

## Proposal 1:

### Article IV – Dues and Assessments

#### Current:

3. Each member of the Local shall pay membership dues in the amount of 1.25% of gross biweekly pay.

#### Proposed Amendment:

3. Each Member of the Local shall pay dues based on a flat dues structure. The rate will be set annually at the beginning of the fiscal year based on the projected budget of the local.
  - a. Part time and casual members shall pay a prorated amount based on the total hours they have worked in the two-week pay period.

Accept

Reject

**Accepted by 69%**

#### Explanation:

Currently Union Dues are calculated on the gross earnings per pay period. (which includes overtime, bonuses, and negotiated financial benefits. IE – family leave days purchase.)

If Proposal 1 is accepted, the Union Dues would be set annually, and all members would pay the same amount. (A flat dues rate was estimated to be around \$31.00 per full time employee per pay period.)

## Proposal 2:

### Article IV – Dues and Assessments

#### Current:

4. The dues will increase by .15% whenever the National Strike Fund per capita is in effect.

#### Proposed Amendment:

4. The dues will be calculated to reflect the CEP National Strike Fund Assessment when in effect.

Accept

Reject

**Accepted by 68%**

#### Explanation:

The National Strike Fund Special Assessment (when in effect) was recently changed by CEP Nation Union from .15% to .18% . Rather than using a set percentage, this would allow the rate applied to be at the same rate charged.

### Proposal 3:

#### Article V – Structure of the Local Executive

Current:

2. The Executive Board shall consist of the following ten members:

- President
- Vice-President
- Secretary
- Treasurer
- Saskatoon City Inside Craft Group Representative
- Saskatoon City Outside Craft Group Representative
- Saskatoon City Operator Services Group Representative
- Saskatoon City Clerical Group Representative
- Prince Albert Sub Local chairperson
- North Battleford Sub Local Chairperson

Proposed Amendment:

2. The Executive Board shall consist of the following eleven members:

- President
- Vice-President
- Secretary
- Treasurer
- **Saskatoon 140 1<sup>st</sup> Ave N Representative**
- Saskatoon & District Outside Craft Group Representative
- Saskatoon Operator Services Group Representative
- **Saskatoon 410 22<sup>nd</sup> St W Group Representative (including the SaskTel Store)**
- **Saskatoon Customer Relationship Centre Group Representative**
- Prince Albert Sub Local Chairperson
- North Battleford Sub Local Chairperson

Accept

Reject

**Accepted by 86%**

Explanation:

We will be adding a Group Rep. for the CRC, and realigning the duties for our current Clerical Rep, Operator Rep and Inside Plant Rep.

## Proposal 4:

Article VII – Executive Board Qualifications, Authorities and Duties

Current:

5. The Treasurer shall be the custodian of the official financial records of the Local. He/She shall:

Proposed Amendment:

5. The Treasurer shall be the custodian of the official financial records of the Local. He/She shall:

- g. **Ensure that an independent external audit be conducted prior to the end of the Treasurer's two year term.**

Accept

Reject

**Accepted by 91%**

### Explanation:

**If accepted our Local will have an independent audit of our finances done every two years. (The cost is estimated to be around \$2,500.00 every two years.)**

## Proposal 5:

### Article XI – Meetings

Current:

4. Sub-Locals and Meeting Thereof
  - a. In locations other than Saskatoon, where there are Operator Services, Craft and Clerical employees with normally a staff of 20 or more, sub-locals may be formed, subject to application and approval of the Local.
  - b. An Executive Committee of three (a representative from each group), shall be elected from the location in accordance with the By-Laws covering Locals.
  - c. A general meeting of the Sub-Local will be held to elect the Executive Committee, (Chairperson, Vice-Chairperson.
  - d. The Sub-Local Chairperson shall appoint someone to take minutes and submit the minutes to the Local following each meeting.
  - e. Meetings to be called in conformity with Article XII.

Proposed Amendment:

That this clause in its entirety be removed.

**Note: If this proposal is accepted all reference to Sub-Locals and Sub-Local Chairs would also be removed. Prince Albert and North Battleford Sub-Local Chairs would be referred to as Prince Albert & District and North Battleford & District Group Reps.**

Accept

Reject

**Accepted by 91%**

Explanation:

Operator Services have been centralized and the duties of the Sub-Local Chair are better defined under duties of Group Reps.

## Proposal 6:

### Article XII – Quorum

#### Current:

A quorum for the transaction of business shall be a majority of the members with the following exceptions:

General Meeting.....members present  
Group Meeting.....members present  
Sub-Local meeting.....members present  
Executive Board meeting.....members present

#### Proposed Amendment:

1. The quorum for the transaction of business at a General Meeting shall be **Tabled Officers plus 5 members.**
2. The quorum for Group Meetings shall be attending Group Rep with members present.
3. The quorum for Sub-Local Meetings shall be attending Sub-Local Rep with members present.
4. The quorum for Executive Board Meetings shall be the **Local President (or Vice President in the President’s absence) with a minimum of 5 voting Executive Members.**

Accept

Reject

**Accepted by 93%**

#### Explanation:

**CEP National Bylaws require a set number of members attending a general meeting to establish quorum. Typically there are 3 Tabled Officers at a General meeting and by requiring 5 members to establish quorum we meet CEP National Bylaws.**

## Proposal 7:

### Article XIII – Committees

Current:

1. Regular Committees

The regular committees of the Local shall be:

- a. Membership committee
- b. Election committee
- c. Trustee committee
- d. Educational committee**
- e. Social and Welfare committee
- f. Legislative committee**
- g. Organizing committee**
- h. Benefits committee**
- i. Women’s committee
- j. Occupational Health and Safety committee
- k. Any others deemed necessary from time to time.

Proposed Amendment:

1. Regular Committees

The regular committees of the Local shall be:

- a. Membership committee
- b. Election committee
- c. Trustee committee
- d. Social and Welfare committee
- e. Women’s committee
- f. Occupational Health and Safety committee
- g. Any others deemed necessary by either the Executive or membership from time to time.

**Note: Removal of the above committees would include removal of the subsequent descriptions and the renumbering of the remaining committees.**

Accept

Reject

**Accepted by 93%**

**Explanation:**

**The committees in bold type will be removed because we have no members sitting on them, or, are no longer relevant.**

## Proposal 8:

Article XIII – Committees

### 3. Election Committee

Current:

- a. The Election Committee shall consist of at least three members who shall be elected at a regular meeting of the Local, and who shall be responsible for conducting the election of Officers, and referendums of the Local.

Proposed Amendment:

- a. The Election Committee shall consist of at least **two** members who shall be elected at the regular meeting of the Local, and who shall be responsible for conducting the election of Officers, and referendums of the Local. **The Committee chair can deputize additional members to the committee as required.**

Accept

Reject

**Accepted by 94%**

Explanation:

If accepted the Election Committee can deputize additional members when required to provide assistance.

## **Proposal 9:**

Article XIII – Committees

3. Election Committee

Current:

- i. A member shall not be permitted to serve on the Election Committee if a candidate for the Executive Board of the Local

Proposed Amendment:

Remove this clause as it is sufficiently covered by point (j)

Accept

Reject

**Accepted by 95%**

## Proposal 10:

### Article XIII – Committees

#### 4. Trustee Committee

##### Current:

At the first meeting of the Local, a Trustee Committee of 3 members shall be, elected. One to hold office for three, years, one to hold office for two years, and one to hold office for, one year, so that at the end of each year thereafter one Trustee shall be elected to replace the retiring trustee. It shall be the duty of the Trustees to exercise general supervision over the property of the Local, subject to such instructions as they may from time to time receive from the Local. They shall audit the financial books of the Local at the end of every three months of the calendar year and make a report to the Local thereon, also an annual report and the end of each fiscal year. They shall require the treasurer to deposit all monies belonging to the Local in such bank as the Local may designate; and they shall require the Treasurer, or any other officer of the Local handling the funds of the Local, to be bonded in such amount as the Local may direct, to be paid for by the Local.

##### Proposed Amendment:

1. The Trustee Committee shall consist of three members who shall be elected at the general meeting of the Local, and shall be responsible for the general supervision over the property of the Local, subject to such instructions as they may from time to time receive from the Local.
2. The term of a Trustee Committee member is three years with the election of one member at the December meeting each year.
3. The committee shall select one member of the committee as chairperson.
4. The chairpersons duties shall include:
  - a. Attending all quarterly audits and ensuring that the other trustees attend audits on a rotational basis such that there are two trustees at each audit.
  - b. Selecting and organizing audit dates.
  - c. Submitting a written Audit report.
  - d. Preparing and/or presenting an Audit report for the General meeting immediately following the audit.

Accept

Reject

**Accepted by 97%**

##### Explanation:

If accepted this will increase the responsibilities of the Trustee Committee ensuring audits are carried out in a timely and organized manner.

## Proposal 11:

### Article XIV – Salaries, Wages and Expenses

#### Current:

3. All claims for salaries, wages and expenses must be submitted on vouchers provided by the Local and authorized by a tabled officer of the Local prior to reimbursement.

#### Proposed Amendment:

3. All claims for salaries, wages and expenses must be submitted on vouchers provided by the Local and authorized by a tabled officer of the Local prior to reimbursement.

- a. **Expenses for Executive Members charged to Servicing shall have the maximum allowable amounts per month established at the January General Meeting.**

Accept

Reject

**Accepted by 91%**

Explanation:

By setting the amounts a General Meeting the Trustee Committee will have an established set of rules to follow.

## Proposal 12:

Article XIV – Salaries, Wages and Expenses

Current:

<no current language>

Proposed Amendment:

4. All claims for incidental office expenditures in excess of \$300.00 must be taken to the general membership at a monthly general meeting for approval. All claims regardless of amount require an expense voucher be submitted for the actual cost and supported with a receipt.

Accept

Reject

**Accepted by 92%**

Explanation:

If accepted will provide the Trustee Committee a defined amount that can be charged to Office Expenses without General Membership approval, and still allow the Local to purchase day to day office supplies.