amended as follows:

- (ii) Delegates to the HR/RR conference comprised of the either (8) members of the HR/RR committee and forty (40) accredited delegates representing equally the four (4) HR/RR groups with gender parity maintained, and consideration given for regional and official language representation

A-57

TITLE: SECTION 7 - HR/RR TERMS OF REFERENCE
ORIGINATOR: BC/YT REGIONAL COUNCIL
LANGUAGE OF ORIGIN: E

WHEREAS CEIU seeks to be a transparent and equitable union
BE IT RESOLVED THAT section 7 of the HRRR terms of reference be amended to include the following language:

Delegate selection shall not be conducted by looking at or being influenced by the names of the applicants.

A-58

TITLE: HR/RR TERMS OF REFERENCE:
WRITTEN REPORT
ORIGINATOR: BC/YT REGIONAL COUNCIL
LANGUAGE OF ORIGIN: E

WHEREAS some delegates and observers to the CEIU HRRR conference return home and report back to their locals and/or regions; and

WHEREAS accountability is often achieved through reporting back to a constituency:

BE IT RESOLVED THAT the chair of the HRRR committee, in consultation with the members of the committee, provide a written report about the activities and initiatives of the national HRRR committee at the triennial HRRR conference; and

BE IT FURTHER RESOLVED that the HRRR committee terms of reference be amended to reflect this change.

A-67

TITLE: COMPONENT UNDER TRUSTEESHIP
ORIGINATOR: NCR REGIONAL COUNCIL
LANGUAGE OF ORIGIN: E

WHEREAS there is no provision when a Component President request that a Component be placed in Trusteeship that the component National Executive impacted be allowed to present their respective position:

BE IT RESOLVED THAT the National Board of Directors will not put any component under trusteeship without the affected component national Executive be allowed a voice at the NBOD to present its own report as approved and submitted by that component governing body.

RESOLUTIONS RULED OUT OF ORDER

A-6

The Trustee ruled this resolution **out of order**.

TITLE: BY-LAW 6.5 - LEAVE WHILE HOLDING A
UNION POSITION
ORIGINATOR: LOCAL 50769
LANGUAGE OF ORIGIN: E

WHEREAS any Local, Regional, or National Officer or Committee Member has the right to utilize, with the approval of the appropriate authority, all forms of leave as prescribed in the Collective Agreement; and

WHEREAS a leave of lengthy continuous duration can cause hardship for the membership due to disruptions in communication, context, and representation; and

WHEREAS it has occurred that Local, Regional, or National Officers or Committee Members have taken leaves of several continuous months and not fulfilled their duties during the period of their leave:

BE IT RESOLVED THAT the following subsections be inserted into Article 6.5 of the By-Laws:

1. Any Local, Regional, or National Officer or Committee member holding a position in the union whose approved leave request is, or becomes, for a period greater than thirty (30) continuous calendar days shall notify CEIU in writing immediately and shall be replaced temporarily by his/her alternate - or other member as determined by the body concerned - for the duration of their leave.
2. For approved leave requests that are for, or become, more than ninety (90) continuous calendar days the member shall notify CEIU in writing immediately and shall be replaced by the member's alternate - or other member as determined by the body concerned - for the for the entire

remainder of the period for which the member would have been entitled to hold the position.

3. Subsections 1 and 2 do not apply to any member elected to the position of National President or National Executive Vice-President, nor to any member utilizing Leave for Union Business
4. CEIU recognizes that the leave types that would typically trigger subsection 2 are unpredictable and sometimes incapacitating. The sole authority render a decision to waive subsection 2 in cases of sick leave, maternity leave, and/or parental leave (or any combination of these three types of leave) for National Officers lies with the National President and will only be triggered upon written request from the National Officer involved (or family member in cases of sick leave) The sole decision authority in all other cases involving subsection 2 and the leave types identified within this paragraph lies with the applicable National Vice-President.
5. The member involved, who is subject to subsections 1 or 2, shall forthwith turn over to the CEIU all records, documents, funds, or property that the member holds in trust for CEIU at any level (Local, Regional, National, Committee or otherwise).
6. Investigation for compliance with both subsections 1 and 2, should the member not self-declare the leave but it is brought to the attention of CEIU, will be conducted according to the delineation described in subsection 4.

Rationale: This resolution contravenes the PSAC Constitution.

A-7

The PSAC National President ruled this resolution **out of order** as it is in contravention of the PSAC Constitution.

TITLE: **BY-LAW 10.2 - DISCIPLINE**
ORIGINATOR: ONTARIO RACIALLY VISIBLE ACTION
COMMITTEE
LANGUAGE OF ORIGIN: E

WHEREAS By-Law 10–Discipline only deals with Revocation or Suspension;
and

WHEREAS some offenses may not warrant Suspension or Revocation:

BE IT RESOLVED THAT the CEIU amends By-Law 10- Discipline to include Remedial and Corrective measures as follows:

10.2.2 Revocation or Suspension of membership becomes 10.2.2(i).

10.2.2 (ii) *Remedial and Corrective measures*

The National Executive of the union shall have the authority to institute Remedial or Corrective measures to members whose actions do not fall under section 10.3. but who have been found guilty of an offense under these By Laws.

Rationale: By Law 10.3 (a) states: violates any of the provisions of these By-Laws or the Constitution of the Public Service Alliance of Canada. This addition would therefore contradict the present By-Laws.

The Committee understands the intent and the need for the Union to provide some form of internal conflict resolution.

A-8

The PSAC National President ruled this resolution **out of order** as it is in contravention of the PSAC Constitution.

TITLE: **BY-LAW 10.4 - REMOVAL OF NATIONAL OFFICER BY THE MEMBERSHIP OF CONSTITUENCY**
ORIGINATOR: ONTARIO REGIONAL COUNCIL
LANGUAGE OF ORIGIN: E

WHEREAS the 2011 By-Laws contained section 10.4 *Removal of National Officer by the Membership of Constituency*; and

WHEREAS this section was removed in the 2014 By-Laws; and

WHEREAS a clear need for direct accountability to the membership has been demonstrated; and

WHEREAS direct accountability to the membership upholds the core democratic principles of the union.

BE IT RESOLVED THAT the 2011 By-Law 10.4 be reinstated in its entirety as quoted below:

10.4 Removal of National Officer by the Membership of a Constituency

10.4.1 The National President, the National Executive Vice-President, and the National Vice-Presidents shall individually be subject to removal from office if they are considered to have inadequately represented their constituencies for reason including conduct detrimental to the interest of members, incompetence or non-attendance.

- (a) The constituency for a National Vice-President shall be deemed to be the membership of the region which he/she represents.
- (b) The constituency of the National Vice-President for the Immigration Refugee Board shall be deemed to be the IRB membership of all the regions.

- (c) The constituency of the National Vice-President for Citizenship and Immigration shall be deemed to be the CIC membership of all the regions.
- (d) The constituency of the National Vice-President for Human Rights shall be deemed to be CEIU members who have self-identified.
- (e) The constituency for the National President and the National Executive Vice-President shall be deemed to be the total membership of all the regions.

10.4.2 In order for a vote to be taken of the membership of a constituency, the names, signatures and identification of at least twenty-five per cent (25%) of the members of the constituency must be forwarded to the National Executive.

10.4.3 It is the responsibility of the National Executive to ensure that a referendum vote is conducted at least thirty (30) days following the presentation and validation of the request.

10.4.4 In order for the National President, the National Executive Vice President, or a National Vice-President to be removed from office, a majority of the votes cast must be in the affirmative. Spoiled ballots shall not be included in the total number of votes cast.

10.4.5 If a majority of members vote to remove the National President, the National Executive Vice-President, or a National Vice-President from office, then that officer shall, upon the notification of the results of the ballot, be considered to be removed from office.

10.4.6 In the case of a National Vice-President's removal, his/her alternate will be named as the National Vice-President. If an alternate is not available, then nominations will be called for from the membership of the constituency, and a vote held to elect a new National Vice-President.

10.4.7 In case of the removal of the National President, the National Executive Vice-President shall assume office in accordance with By-law 12.4.1.

10.4.8 In the case of the removal of the National Executive Vice-President, his/her alternate will assume office in accordance with By-law 12.4.2.

Rationale: These additions were removed from the By-Laws in 2014 because they were in contravention of the PSAC Constitution as per the PSAC National President.

A-9

The PSAC National President ruled this resolution **out of order** as it is in contravention of the PSAC Constitution.

TITLE: **BY-LAW 10.5 - REMOVAL OF NATIONAL VICE-PRESIDENT BY REGIONAL DELEGATES**
ORIGINATOR: ONTARIO REGIONAL COUNCIL
LANGUAGE OF ORIGIN: E

WHEREAS the 2011 By-Laws contained section 10.5 *Removal of National Vice-President by Regional Delegates*; and

WHEREAS this section was removed in the 2014 By-Laws by a resolution to the 2014 CEIU National Triennial Convention by the National Executive; and

WHEREAS a clear need for direct accountability to the Regional Delegates has been demonstrated; and

WHEREAS direct accountability to the Regional Delegates upholds the core democratic principles of the union:

BE IT RESOLVED THAT the 2011 By-Law 10.5 be reinstated in its entirety as quoted below:

10.5 Removal of National Vice-President by Regional Delegates

10.5.1 Should a National Vice-President be deemed to have not adequately represented the constituency, then the officer in question shall be subject to removal from office upon the decision of at least two-thirds (2/3) of the votes cast by the delegates, as

defined by the regional by-laws, present at one of their annual regional conferences.

- 10.5.2 Should a National Vice-President be removed from office by the delegates to the annual regional conference, then a replacement shall be made by naming the alternate to the position.
- 10.5.3 Should an alternate not be available, then nominations will be called for the vacant position, and an election held amongst all members of the region, in accordance with By-law 12.4.4.

Rationale: These additions were removed from the By-Laws in 2014 because they were in contravention of the PSAC Constitution as per the PSAC National President.

A-10

The PSAC National President ruled this resolution **out of order** as it is in contravention of the PSAC Constitution.

TITLE: **BY-LAW 10.6 - REMOVAL OF LOCAL OFFICER OR STEWARD**
ORIGINATOR: ONTARIO REGIONAL COUNCIL
LANGUAGE OF ORIGIN: E

WHEREAS the 2011 By-Laws contained section 10.6 *Removal of Local Officer or Steward; and*

WHEREAS this section was removed in the 2014 By-Laws; and

WHEREAS a clear need for direct accountability to the membership has been demonstrated; and

WHEREAS direct accountability to the membership upholds the core democratic principles of the union:

BE IT RESOLVED THAT the 2011 By-Law 10.6 be reinstated in its entirety as quoted below:

10.6 Removal of Local Officer or Steward

- 10.6.1 An officer or steward of a Local shall be subject to removal from office if such officer or steward is deemed not to have adequately represented the members of the Local for reasons including incompetence and non-attendance.
- 10.6.2 In order for a vote to be taken of the membership of a Local, it is required that at least twenty-five per cent (25%) of the members of the Local present a request to the responsible National Vice-President.
- 10.6.3 It is the responsibility of the National Vice-President to ensure that a referendum vote be conducted within thirty (30) days following the presentation and validation of the request.
- 10.6.4 In order for a Local officer or steward to be removed from office, a majority of the votes cast must be in the affirmative.
- 10.6.5 If a majority of the members vote to remove a Local officer or steward from office, then that officer or steward shall, upon the notification of the results of the ballot, be considered to be removed from office.
- 10.6.6 When a Local officer or steward has been removed from office, then nominations shall be called for from the membership of the Local and a vote held to elect a new officer or steward.

Rationale: These additions were removed from the By-Laws in 2014 because they were in contravention of the PSAC Constitution as per the PSAC National President.

A-16

The Trustee ruled Resolution A-16 **out of order**.

TITLE: **BY-LAW 13 – PARITY VOTE**
ORIGINATOR: NCR REGIONAL COUNCIL
LANGUAGE OF ORIGIN: E

WHEREAS the NCR is the second largest region of CEIU and has 1 vote of the National Executive:

BE IT RESOLVED THAT each region have parity and only 1 vote on the National Executive.

Rationale: This resolution is in effect a resolution that changes the national governance structure approved by CEIU members two months ago.

COSTING PROVIDED
BY THE FINANCE COMMITTEE

A-21

TITLE: BY-LAW 13.2.4: NATIONAL YOUNG WORKER COMMITTEE

BE IT RESOLVED THAT a National Young Worker Committee be established; and

BE IT FURTHER RESOLVED THAT the National Young Worker Committee meet once in person on an annual basis; and

BE IT FURTHER RESOLVED THAT money be found within the budget to establish this committee.

ASSUMPTIONS, COSTING:

This resolution falls under the National Committees Meeting budget line that is included in the Members' Expenses in section C.

No money is available within this budget cycle.

The information regarding the costing is incomplete. How many members would be attending such meeting? However, a meeting that would be held over a weekend (2 rest days) would have the following costing: The variable cost per participant which includes the Meals per-diems, Loss of salary, Travel and Accommodation is estimated to be \$1,000. The fixed costs component for this includes the requirements for translation, equipment and meeting room rental which is estimated to be \$8,000.

The total cost for the meeting would range between \$12,000 for a committee of 4 members to \$16,000 for a committee of 8 members.

This resolution would require an increase of the dues ranging between \$0.06 and \$0.08 per member per month, which is equal to adding an increase to the dues rate ranging between 0.0012% and 0.0017%.

A-24

TITLE: BY-LAW 13.3: THREE (3) N.E. MEETINGS A YEAR

BE IT RESOLVED THAT Section 13.3 Meetings of the National Executive of the current bylaws be amended to read as follows:

Section 13.3 The National Executive shall hold meetings at least three times annually in person at the call of the National President, or whenever an emergency meeting is requested by a majority of the National Executive, and the topic and the agenda shall be made known at least two (2) days prior to the meeting.

ASSUMPTIONS, COSTING:

This resolution falls under the Internal Governance budget line that is included in the Members' Expenses in section C.

Considering that the budget allocation for the National Executive meetings is established at \$160,500 for two meetings per year, the Committee considers that adding one annual meeting would be equal to an increase of \$80,250 in this line item.

This would result in an increase of the dues equal to \$0.39 per member per month, which is equal to adding 0.0083% to the dues rate.

A-62

TITLE: REGULATION 3: PER DIEMS

BE IT RESOLVED THAT the \$60 weekday per diems in Regulation 3 be increased to \$100; and

BE IT FURTHER RESOLVED THAT the \$100 weekend per diems in Regulation 3 be increased to \$150.

ASSUMPTIONS, COSTING:

This resolution falls under multiple budget lines found under the Members' Expenses in section C. Making such adjustment would have an impact on each meeting that are budgeted within the various committees, conferences and convention.

The costing is being established considering that the payments of the per diems is allocated equally between the weekdays and the weekend days. This is providing a proposed increase of 56.25% of the per diem rates that are currently being paid to our members participating in National activities.

The amount of per diems that were paid to our members for National union activities in 2016 is approximately \$60,000. Considering the proposed increase, the required adjustment to the budget would be evaluated at \$35,000.

This would result in an increase of the dues equal to \$0.17 per member per month, which is equal to adding 0.0036% to the dues rate.

A-63

TITLE: REGULATION 3: NATIONAL VICE-PRESIDENTS' LOSS OF WAGES

BE IT RESOLVED that Regulation 3 1.1 "- Loss of wages — minimum equivalent to PM-2 last increment" be amended to "- Loss of wages".

ASSUMPTIONS, COSTING:

This resolution falls under the Internal Governance budget line that is included in the Members' Expenses in section C.

It is impossible to cost this resolution appropriately as it depends on the salary of the incumbents of the National Vice-president positions.

A-66

TITLE: POLICY 4 — CHILD AND DEPENDENT CARE

BE IT RESOLVED THAT CEIU Policy 4, Child and Dependent Care, be amended to provide up to \$80 per day for childcare.

ASSUMPTIONS, COSTING:

This resolution falls under the Family Care budget line that is included in the Members' Expenses in section C.

The increase is equal to 77.78%. The Committee reviewed the current usage of the Family Care Allocation and determined that the budget proposal for the 2018-2020 budget cycle would accommodate such an increase.

A-73

TITLE: NATIONAL WOMEN'S COMMITTEE

BE IT RESOLVED THAT a national regulation be established regarding the National Committee for Women's Issues to read as follows:

X.2 The Committee

(a) The Composition

The Committee is composed of the National Vice-Presidents for Women's Issues and the Chairperson of each of CEIU's Regional Women's Committee.

X.3 Meetings

(a) Meetings of the National Women's Committee shall be held at least twice a year, in person or by other means, and shall occur in a timely manner prior to the Union's National Executive meetings.

ASSUMPTIONS, COSTING:

This resolution falls under the National Committees Meetings budget line that is included in the Members' Expenses in section C.

No money is available within this budget cycle.

The costing for a meeting that would be held over a weekend (2 rest days) would have the following costing: The variable cost per participant which includes the Meals per-diems, Loss of salary, Travel and Accommodation is estimated to be \$1,000. As there is 8 regions and 2 NVP's participating to this event, the variable cost would be estimated at \$10,000. The fixed costs component for this includes the requirements for translation, equipment and meeting room rental which is estimated to be \$8,000.

The total cost for each meeting would then be \$18,000 for a total of \$36,000 per year.

This resolution would require an increase of the dues equal to \$0.18 per member per month, which is equal to adding 0.0037% to the dues rate.

A-74

TITLE: CALL CENTRE COMMITTEE

BE IT RESOLVED THAT a standing committee for call centers be established through a resolution of record

BE IT FURTHER RESOLVED THAT the committee membership will include a representative from each of the following areas; Atlantic, Quebec, Ontario, & the Western Provinces, as well as the National President or the National Executive Vice President; and

BE IT FURTHER RESOLVED THAT the members of the committee be appointed by the National President in collaboration with the National Vice-Presidents responsible for the respective areas; and

BE IT FURTHER RESOLVED THAT the committee meet twice a year, in person or otherwise; and

BE IT FURTHER RESOLVED THAT the Chair of the Committee shall send a written report to the National Executive following each meeting of the committee; and

BE IT FURTHER RESOLVED THAT money needed for operating the committee be found within the National Meetings budget.

ASSUMPTIONS, COSTING:

This resolution falls under the National Committees Meetings budget line that is included in the Members' Expenses in section C.

No money is available within this budget cycle.

The costing for a meeting that would be held over a weekend (2 rest days) would have the following costing: The variable cost per participant which includes the Meals per-diems, Loss of salary, Travel and Accommodation is estimated to be \$1,000. As there is 4 areas identified in the resolution for to this event, the variable cost would be estimated at \$4,000. The fixed costs component for this includes the requirements for translation, equipment and meeting room rental which is estimated to be \$8,000. The total cost for each meeting would then be \$12,000 for a total of \$24,000 per year.

This resolution would require an increase of the dues equal to \$0.12 per member per month, which is equal to adding 0.0025% to the dues rate.