

Notice of Motion

I. Stipend Model Proposal

7.14 Executive **and Steward** Stipends

(a) The positions of President, Vice President, Chief Steward, Treasurer, Recording Secretary, Equity Officer and Membership Outreach Officer shall be paid for 15 hours of work per month, paid at the graduate teaching assistantship rate as specified in the local's collective agreement.

(b) each Steward shall be paid as follows:

(i) **Faculty, Unit and Additional Steward (except Unit 3 Steward) - a stipend of 12 hours of work per completed term, paid at the graduate teaching assistantship rate as specified in the local's collective agreement**

(ii) Unit 3 steward - a **stipend of 8 hours per month/32 hours per completed term paid at the graduate teaching assistantship rate as specified in the local's collective agreement.**

(c) each Trustee shall be provided with **stipend of 6 hours, paid at the graduate teaching assistantship rate as specified in the local's collective agreement for completion of each audit, or they shall be provided with paid book-off from their CUPE 4207 bargaining unit duties to perform the audit.**

II. Departmental Steward Proposal

8.1 Election of Stewards:

(a) The members shall be entitled to elect **stewards as follows:**

(i) **Faculty Stewards (Unit 1):** one (1) steward for ~~the following faculties:~~ Humanities, Social Sciences, Education, Applied Health Sciences, Business, and Math and Sciences and other new faculties as added from time to time.

(ii) **Departmental Stewards (Unit 1): up to two (2) stewards for each Academic Department in which Unit 1 members typically work.**

(iii) **Additional Stewards (Unit 1): one (1) instructor steward and one (1) international student steward.**

(iv) **Unit Stewards (Unit 2 and Unit 3):** one steward to represent members of Unit 2 and one steward to represent members of Unit 3.

(b) **The election process in 8.1.1 shall apply to Faculty Stewards, Additional Stewards, and Unit Stewards only.**

(c) **The election process in 8.1.2 shall apply to Departmental Stewards.**

8.1.1 Election of Stewards at the AGM

(a) Stewards shall be elected at the Annual General Meeting in April and shall serve a term beginning on May 1 in the year of the election and ending on April 30 the following year.

(b) Elections of Stewards shall be done in the same manner as for the Executive Council and Trustees as laid out in Article 7.

(c) A separate election shall be held for each steward position.

i) For faculty stewards, in the first set of calls for nominations, only members employed in the faculty for which the vote is being conducted may stand for election. Where only one nomination is received and the nominee has agreed to stand for a position, the member nominated shall be

declared elected by acclamation. Where more than one nomination is received and accepted, an election for that position shall be conducted. ~~In the event that no member from that faculty is nominated, a second set of calls for nominations will be made. In the second set of calls, any member in good standing of Unit 1 may be nominated.~~

ii) For the Unit 2 steward, only members from Unit 2 shall be eligible to be elected. Where only nomination is received and the nominee has agreed to stand for the position, the member nominated shall be declared elected by acclamation. Where more than one nomination is received and accepted, an election for that position shall be conducted. In the event that no member from Unit 2 is nominated, the Vice-President Unit 2 shall act as the steward.

iii) For the Unit 3 steward, only members from Unit 3 shall be eligible to be elected. Where only nomination is received and the nominee has agreed to stand for the position, the member nominated shall be declared elected by acclamation. Where more than one nomination is received and accepted, an election for that position shall be conducted. In the event that no member from Unit 3 is nominated, the Vice-President Unit 3 shall act as the steward.

(d) Where, for any reason, the members fail to elect a Steward, the Executive Committee shall have the power to appoint the Steward.

(e) Members who are elected to the office of the Executive Committee shall not be elected or appointed to a Steward position as well.

8.1.2 Election of Departmental Stewards

(a) Each department shall be select up to 2 Departmental Stewards from Unit 1 chosen through a democratic process each year.

(b) The Union encourages self-organization of workers in departments through rank-and-file union activists. It is understood that all members shall be included in any democratic process in a department. To this end, the Union shall help communicate with all members in the Department and/or assist in creating the necessary conditions for Departmental Steward elections.

(c) It shall be the responsibility of each elected Departmental Steward to provide their names and contact information to the Faculty Steward and Chief Steward of their Unit within three (3) calendar days.

8.2 Duties of Stewards

(a) Departmental Stewards shall:

(i) recruit and organize members in their departments and encourage them to become active in the Local.

(ii) act as representatives of the Local to the employees in their departments.

(iii) serve as the liaison between the members they represent and the Chief Steward, and, where applicable, the Faculty Steward and Vice Presidents.

(iv) advise the members of the departments with regard to matters involving the Collective Agreement.

(v) Organize members to attend GMMs and other Local events.

(vi) Distribute Information of the Local.

(vii) attend, once per term, a Stewards Council meeting to report on any issues and findings from their work in the departments.

(viii) where appropriate, process the grievances of the members in their departments and represent their members in grievance meetings.

(b) Faculty and Unit Stewards shall:

(i) perform all duties of Departmental Stewards as set out in 8.2(a) except (vii).

(ii) attend all Stewards Council and Grievance Committee meetings.

(iii) where applicable, liaise with Departmental Stewards to ensure they have the training and supports to perform their duties.

(iv) report on their work to the Chief Steward and, as appropriate, their respective Vice Presidents.

(v) perform notetaking duties for Grievances, Disciplinary Hearings, and Arbitrations as requested.

(c) Additional Stewards shall:

(i) act as representatives of the Local on issues pertaining to the group that they represent.

(ii) collect information and report to the Stewards Council regarding issues facing the groups that they represent.

(iii) Maintain contact and inform members of groups that they represent of Collective Agreement and workplace issues.

(iv) attend Stewards Council and Grievance Committee meetings at least once per term.

8.3 The Stewards Council

There shall be a Stewards Council, the voting membership of which shall consist of all Stewards, including the Chief Steward, who shall prepare the agenda for and preside over all meetings of the Stewards Council, and the Membership Outreach Officer.

(a) The Stewards Council shall meet at least once each month, September - April and at least once May - August. The Executive may direct the Chief Steward to call a meeting of the Council at any time. Each Steward is entitled to at least ~~seven~~ five (5) working days notice of the date, time and location of any meeting of the Council.

(b) Quorum for the Stewards' Council shall be 50% of Faculty and Unit stewards, and 1 must be the Chief Steward.

7.13 Vacancies

(c) **Should any Faculty or Unit Steward** miss three consecutive Stewards Council meetings, or three consecutive membership meetings without a good and sufficient reason for her or his absence, the Executive Committee, on the advice of the Chief Steward, may declare her or his position to be vacant, and it shall be filled at the next membership meeting, in the manner outlined in this Article.

(d) **A Departmental Steward position shall be declared vacant if a petition signed by two-thirds (2/3) of the membership of the department is presented to the Chief Steward. The election for the replacement shall take place at the next meeting of the department under the supervision of the Chief Steward.**

(e) **Should any Additional Steward** miss three consecutive membership meetings without a good and sufficient reason for her or his absence, the Executive Committee, on the advice of the Chief Steward, may declare her or his position to be vacant, and it shall be filled at the next membership meeting, in the manner outlined in this Article.

III. Strike Fund Allocation Proposal

10.5 Local Defense and Strike Fund

(a) It shall be understood that at least \$500 000 of Term Deposits shall be allocated to the Local Defense and Strike Fund. In the budget presented at the AGM, the membership shall approve the exact amount of the strike fund.

(b) In the event that the funds available for the Local Defense and Strike Fund are less than \$500 000, the Union shall be empowered to use Special Assessments in accordance with these bylaws.

(c) It is understood that the Local Defense and Strike Fund shall be available for use when any bargaining unit has a mandate to strike following a Strike Vote.

IV. Bargaining Support Committee Bylaw Proposal

12.6 Bargaining Support Committee:

(a) **At least 3 months** before the Local is undertaking bargaining for the renewal of a Collective Agreement, the Executive shall strike a Bargaining Support Committee **and shall appoint an Executive member to Chair that committee**. In the event that a successful strike vote is held per Article 13, the Bargaining Support Committee shall **become a part of** the Strike Committee.

(b) **In addition to the chair, the Bargaining Support Committee shall consist of four (4) Elected members of the membership, and all units that are to be in bargaining must have the opportunity to have at least 1 member elected to the position. The election shall occur at a General Membership Meeting. All members are welcome to participate in the Bargaining Support Committee, though only members who are elected shall be deemed to have voting rights. The Bargaining Support Committee may opt to use other democratic decision-making models at their meetings with the consensus of all Bargaining Support Committee members.**

(c) The Bargaining Support Committee shall be responsible for:

(i) **Holding regular meetings (at least once per month) to discuss bargaining mobilization-related concerns;**

(i) **Organizing among the membership, the University, and the community in support of the Local's aims in bargaining;**

(ii) **Producing resource guides, forms, protocols, and procurement strategies that may be referred to by a Strike Committee, and;**

(iii) **Coordinating the production of comuniques and releases with the Membership Outreach Officer, Bargaining Committee(s), and Executive Committees.**

(d) **The Bargaining Support Committee members shall receive book-off when requested in order to perform the duties of of the Bargaining Support Committee.**

V: Bargaining Committee Bylaw Change Proposal

12.7 Bargaining Committee Stipends:

(a) Each member of the Bargaining Committee shall be paid a stipend of \$200 each month, beginning in the month in which the committee is elected and ending in the month in which bargaining ends.

~~(b) The release of the above stipends is contingent on the member providing all relevant and necessary financial information to the local, in a timely manner, required for the effective processing of payroll. This may include, but is not limited to, the full legal name, the mailing address, and the social insurance number, of the member~~

VI: Strike Bylaw Proposal

Article 18: Strike

(a) A strike vote shall be carried out in the manner prescribed in Article 13 of these bylaws.

(b) In the event of a successful strike vote, a Strike Committee shall be struck consisting of members of the Bargaining Support Committee, members of the Executive, members of the Bargaining Committee(s), Stewards, and any interested General Members.

Subcommittees of the Strike Committee shall include but not be limited to Strike Policy, Finance, Food and Acquisitions, Strike Headquarters/Off-Campus Space, Transportation, and Ways and Means/Childcare.

(c) Book-off shall be available to all members of the Strike Committee to execute the functions of the committee.

(d) Where a decision to strike has been decided by the membership, and so ordered, every member shall make efforts to support the strike in a sincere and conscientious manner.

(e) The Local's strike policy as approved by the general membership shall be available at all times in the union office and shall be distributed to all members before the commencement of a strike.

(f) Such policy can only be amended in accordance with Article 1x: Policies of these bylaws.

(g) Every member shall comply with the strike policy of the local.

(h) Every member shall comply with the directions and/or instructions issued by the Executive during the period of the strike.

(i) Strike Headquarters shall be wheelchair accessible. All subcommittees of the Strike Committee shall be allowed to use the Strike Headquarters.