

UNION OF TAXATION EMPLOYEES 2014 TRIENNIAL CONVENTION



RESOLUTIONS – BY-LAWS

BY-LAWS RESOLUTIONS COMMITTEE REPORT

The By-Laws Resolutions Committee met on May 2 – May 3, 2014 to deal with resolutions 401 to 446.

Resolutions 410 and 415 were ruled out of order by the President.

The following resolutions were sent to the General Resolutions Committee by the President. **441, 442, 443, 445 and 446**

The Committee set the priority of the resolutions as follows:

To be treated as a block; the following resolutions are housekeeping:

403, 404, 411, 421 and 422

Concurrence:

409, 426 (1st “BE IT RESOLVED”), 405, 406, 408, 432, 433 and 440

Non-concurrence:

425, 401, 402, 407, 412, 413, 414, 416, 417, 418, 419, 420, 423, 424, 426 (2nd “BE IT RESOLVED”), 427, 428, 429, 430, 431, 434, 435, 436, 437, 438, 439 and 444.

I would like to thank my co-chairpersons, the staff technical advisor and all the members of the Committee for all the hard work that was accomplished.

The members of the Committee are:

Albinet, Janet	Winnipeg	Gardiner, Madonna	St. John TC
Beaton, Chris	Edmonton	Hickey, Sharon	Penticton
Bembridge, Darlene	Saint-John	Little, Wayne	Victoria
Bye, Ken	Barrie	Pelletier, Gisèle	Québec
Cousins, Sara	Ottawa East	Quibell, Miranda	Belleville
Couture, Marie-Ève	Sherbrooke	Villeneuve, Diane	Chicoutimi
Diliberatore, Chris	Halifax	Wormsbecker, Maria	Hamilton
Drozd, John	Montréal		

Esslinger, Gary	Chairperson
vanSydenborgh, Jamie	Co-Chairperson
Khayat, Sabri	Co-Chairperson
MacDonald, Kent	Technical Advisor

In Solidarity,

Gary Esslinger
Chairperson
By-Laws Resolutions Committee

RESOLUTIONS COMMITTEE – BY-LAWS

- 401. BY-LAW 6, SECTION 4
- 402. BY-LAW 6, SECTION 6
- 403. BY-LAW 6, SECTION 9 (NEW)
- 404. BY-LAW 7, SECTION 1 (2) (K) (NEW)
- 405. BY-LAW 7, SECTION 4
- 406. BY-LAW 7, SECTION 4
- 407. BY-LAW 8, SECTION 1
- 408. BY-LAW 8, SECTION 1
- 409. BY-LAW 8, SECTION 2
- 410. BY-LAW 9, SECTION 3
- 411. BY-LAW 9, SECTION 4
- 412. BY-LAW 9, SECTION 5
- 413. BY-LAW 10, SECTION 1
- 414. BY-LAW 10, SECTION 2
- 415. BY-LAW 10, SECTION 2
- 416. BY-LAW 10, SECTION 4
- 417. BY-LAW 10, SECTION 4
- 418. BY-LAW 10, SECTION 4
- 419. BY-LAW 10, SECTION 5
- 420. BY-LAW 10, SECTION 6 (NEW)

- 421. BY-LAW 11, SECTION 2
- 422. BY-LAW 17, SECTION 2
- 423. BY-LAW 18
- 424. BY-LAW 18
- 425. NEW
- 426. REGULATION 3
- 427. REGULATION 3
- 428. REGULATION 3
- 429. REGULATION 3
- 430. REGULATION 3
- 431. REGULATION 3
- 432. REGULATION 7
- 433. REGULATION 10
- 434. REGULATION 11
- 435. REGULATION 13
- 436. REGULATION 15
- 437. REGULATION 15
- 438. REGULATION 20
- 439. REGULATION 22
- 440. REGULATION 23
- 441. REGULATION 24
- 442. REGULATION 24

443. REGULATION 24

444. REGULATION 26

445. PSAC BY-LAW

446. PSAC REGULATION 17

ORIGINAL

AMENDED

DECISION

401. BY-LAW 6

BE IT RESOLVED THAT THE FOLLOWING CHANGE TO BY-LAW 6 BE MADE.

COMMITTEE RECOMMENDATION

Non-concurrence

BY-LAW 6

BY-LAW 6

Adopted unanimously.

FORM OF ORGANIZATION

FORM OF ORGANIZATION

RATIONALE:

Section 4

Section 4 – **Electronic Posting of Local By-Laws on UTE National Website**

Cost Prohibited.

Each Local shall adopt By-Laws for the conduct of its affairs consistent with the provisions of these By-Laws and the Constitution. The Local shall submit a copy of their current Local By-Laws and any Regulations to their Regional Vice-President each time they are amended.

WHEREAS the UTE By-Law 6, section 4 provides for a mechanism for each local to submit their current local By-Laws; and

RVP’s being removed from the process.

Where would it be on the website: To general public or for Locals only?

Sharing of Local By-Laws is important but can be done another way.

WHEREAS Locals do not have a mechanism of accessing an electronic copy of the submitted local By-Laws of all the locals available in their language of choice.

BE IT RESOLVED THAT the UTE By-Law 6, Section 4 be amended as follows:

Each Local shall adopt By-Laws for the conduct of its affairs consistent with the provisions of these By-Laws and the Constitution. The Local shall submit a copy of their current Local By-Laws and any Regulations to the ~~their Regional Vice-~~

ORIGINAL

AMENDED

DECISION

401. BY-LAW 6 (CONT'D)

~~President~~ Ute National Office each time they are amended. Local By-Laws will be made available on the UTE Website within 90 days of receipt in both official languages. Translation of the local By-Laws shall be the responsibility of the UTE National Office.

SUMMERSIDE – LOCAL 90006

ORIGINAL

AMENDED

DECISION

402. BY-LAW 6

BE IT RESOLVED THAT THE FOLLOWING CHANGE TO BY-LAW 6 BE MADE.

COMMITTEE RECOMMENDATION

Non-concurrence

BY-LAW 6

BY-LAW 6

Recorded against: Ken Bye

FORM OF ORGANIZATION

FORM OF ORGANIZATION

RATIONALE:

Section 6

Section 6

Number of meeting should be outlined in Local By-Laws and not mandated from the National.

The elected officers of each Local shall hold regular executive meetings during each year for the proper conduct of the Local's affairs.

WHEREAS to conduct the business of the Local it is important to have meetings throughout the year; and

WHEREAS this is not applied consistently in all Locals; and

WHEREAS the term referred to in Section 6 regular meetings is not clearly defined.

BE IT RESOLVED THAT the following change to By-Law 6 Section 6 be made:

The elected officers of each local shall **meet no less than four (4) times each year** for the proper conduct of the Local's affairs.

BARRIE – LOCAL 00052

ORIGINAL

AMENDED

DECISION

403. BY-LAW 6

BE IT RESOLVED THAT THE FOLLOWING CHANGE TO BY-LAW 6 BE MADE.

COMMITTEE RECOMMENDATION

Concurrence

BY-LAW 6

BY-LAW 6

Adopted unanimously.

FORM OF ORGANIZATION

FORM OF ORGANIZATION

RATIONALE:

Section 1

Section 1

Housekeeping

To reflect current practice.

UTE shall be composed of all Locals as provided in Regulation.

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Section 2

Section 2

A Local shall be composed of all members of UTE in a locality prescribed by Regulation. The membership in each Local shall elect, in accordance with the provisions of these By-Laws, not less than three (3) officers to conduct their affairs. Their term of office shall not exceed three (3) years without re-election.

A Local shall be composed of all members of UTE in a locality prescribed by Regulation. The membership in each Local shall elect, in accordance with the provisions of these By-Laws, not less than three (3) officers to conduct their affairs. Their term of office shall not exceed three (3) years without re-election.

Section 3

Section 3

Each Local shall have the right to deal with the CRA officials who have direct managerial responsibility on that Locals' members, and on matters affecting the interests of its own members.

Each Local shall have the right to deal with the CRA officials who have direct managerial responsibility on that Locals' members, and on matters affecting the interests of its own members.

ORIGINAL

AMENDED

DECISION

403. BY-LAW 6 (CONT'D)

A Local shall also have the right to initiate action(s) on such matters having broader scope than those of direct concern to the Local members; by first seeking a solution through written submission to UTE (the Regional Vice-President, the Executive Council, the Convention). After exhausting the foregoing, then by direct recourse to the PSAC.

A Local shall also have the right to initiate action(s) on such matters having broader scope than those of direct concern to the Local members; by first seeking a solution through written submission to UTE (the Regional Vice-President, the Executive Council, the Convention). After exhausting the foregoing, then by direct recourse to the PSAC.

Section 4

Section 4

Each Local shall adopt By-Laws for the conduct of its affairs consistent with the provisions of these By-Laws and the Constitution. The Local shall submit a copy of their current Local By-Laws and any Regulations to their Regional Vice-President each time they are amended.

Each Local shall adopt By-Laws for the conduct of its affairs consistent with the provisions of these By-Laws and the Constitution. The Local shall submit a copy of their current Local By-Laws and any Regulations to their Regional Vice-President each time they are amended.

Section 5

Section 5

The By-Laws of each Local shall provide for the orderly disposition of its assets and liabilities upon dissolution.

The By-Laws of each Local shall provide for the orderly disposition of its assets and liabilities upon dissolution.

Section 6

Section 6

The elected officers of each Local shall hold regular executive meetings during each year for the proper conduct of the Local's affairs.

The elected officers of each Local shall hold regular executive meetings during each year for the proper conduct of the Local's affairs.

ORIGINAL

AMENDED

DECISION

403. BY-LAW 6 (CONT'D)

Section 7

Each Local shall hold an Annual General Meeting for the purpose of receiving annual reports from its officers and considering such other business as may be required by its By-Laws, and other business as may be properly considered at that time.

Section 8

Each Local shall submit annually, a copy of their Local Annual Financial Statement/Reports to the Vice-President responsible for Finance. They shall be submitted no later than 90 days from when they were presented to the Local's Annual General Meeting.

Section 7

Each Local shall hold an Annual General Meeting for the purpose of receiving annual reports from its officers and considering such other business as may be required by its By-Laws, and such other business as may be properly considered at that time.

Section 8

Each Local shall submit annually, a copy of their Local Annual Financial Statement/Reports to the Vice-President responsible for Finance. They shall be submitted no later than 90 days from when they were presented to the Local's Annual General Meeting.

Proposed New By-Law 6 Section 9

NEW

Section 9

Each Local shall have the authority to submit resolutions to the Convention.

EXECUTIVE COUNCIL

ORIGINAL	AMENDED	DECISION
404. BY-LAW 7	BE IT RESOLVED THAT THE FOLLOWING CHANGE TO BY-LAW 7 BE MADE.	COMMITTEE RECOMMENDATION
BY-LAW 7	Current By-Law 7 Section 1 (2)	Concurrence
ADMINISTRATIVE STRUCTURE	ADMINISTRATIVE STRUCTURE	RATIONALE:
(2) Duties and Responsibilities	(2) Duties and Responsibilities	Housekeeping
The Executive Council shall:	The Executive Council shall:	Too reflect current practice.
(a) exercise all the powers and perform all the duties vested in it by these By-Laws;	(a) exercise all the powers and perform all the duties vested in it by these By-Laws;	
(b) discharge all duties and obligations imposed upon it by Convention;	(b) discharge all duties and obligations imposed upon it by Convention;	
(c) be vested with the authority to deal with all matters affecting the business, purpose, aims and objectives of UTE between Conventions;	(c) be vested with the authority to deal with all matters affecting the business, purpose, aims and objectives of UTE between Conventions;	
(d) have the authority to spend UTE funds for the benefit of the members, in keeping with these By-Laws and Regulations;	(d) have the authority to spend UTE funds for the benefit of the members, in keeping with these By-Laws and Regulations;	

ORIGINAL

AMENDED

DECISION

404. BY-LAW 7 (CONT'D)

- | | |
|---|---|
| (e) approve all expenditures of UTE. Notwithstanding any other By-Law and Regulations when any expenditure in excess of the adopted budgeted amounts is to be funded from the surplus, a two-thirds (2/3) majority vote of the Executive Council is required; | (e) approve all expenditures of UTE. Notwithstanding any other By-Law and Regulations when any expenditure in excess of the adopted budgeted amounts is to be funded from the surplus, a two-thirds (2/3) majority vote of the Executive Council is required; |
| (f) approve the reallocation of budgeted amounts between Conventions as required; | (f) approve the reallocation of budgeted amounts between Conventions as required; |
| (g) approve all expenses reimbursed to each Officer of the Executive Council. Each approved expense shall be reported separately in the minutes of each meeting as well as the activity report of the said officers; | (g) approve all expenses reimbursed to each Officer of the Executive Council. Each approved expense shall be reported separately in the minutes of each meeting as well as the activity report of the said officers; |
| (h) appoint the representatives of UTE to any organization to which UTE may send representatives; | (h) appoint the representatives of UTE to any organization to which UTE may send representatives; |

ORIGINAL

AMENDED

DECISION

404. BY-LAW 7 (CONT'D)

- | | |
|---|--|
| (i) make, amend or delete such Regulations as deemed necessary, consistent with the Constitution and these By-Laws, provided that such Regulations are sent in writing to all Locals and are submitted to the first succeeding Convention for ratification; and | (i) make, amend or delete such Regulations as deemed necessary, consistent with the Constitution and these By-Laws, provided that such Regulations are sent in writing to all Locals and are submitted to the first succeeding Convention for ratification; and |
| (j) may call into conference or consultation and invite to attend the Convention or a meeting of the Executive Council any person who may be able to assist UTE in carrying out its purpose, aims and objectives or provide its members with information. | (j) may call into conference or consultation and invite to attend the Convention or a meeting of the Executive Council any person who may be able to assist UTE in carrying out its purpose, aims and objectives or provide its members with information; and |

New By-Law 7 Section 1 (2)(k)

NEW

Have the authority to submit resolutions to the Convention.

EXECUTIVE COUNCIL

ORIGINAL

AMENDED

DECISION

405. BY-LAW 7

BE IT RESOLVED THAT THE FOLLOWING CHANGE TO BY-LAW 7 BE MADE.

COMMITTEE RECOMMENDATION

Concurrence

BY-LAW 7

Adopted unanimously.

ADMINISTRATIVE STRUCTURE

ADMINISTRATIVE STRUCTURE

RATIONALE:

Section 4 - Vacancies

Current By-Law 7 Section 4 (6)

Time saving and efficient use of technology.

(6) The elections to fill vacancies shall be by mail and shall be conducted by the National Office.

(6) The elections to fill vacancies shall be by mail and shall be conducted by the National Office.

Proposed Changes

(6) The elections to fill vacancies shall be by mail, **email or other electronic means** and shall be conducted by the National Office.

EXECUTIVE COUNCIL

ORIGINAL	AMENDED	DECISION
406. BY-LAW 7	BE IT RESOLVED THAT THE FOLLOWING CHANGE TO BY-LAW 7 BE MADE.	COMMITTEE RECOMMENDATION
BY-LAW 7	BY-LAW 7 SECTION 4 (7)	Concurrence
ADMINISTRATIVE STRUCTURE	ADMINISTRATIVE STRUCTURE	Adopted unanimously.
Section 4 - Vacancies	Current By-Law 7 Section 4 (7)	RATIONALE:
(7) (a) When elections are required to fill vacancies, only those delegates from the last Convention who are still members in good standing shall be eligible to vote.	(a) When elections are required to fill vacancies, only those delegates from the last Convention who are still members in good standing shall be eligible to vote.	Would allow the current Executive Council the right to vote.
(b) Notwithstanding (a) above, if the position of President, 1 st Vice-President or 2 nd Vice-President become vacant, the previous incumbent relinquishes their delegate status from the last Convention.	(b) Notwithstanding (a) above, if the position of President, 1 st Vice-President or 2 nd Vice-President become vacant, the previous incumbent relinquishes their delegate status from the last Convention.	It rectifies the process.
(c) If the position of the RVP becomes vacant and the Alternate RVP assumes the position, the previous incumbent relinquishes their delegate status and is replaced by the Alternate.	(c) If the position of the RVP becomes vacant and the Alternate RVP assumes the position, the previous incumbent relinquishes their delegate status and is replaced by the Alternate.	

ORIGINAL

AMENDED

DECISION

406. BY-LAW 7 (CONT'D)

- (d) A Local delegate relinquishes their delegate status if;
 - (i) they assume a position on the Executive Council,
 - (ii) leave to become a member of another Local or
 - (iii) cease to be a member in good standing.

That Local shall have the right to replace that delegate with their next available alternate or appoint a new delegate by process established by the Local if no alternates are available.

- (d) A Local delegate relinquishes their delegate status if;
 - (i) they assume a position on the Executive Council,
 - (ii) leave to become a member of another Local or
 - (iii) cease to be a member in good standing.

That Local shall have the right to replace that delegate with their next available alternate or appoint a new delegate by process established by the Local if no alternates are available.

Proposed Change

- (a) When elections are required to fill vacancies, only those **Local** delegates from the last Convention who are still members in good standing **and, the current Executive Council members,** shall be eligible to vote.

ORIGINAL

AMENDED

DECISION

406. BY-LAW 7 (CONT'D)

~~(b) Notwithstanding (a) above, if the position of President, 1st Vice-President or 2nd Vice-President become vacant, the previous incumbent relinquishes their delegate status from the last Convention.~~

~~(c) If the position of the RVP becomes vacant and the Alternate RVP assumes the position, the previous incumbent relinquishes their delegate status and is replaced by the Alternate.~~

~~(d)~~ **(b)** A Local delegate relinquishes their delegate status if;
(i) they assume a position on the Executive Council,
(ii) leave to become a member of another Local or
(iii) cease to be a member in good standing.

That Local shall have the right to replace that delegate with their next available alternate or appoint a new delegate by process established by the Local if no alternates are available.

EXECUTIVE COUNCIL

ORIGINAL	AMENDED	DECISION
407. BY-LAW 8	BE IT RESOLVED THAT THE FOLLOWING CHANGE TO BY-LAW 8 BE MADE.	COMMITTEE RECOMMENDATION
BY-LAW 8	BY-LAW 8 SECTION 1 (1)	Non-concurrence Adopted unanimously.
CONFERENCES	CONFERENCES	RATIONALE:
Section 1 - Presidents' Conference	President's Representative on UTE Standing Committees	Cost Prohibitive.
(1) There shall be a Presidents' Conference constituted in the following manner:	WHEREAS the local Presidents and/or their Alternate(s) elect a President's representative on the Standing Committees identified in UTE regulation 3 (1); and	There are other ways to network besides having to be physically together.
(a) the President or their Alternate shall be the Chairperson;	WHEREAS the President's representative may or may not be the president of a local; and	The ability, when required, for these committees members to attend are already provided for in the By-Laws.
(b) the delegates shall be the President or Alternate of all Locals as defined in Regulation;	WHEREAS the President's representatives who are not delegates to the Presidents conferences are not funded by National Office to attend such functions; and	
(c) the Presidents' Conference shall meet at the call of the Executive Council, not less than two (2) times in a year;	WHEREAS as the duly elected President's representatives on the standing committees, their attendance at each president's conference would be very prudent; and	

ORIGINAL

AMENDED

DECISION

407. BY-LAW 8 (CONT'D)

- (d) each sitting of a Presidents' Conference will normally be for a maximum of two and one-half (2 ½) days;
WHEREAS By-Law 8 Section 1 (l) states "Executive Council shall attend as fully funded observers".
- (e) the Presidents' Conference shall be vested with the authority to discuss all the business transacted by the Executive Council between Conventions;
BE IT RESOLVED THAT UTE By-Law 8, section 1 (Presidents' Conference) be amended to include under subsection (g) a new clause (vi) which reads:
- (f) the discussion of the business transacted by the Executive Council may not normally extend past one-half (1/2) day sitting;
By-Law 8, section 1 (g)(vi)
'the President's Representatives on the Standing Committees identified in the UTE Regulations—3 Regulations may attend as fully funded observers if not already covered elsewhere in By-Law 8, Section 1.'
- (g) it will be the responsibility of the Chairperson to prepare an agenda dealing with the following items:
 - (i) business conducted by the Executive Council,
 - (ii) those items Executive Council wishes to have discussed;

ORIGINAL

AMENDED

DECISION

407. BY-LAW 8 (CONT'D)

(iii) items submitted in writing by the Local Presidents;

(iv) the election of the Presidents' representative(s) on UTE Standing Committees every two (2) years at the September Presidents' Conference, every even numbered year;

(v) if a vacancy occurs on a UTE Standing Committee, the election of the President's representative(s) shall take place at the next Presidents' Conference to fill the remainder of that term.

(h) the Presidents' Conference, by a simple majority vote of those delegates in attendance, may make recommendations by means of motions to Executive Council;

(i) all expenditures for a sitting of a Presidents' Conference will be the responsibility of UTE;

ORIGINAL

AMENDED

DECISION

407. BY-LAW 8 (CONT'D)

- (j) members of UTE in good standing may attend as observers at their own or Local's expense or by the approval of the Executive Council at UTE's expense;
- (k) observers shall have no vote but with the approval of the Chairperson and a simple majority vote may have voice once during the full sitting; and
- (l) Executive Council shall attend as fully funded observers.

PETERBOROUGH – LOCAL 00008

ORIGINAL	AMENDED	DECISION
408. BY-LAW 8	BE IT RESOLVED THAT THE FOLLOWING CHANGE TO BY-LAW 8 BE MADE.	COMMITTEE RECOMMENDATION
BY-LAW 8	BY-LAW 8 SECTION 1 (1)	Concurrence
CONFERENCES	CONFERENCES	RATIONALE:
Section 1 – Presidents’ Conference	President’s Representation on UTE Standing Committees	It’s in line with the 3 year cycle of our Convention.
Section 2 There shall be a Presidents’ Conference constituted in the following manner:	WHEREAS all union business is based on a 3 year cycle, the convention, the budget, and the term of elected UTE executive council; and	3 years helps with continuity on the committee.
Section 2 the President or their Alternate shall be the Chairperson;	WHEREAS most committees do extremely important work in UTE.	
Section 2 the delegates shall be the President or Alternate of all Locals as defined in Regulation;	BE IT RESOLVED THAT By-Law 8, Conferences Section 1, Presidents’ Conference (g) be changed to:	
Section 2 the Presidents’ Conference shall meet at the call of the Executive Council, not less than two (2) times in a year;	(g) it will be the responsibility of the Chairperson to prepare an agenda dealing with the following items :	

ORIGINAL

AMENDED

DECISION

408. BY-LAW 8 (CONT'D)

- | | |
|--|--|
| (d) each sitting of a Presidents' Conference will normally be for a maximum of two and one-half (2 ½) days; | (i) Business conducted by the Executive Council |
| (e) the Presidents' Conference shall be vested with the authority to discuss all the business transacted by the Executive Council between Conventions; | (ii) those items Executive Council wishes to have discussed |
| (f) the discussion of the business transacted by the Executive Council may not normally extend past one-half (1/2) day sitting; | (iii) items submitted in writing by the Local Presidents |
| (g) it will be the responsibility of the Chairperson to prepare an agenda dealing with the following items: | (iv) The election of the Presidents' representative(s) on UTE Standing Committees every three (3) years at the September Presidents' Conference after Convention . |
| (i) business conducted by the Executive Council, | (v) if a vacancy occurs on a UTE Standing Committee, the election of the Presidents' representative(s) shall take place at the next Presidents' Conference to fill the remainder of that term. |

ORIGINAL

AMENDED

DECISION

408. BY-LAW 8 (CONT'D)

(ii) those items Executive Council wishes to have discussed;

(iii) items submitted in writing by the Local Presidents;

(iv) the election of the Presidents' representative(s) on UTE Standing Committees every two (2) years at the September Presidents' Conference, every even numbered year;

(v) if a vacancy occurs on a UTE Standing Committee, the election of the President's representative(s) shall take place at the next Presidents' Conference to fill the remainder of that term.

(h) the Presidents' Conference, by a simple majority vote of those delegates in attendance, may make recommendations by means of motions to Executive Council;

ORIGINAL

AMENDED

DECISION

408. BY-LAW 8 (CONT'D)

- (i) all expenditures for a sitting of a Presidents' Conference will be the responsibility of UTE;
- (j) members of UTE in good standing may attend as observers at their own or Local's expense or by the approval of the Executive Council at UTE's expense;
- (k) observers shall have no vote but with the approval of the Chairperson and a simple majority vote may have voice once during the full sitting; and
- (l) Executive Council shall attend as fully funded observers.

TORONTO EAST – LOCAL 00001

ORIGINAL	AMENDED	DECISION
409. BY-LAW 8	BE IT RESOLVED THAT THE FOLLOWING CHANGE TO BY-LAW 8 BE MADE.	COMMITTEE RECOMMENDATION
BY-LAW 8 – SECTION 2	BY-LAW 8 SECTION 2	Concurrence
Section 2 - Equal Opportunities Conferences	Equal Opportunity National Course	Recorded Against: Sabri Khayat, Janet Albinet, John Drozd, Gisèle Pelletier, Marie-Ève Couture
(1) There shall be Equal Opportunities Conferences constituted in the following manner:	WHEREAS the information at Regional Conferences, although valuable, is basic and repetitive for experienced activists attending; and	RATIONALE:
(a) Motion a National Conference shall normally be held in Ottawa the calendar year prior to the Convention;	WHEREAS it is important to provide the basic information for new Equal opportunity (EO) activists; and	This would give more opportunity to train new activist on Equal Opportunity issues.
(b) the dates, location and regions attending the Regional Conferences held prior to the National Equal Opportunities Conference shall be recommended by the Equal Opportunities Committee and approved by the Executive Council;	WHEREAS having a National course would provide individuals, other than EO activist an opportunity to gain insight into Employment Equity and Diversity; and	Equal Opportunities information provided at the Regional Conferences can be better presented in a Course format.

ORIGINAL

AMENDED

DECISION

409. BY-LAW 8 (CONT'D)

- (c) the Chairperson of the Equal Opportunities Committee or their Alternate shall be the Chairperson of the National and Regional Conferences;
 - (d) UTE shall fund two (2) members per Local as defined in Regulation;
 - (e) members of the Equal Opportunities Committee shall be funded to attend the National Conference and the one Regional Conference in which their home Local has been assigned to attend;
 - (f) it will be the responsibility of the Equal Opportunities Committee to set the agenda and workshops for the Conferences. Expenses related to the agenda, the workshops, and/or items for the Conferences require prior approval of the 1st Vice-
- WHEREAS** once a National course is developed, it can be used to develop activists in the Regions; and
- WHEREAS** a National course would negate the necessity to have EO Regional Conferences but would still provide necessary information to members interested in EO;
- BE IT RESOLVED THAT** a National Equal Opportunity course be developed; and
- BE IT FURTHER RESOLVED THAT** the National Equal Opportunity course be delivered at least once within a 3-year cycle between Conventions as National training; and

ORIGINAL

AMENDED

DECISION

409. BY-LAW 8 (CONT'D)

President responsible for Finance, or in their absence the National President;

(g) each Regional Conference shall normally be scheduled for two (2) days on a Friday, Saturday or Sunday;

(h) the National Conference shall normally be scheduled for two and a half (2 ½) days on a Friday, Saturday and Sunday;

(i) members of the Executive Council shall be funded to attend the National Conference and the Regional Conferences in which their home Local has been assigned or to which Locals in their region have been assigned to attend; and

BE IT FURTHER RESOLVED THAT BY-LAW 8 Section 2 – Equal Opportunities Conferences be amended to read as follows:

(1) There shall be an Equal Opportunities Conferences constituted in the following manner:

a. a National Conference shall normally be held in Ottawa the calendar year prior to the Convention;

b. ~~the dates, location and regions attending the Regional Conferences held prior to the National Equal Opportunities Conference shall be recommended by the Equal Opportunities Committee and approved by the Executive Council;~~

ORIGINAL

AMENDED

DECISION

409. BY-LAW 8 (CONT'D)

(j) notwithstanding (d), members of UTE in good standing may attend at their own or Local's expense, subject to space availability.

c. the Chairperson of the Equal Opportunities Committee or their Alternate shall be the Chairperson of the National and ~~Regional~~ Conferences;

d. UTE shall fund two (2) members per Local as defined in Regulation;

e. members of the Equal Opportunities Committee shall be funded to attend the National Conference ~~and the one Regional Conference in which their home Local has been assigned to attend~~;

f. it will be the responsibility of the Equal Opportunities Committee to set the agenda and workshops for the Conferences. Expenses related to the agenda, the workshops, and/or items for the Conferences require prior approval of the 1st Vice-President responsible for Finance, or in their absence the National President;

ORIGINAL

AMENDED

DECISION

409. BY-LAW 8 (CONT'D)

- ~~g. each Regional Conference shall normally be scheduled for two (2) days on a Friday, Saturday or Sunday;~~
- h. the National Conference shall normally be scheduled for two and a half (2 ½) days on a Friday, Saturday and Sunday;
- ~~i. members of the Executive Council shall be funded to attend the National Conference and the Regional Conferences in which their home Local has been assigned or to which Locals in their region have been assigned to attend; and~~
- j. notwithstanding (d), members of UTE in good standing may attend at their own or Local's expense, subject to space availability.

BE IT FURTHER RESOLVED THAT By-Law 8 be renumbered accordingly with the changes.

SAINT JOHN – LOCAL 60005

ORIGINAL

AMENDED

DECISION

410. BY-LAW 9

BE IT RESOLVED THAT THE FOLLOWING CHANGE TO BY-LAW 9 BE MADE.

COMMITTEE RECOMMENDATION

BY-LAW 9

BY-LAW 9 SECTION 3

Ruled Out of Order by the President.

Section 3

LOCATION OF CONVENTION

RATIONALE:

Only the Executive Council shall have the authority to determine the date and place of each Convention.

WHEREAS the UTE By-Law 9, Section 3 gives full authority to the Executive Council to determine the place of each Convention; and

WHEREAS Locals should have an equal right to participate in the determination of the location for convention as it is the local responsibility to incur the travel costs for observers, notwithstanding the UTE By-Law 9, Section 12 and Section 13.

BE IT RESOLVED THAT the UTE By-Law 9, Section 3 be amended to state:

Only the Executive Council shall have the authority. A recommendation by the Executive Council, which will include a summary of the proposals that meet the convention specifications, shall be presented at the 2nd Presidents' Conference after UTE Convention to determine the date and place of each

ORIGINAL

AMENDED

DECISION

410. BY-LAW 9 (CONT'D)

Convention by a vote by simple majority of those delegates in attendance at the Presidents' Conference.

SUMMERSIDE – LOCAL 90006

ORIGINAL

AMENDED

DECISION

411. BY-LAW 9

BE IT RESOLVED THAT THE FOLLOWING CHANGE TO BY-LAW 9 BE MADE.

COMMITTEE RECOMMENDATION

Concurrence

BY-LAW 9

BY-LAW 9 SECTION 4

Adopted unanimously.

CONVENTION

CONVENTION

RATIONALE:

Section 4

Current By-Law 9 Section 4 - Housekeeping Convention

Notice of the Convention shall be given to each Local by the National Office not less than six (6) months prior to opening date of the Convention. Such notice will include but not be limited to:

Notice of the Convention shall be given to each Local by the National Office not less than six (6) months prior to opening date of the Convention. Such notice will include but not be limited to:

- (1) dates and location of the Convention;
- (2) deadline for receipt in the National Office of resolutions;
- (3) deadline for receipt in the National Office of the names of the delegates to Convention and the alternate delegates; and

- (1) dates and location of the Convention;
- (2) deadline for receipt in the National Office of resolutions;
- (3) deadline for receipt in the National Office of the names of the delegates to Convention and the alternate delegates; and

ORIGINAL

AMENDED

DECISION

411. BY-LAW 9 (CONT'D)

(4) deadlines as noted in Sub-Sections (2) and (3) shall be by the close of business of the Presidents' Conference preceding the Triennial Convention.

(4) deadlines as noted in Sub-Sections (2) and (3) shall be by the close of business of the Presidents' Conference preceding the Triennial Convention.

Notice of any Special Convention shall be given to each Local by the National Office not less than sixty (60) calendar days prior to the opening date of the Convention. Such notice will state the matters to be dealt with.

Notice of any Special Convention shall be given to each Local by the National Office not less than sixty (60) calendar days prior to the opening date of the Convention. Such notice will state the matters to be dealt with.

Proposed Change

By-Law 9 Article 4

CONVENTION

Article 4

Notice of the Convention shall be given to each Local by the National Office not less than six (6) months prior to opening date of the Convention. Such notice will include but not be limited to:

(1) dates and location of the Convention;

ORIGINAL

AMENDED

DECISION

411. BY-LAW 9 (CONT'D)

- (2) deadline for receipt in the National Office of resolutions;
- (3) deadline for receipt in the National Office of the names of the delegates to Convention and the alternate delegates; and
- (4) deadlines as noted in Sub-Sections (2) and (3) shall be by the close of business of the Presidents' Conference preceding the Triennial Convention.

~~Notice of any Special Convention shall be given to each Local by the National Office not less than sixty (60) calendar days prior to the opening date of the Convention. Such notice will state the matters to be dealt with.~~

Proposed Change to move last sentence of Section 4 to a New Section 18: Would follow sections 16 and 17 that deal with Special Conventions.

NEW

Section 18

ORIGINAL

AMENDED

DECISION

411. BY-LAW 9 (CONT'D)

Notice of any Special Convention shall be given to each Local by the National Office not less than sixty (60) calendar days prior to the opening date of the Convention. Such notice will state the matters to be dealt with.

EXECUTIVE COUNCIL

ORIGINAL

AMENDED

DECISION

412. BY-LAW 9

BE IT RESOLVED THAT THE FOLLOWING CHANGE TO BY-LAW 9 BE MADE.

COMMITTEE RECOMMENDATION

Non-concurrence

BY-LAW 9

BY-LAW 9 SECTION 5 (1)

Adopted unanimously.

Section 5

Representation at UTE Convention

RATIONALE:

For the purpose of representation at a Convention, each Local shall:

WHEREAS convention is the supreme governing body of UTE and the opportunity to be a delegate at convention only happens *in* the third calendar year following the last general convention; and

Cost Prohibitive.

The current system provides for proportional representation and the smaller locals are already provided with a fully funded observer.

- (1) be entitled to one (1) delegate with full voting rights for each block of two hundred (200) members in good standing or fraction of this number during the calendar year preceding the Convention taking into account the month during which the number of members has been the highest for each UTE Local. Hence, the month may be different depending on the Local. Every delegate shall be a member in good standing of the Local.

WHEREAS it is valuable for succession planning and knowledge transfer for all Locals to have a minimum of two delegates at convention.

ORIGINAL

AMENDED

DECISION

412. BY-LAW 9 (CONT'D)

- (2) for the purpose of replacing delegates at Convention, submit to the National Office the name and ranking of the alternate delegates. Every alternate delegate shall be a member in good standing of the Local.

BE IT RESOLVED THAT UTE By-Law 9, Section 5 (1) be amended to state:

1. be entitled to ~~one—(1)~~ two (2) delegates with full voting rights for the first block of two hundred (200), and one (1) delegate for each additional block of two hundred (200) members in good standing or fraction of this number during the calendar year preceding the Convention taking into account the month during which the number of members has been the highest for each UTE Local. Hence, the month may be different depending on the Local. Every delegate shall be a member in good standing of the Local.

SUMMERSIDE – LOCAL 90006

ORIGINAL	AMENDED	DECISION
413. BY-LAW 10	BE IT RESOLVED THAT THE FOLLOWING CHANGES BE MADE TO BY-LAW 10.	COMMITTEE RECOMMENDATION
BY-LAW 10	BY-LAW 10	Non-concurrence
DUTIES OF OFFICERS	DUTIES OF OFFICERS	RATIONALE:
Section 1 - President	Section 1 - President	Too vague and poorly written.
The President shall:	WHEREAS in the event that the President is absent from the national office and cannot be reached; and	Political Decision not defined.
(1) represent UTE on the National Board of Directors of the PSAC as required by the Constitution;	WHEREAS any political decision at the national level must be made by a national political entity, not by a staff member; and	Already provided in By-Law 10, Section 2(4).
(2) (a) uphold the Constitution of the PSAC and the By-Laws of UTE; (b) preside at all meetings and Conventions; (c) be an ex-officio member of all Committees; (d) perform all duties that are incidental to the office of President;	BE IT RESOLVED THAT By-Law 10 be amended to rectify this situation.	

ORIGINAL

AMENDED

DECISION

413. BY-LAW 10 (CONT'D)

- | | | |
|-----|---|--|
| (3) | be responsible to the Executive Committee, to the Executive Council and to the Convention; | BY-LAW 10
DUTIES OF OFFICERS |
| (4) | make written reports on the administration of the office and on the affairs of UTE to each regular meeting of the Executive Council and to each Convention; | Section 1 - President |
| (5) | be responsible for the administrative management, control and allocation of staff in the National Office; | The president: |
| (6) | be responsible for the receipt and keeping of all monies of UTE along with their disbursement under the direction of the Executive Council; | (14) Ensures that one of the 2 NVPs is designated for making political decisions when he/she must be away from the national office and cannot be reached. |
| (7) | ensure that notices and agendas of each Executive Council, Executive Committee meeting, Presidents' Conference and Convention are prepared and circulated in advance; | RATIONALE: it sometimes happens that the President and the 1 st Vice-President are away at the same time and cannot be reached and a political decision needs to be made; we must ensure that political decisions are made by elected officers, not staff. |

ORIGINAL

AMENDED

DECISION

413. BY-LAW 10 (CONT'D)

- (8) be responsible for the minutes of all meetings of the Executive Council, Executive Committee and Presidents' Conferences and will countersign them along with the first Vice-President;
- (9) be responsible for the preparation of a complete record of any Convention;
- (10) ensure that copies of minutes of the Executive Council or Executive Committee meetings are sent to each Local within four (4) weeks and ensure that the record of any Convention is sent to each Local within four (4) months;
- (11) ensure that the National Office provides services in both official languages;
- (12) ensure that UTE directives, policies and procedures are updated and subsequently forwarded to Locals; and

ORIGINAL

AMENDED

DECISION

413. BY-LAW 10 (CONT'D)

- (13) discharge all duties and obligations imposed upon them by Convention and/or the Executive Council.

JONQUIÈRE - LOCAL 10004

ORIGINAL	AMENDED	DECISION
414. BY-LAW 10	BE IT RESOLVED THAT THE FOLLOWING CHANGES BE MADE TO BY-LAW 10.	COMMITTEE RECOMMENDATION
BY-LAW 10	BY-LAW 10	Non-concurrence
DUTIES OF OFFICERS	DUTIES OF OFFICERS	Adopted unanimously.
Section 2 – Vice-President	Section 2 – Vice-President	RATIONALE:
(3) In the temporary absence of the President and with the concurrence of the President, the 1 st Vice-President shall exercise all the functions and shall be vested with all the powers of the President.	WHEREAS occasionally, there is no national officer at the national office or one of them has not been designated as a contact; and	Too vague and poorly written.
(4) In the temporary absence of the President and the 1 st Vice-President and with the concurrence of the President, the 2 nd Vice-President shall exercise the functions and shall be vested with all the powers of the President.	WHEREAS when the 2 full-time elected officers are physically absent from the national office, a staff member becomes responsible for the political aspect.	Redundant Impossible to be applied.
	BE IT RESOLVED THAT By-Law 10 be amended as is.	

ORIGINAL

AMENDED

DECISION

414. BY-LAW 10 (CONT'D)

Section 2 – **Vice-President**

- (3) During the temporary absence of the President, and with the latter's agreement, the 1st Vice-President performs all of the President's duties and is vested with all the associated powers.
Physical or virtual presence at the national office must be ensured at all times by one of the 3 nationally elected officers.

- (4) During the temporary absence of the President and the 1st Vice-President, and with the President's agreement, the 2nd Vice-President performs all of the President's duties and is vested with all the associated powers.
Physical or virtual presence at the national office must be ensured at all times by one of the 3 nationally elected officers.

JONQUIÈRE - LOCAL 10004

ORIGINAL

AMENDED

DECISION

415. BY-LAW 10

BE IT RESOLVED THAT THE FOLLOWING CHANGES BE MADE TO BY-LAW 10.

COMMITTEE RECOMMENDATION

BY-LAW 10

Ruled Out of Order by the President.

CONVENTIONS

RATIONALE:

Section 2

WHEREAS the cost of the conventions is astronomical; and

WHEREAS a number of months are required for preparing and monitoring the conventions and mobilizing union staff accordingly; and

WHEREAS that limits the time for service to members.

BE IT RESOLVED THAT the UTE convention be held every 4 years.

JONQUIÈRE - LOCAL 10004

ORIGINAL	AMENDED	DECISION
416. BY-LAW 10	BE IT RESOLVED THAT THE FOLLOWING CHANGES BE MADE TO BY-LAW 10.	COMMITTEE RECOMMENDATION
BY-LAW 10	BY-LAW 10	Non-concurrence
DUTIES OF OFFICERS	DUTIES OF OFFICERS	Adopted unanimously.
Section 4 - The 2nd Vice-President in charge of Collective Bargaining:	Section 4 - The 2nd Vice-President in charge of Collective Bargaining:	RATIONALE:
(1) oversee the implementation of the Regulation governing Collective Bargaining procedures;	New responsibility 2 nd NVP no. 1	The President is already the ex-officer of all committees; this would add another person for no particular reason.
(2) issue frequent bulletins on the state of negotiations during the bargaining process;	WHEREAS when the UTE is not in an extended bargaining period; and	Would take away the authority of the President to decide who should sit on Ad Hoc Committees.
(3) be the Chairperson of the Standing Bargaining Committee;	WHEREAS the 2 nd NVP could take on more responsibilities; and	
(4) participate on the PSAC/CRA Negotiating Team;	WHEREAS the RVPs are overloaded with work.	
(5) be the Chairperson of the National Bargaining Committee;	BE IT RESOLVED THAT the position of 2 nd NVP be an ex-officio member of the any Ad Hoc Committees.	

ORIGINAL

AMENDED

DECISION

416. BY-LAW 10 (CONT'D)

- (6) be a member of the PSAC National Strike Co-ordinating Committee;
- (7) ensures that the bargaining process for UTE is handled in a sound manner in the best interests of the members; and
- (8) attends and participates in discussions and meetings in preparation for bargaining between PSAC/UTE and the employer.

JONQUIÈRE - LOCAL 10004

ORIGINAL	AMENDED	DECISION
417. BY-LAW 10	BE IT RESOLVED THAT THE FOLLOWING CHANGES BE MADE TO BY-LAW 10.	COMMITTEE RECOMMENDATION
BY-LAW 10	BY-LAW 10	Non-concurrence
DUTIES OF OFFICERS	DUTIES OF OFFICERS	Adopted unanimously.
Section 4 - The 2 nd Vice-President in charge of Collective Bargaining:	Section 4 - The 2 nd Vice-President in charge of Collective Bargaining:	RATIONALE:
(1) oversee the implementation of the Regulation governing Collective Bargaining procedures;	New responsibility 2 nd NVP no. 2	The intent is poorly expressed.
(2) issue frequent bulletins on the state of negotiations during the bargaining process;	WHEREAS when the UTE is not in an extended bargaining period; and	Not clear what responsible for “training” would mean.
(3) be the Chairperson of the Standing Bargaining Committee;	WHEREAS the 2 nd NVP could take on more responsibilities between bargaining processes; and	
(4) participate on the PSAC/CRA Negotiating Team;	WHEREAS the RVPs are overloaded with work.	
(5) be the Chairperson of the National Bargaining Committee;	BE IT RESOLVED THAT the position of 2 nd NVP be responsible for training; and	

ORIGINAL

AMENDED

DECISION

417. BY-LAW 10 (CONT'D)

(6) be a member of the PSAC National Strike Co-ordinating Committee;

(7) ensures that the bargaining process for UTE is handled in a sound manner in the best interests of the members; and

(8) attends and participates in discussions and meetings in preparation for bargaining between PSAC/UTE and the employer.

BE IT FURTHER RESOLVED THAT ~~he/she~~ they keep a file in order to see whether there are any new needs for new training.

JONQUIÈRE - LOCAL 10004

ORIGINAL	AMENDED	DECISION
418. BY-LAW 10	BE IT RESOLVED THAT THE FOLLOWING CHANGES BE MADE TO BY-LAW 10.	COMMITTEE RECOMMENDATION
BY-LAW 10	BY-LAW 10	Non-concurrence
DUTIES OF OFFICERS	DUTIES OF OFFICERS	Adopted unanimously.
Section 4 - The 2nd Vice-President in charge of Collective Bargaining:	Section 4 - The 2nd Vice-President in charge of Collective Bargaining:	RATIONALE:
(1) oversee the implementation of the Regulation governing Collective Bargaining procedures;	New responsibility 2 nd NVP no. 3	Poorly worded. The resolution is erroneous. Would remove the authority of the Executive Council.
(2) issue frequent bulletins on the state of negotiations during the bargaining process;	WHEREAS when the UTE is not in an extended bargaining period; and	
(3) be the Chairperson of the Standing Bargaining Committee;	WHEREAS the 2 nd NVP could take on more responsibilities; and	
(4) participate on the PSAC/CRA Negotiating Team;	WHEREAS the RVPs are overloaded with work.	

ORIGINAL

AMENDED

DECISION

418. BY-LAW 10 (CONT'D)

- | | | |
|-----|---|---|
| (5) | be the Chairperson of the National Bargaining Committee; | BE IT RESOLVED THAT the position of 2 nd NVP be able to select 2 committees in addition to the 2 committees assigned to him/her with the President's agreement; and |
| (6) | be a member of the PSAC National Strike Co-ordinating Committee; | BE IT FURTHER RESOLVED THAT the 2 nd NVP be able to be a member of those additional 2 committees. |
| (7) | ensures that the bargaining process for UTE is handled in a sound manner in the best interests of the members; and | |
| (8) | attends and participates in discussions and meetings in preparation for bargaining between PSAC/UTE and the employer. | |

JONQUIÈRE - LOCAL 10004

ORIGINAL	AMENDED	DECISION
419. BY-LAW 10	BE IT RESOLVED THAT THE FOLLOWING CHANGE TO BY-LAW 10 BE MADE.	COMMITTEE RECOMMENDATION
BY-LAW 10	BY-LAW 10 SECTION 5	Non-concurrence
Section 5 - The Regional Vice-Presidents shall:	Regional Vice-Presidents	Adopted unanimously.
(1) perform the duties in accordance with the guidelines established by the Executive Council by way of a Regulation;	WHEREAS the responsibility of the regional budget is not currently defined under By-Law 10, Section 5 of the Union of Taxation National By-Laws and Regulations, Duties of Officers; and	The committee believes this is already covered in Regulation 7.1.
(2) perform such services within their region as the Executive Council or the President may direct;	WHEREAS it is the responsibility of the Regional Vice-President to ensure that courses and regional events are organized.	
(3) account for all expenses that are paid by UTE with respect to the position;	BE IT RESOLVED THAT the following change to By-Law 10, Section 5 that a number 6 bullet be added to show (6) The Regional Vice-President shall organize and submit to the National President a report requesting funding and approvals for all regional events.	

ORIGINAL

AMENDED

DECISION

419. BY-LAW 10 (CONT'D)

- (4) submit a report showing their activities, the expenses they incurred and other pertinent information, according to a standard format. A Regional Vice-President shall be entitled to submit a supplementary report to cover items not included in their report. Such supplementary reports will be considered by the Executive Council separate and apart from the reports; and

- (5) submit annually a detailed accounting of all monies allocated to them for regional activities, including all expenses incurred. This information is to be provided to all of the Locals in their region and to the 1st Vice-President responsible for Finance within ninety (90) days of the end of the calendar year.

TORONTO WEST – LOCAL 00051

ORIGINAL	AMENDED	DECISION
420. BY-LAW 10	BE IT RESOLVED THAT THE FOLLOWING CHANGE TO BY-LAW 10 BE MADE.	COMMITTEE RECOMMENDATION
BY-LAW 10	BY-LAW 10	Non-concurrence
NEW – SECTION 6	Roles and Duties of the Alternate Regional Vice-Presidents	RATIONALE:
	<p>WHEREAS Regulation number 8 of the By-Laws and Regulations for UTE clearly state the duties of the Regional Vice-Presidents; and</p>	<p>Regulation 9 already covers the duties of the Alternate RVP.</p>
	<p>WHEREAS the Alternate Regional Vice-President assume the duties of the Regional Vice-President in their temporary absence or incapacity.</p>	<p>The intent of the resolution is not clear.</p>
	<p>BE IT RESOLVED THAT By-Law 10 Section 5 of UTE By-Laws and Regulations clearly define the roles and duties of the Alternate Regional Vice-President.</p>	<p>If it was the resolution’s intent to add the duties of the Alternate RVP in the By-Laws, it should specify those duties.</p>
	TORONTO CENTRE – LOCAL 00013	

ORIGINAL	AMENDED	DECISION
421. BY-LAW 11	BE IT RESOLVED THAT THE FOLLOWING CHANGE TO BY-LAW 11 BE MADE.	COMMITTEE RECOMMENDATION
BY-LAW 11	STATUT 11	Concurrence
ÉLECTION DES DIRIGEANTES ET DES DIRIGEANTS	ÉLECTION DES DIRIGEANTES ET DES DIRIGEANTS	Adopted unanimously.
Section 2	Article 2	RATIONALE:
The Executive Council shall appoint a Nominations Committee of at least three (3) and not more than five (5) persons and shall name one as Chairperson. The Nominations Committee shall:	Le Conseil exécutif nomme un comité des candidatures, constitué d'au moins trois (3) et d'au plus cinq (5) personnes, et il désigne l'une de ces personnes à la présidence. Le comité des candidatures:	Housekeeping
(1) call for nominations for the offices of the National Officers from delegates; (2) receive nominations for offices of the National Officers from delegates;	(1) invite les déléguées et les délégués à soumettre les mises en candidatures pour les postes des trois (3) dirigeantes et dirigeants nationaux; (2) reçoit les candidatures provenant des déléguées et délégués pour les postes des trois (3) dirigeantes et dirigeants nationaux;	CHANGE TO FRENCH VERSION ONLY, TO BE CONSISTENT WITH THE ENGLISH VERSION.

ORIGINAL

AMENDED

DECISION

421. BY-LAW 11 (CONT'D)

Proposed Change

Article 2

Le Conseil exécutif nomme un comité des candidatures, constitué d'au moins trois (3) et d'au plus cinq (5) personnes, et il désigne l'une de ces personnes à la présidence. Le comité des candidatures:

- (1) invite les déléguées et les délégués à soumettre les mises en candidatures pour les postes des ~~trois (3)~~ dirigeantes et dirigeants nationaux;
- (2) reçoit les candidatures provenant des déléguées et délégués pour les postes des ~~trois (3)~~ dirigeantes et dirigeants nationaux

EXECUTIVE COUNCIL

ORIGINAL	AMENDED	DECISION
422. BY-LAW 17	BE IT RESOLVED THAT THE FOLLOWING CHANGE TO BY-LAW 17 BE MADE.	COMMITTEE RECOMMENDATION
BY-LAW 17	BY-LAW 17	Concurrence
GENERAL PROVISIONS	Current By-Law 17 Section 2	Adopted unanimously.
Section 2	Section 2	RATIONALE:
(a) A <u>quorum</u> at all meetings of the Executive Council shall be one half (1/2) of the officers provided in By-Law 7, Section 1;	(a) A <u>quorum</u> at all meetings of the Executive Council shall be one half (1/2) of the officers provided in By-Law 7, Section 1;	Housekeeping
(b) A <u>quorum</u> at all meetings of the Executive Committee shall be three quarters (3/4) of the officers provided in By-Law 7, Section 2; and	(b) A <u>quorum</u> at all meetings of the Executive Committee shall be three quarters (3/4) of the officers provided in By-Law 7, Section 2; and	
(c) A <u>quorum</u> at a Convention shall be one half (1/2) of the registered delegates.	(c) A <u>quorum</u> at a Convention shall be one half (1/2) of the registered delegates.	
	<p>Proposed Change By-Law 17 Section 2:</p> <p>To keep the format consistent with the rest of the By-Laws.</p>	

ORIGINAL

AMENDED

DECISION

422. BY-LAW 11 (CONT'D)

By-Law 17 Section 2

Section 2

- (1)** A **quorum** at all meetings of the Executive Council shall be one half (1/2) of the officers provided in By-Law 7, Section 1;
- (2)** A **quorum** at all meetings of the Executive Committee shall be three quarters (3/4) of the officers provided in By-Law 7, Section 2; and
- (3)** A **quorum** at a Convention shall be one half (1/2) of the registered delegates

EXECUTIVE COUNCIL

ORIGINAL	AMENDED	DECISION
423. BY-LAW 18	BE IT RESOLVED THAT THE FOLLOWING CHANGE TO BY-LAW 18 BE MADE.	COMMITTEE RECOMMENDATION
BY-LAW 18	BY-LAW 18	Non-concurrence
DEFINITIONS	Term National President in UTE By-Laws and Regulations	Adopted unanimously.
In these By-Laws:	WHEREAS the current term President and National President is used interchangeably and is confusing throughout the UTE By-Laws and Regulations; and	RATIONALE:
"President" (Présidente ou president) means the President of the Union of Taxation Employees, unless specifically indicated otherwise.	WHEREAS there are Local Presidents as well as a National President.	By-Law 18 provides for a definition of President.
	BE IT RESOLVED THAT the term President be amended to the term National President where applicable throughout the entire By-Laws and Regulations of UTE document; and	Committee supports the current format and does not support changing.
	BE IT FURTHER RESOLVED THAT the term President be amended to Local President where applicable throughout the entire By-Laws and Regulations of UTE document.	
	TORONTO NORTH – LOCAL 00048	

ORIGINAL	AMENDED	DECISION
424. BY-LAW 18	BE IT RESOLVED THAT THE FOLLOWING CHANGE TO BY-LAW 18 BE MADE.	COMMITTEE RECOMMENDATION Non-concurrence
BY-LAW 18	STATUT 18	Adopted unanimously.
DEFINITIONS	Term Vice-President in UTE By-Laws and Regulations	RATIONALE:
In these By-Laws:	WHEREAS the current term Vice-President and National 1st Vice-President is used interchangeably and is confusing throughout the UTE By-Laws and Regulations; and	By-Law 18 provides for a definition. Committee supports the current format and does not support changing.
"Vice-Presidents" (Vice-Présidentes et Vice-Présidents) means the National 1 st and 2 nd Vice-Presidents of the Union of Taxation Employees - Public Service Alliance of Canada.	WHEREAS there are Regional Vice-Presidents as well as a National 1st Vice-President.	
	BE IT RESOLVED THAT the By-Laws and Regulations of UTE be amended to reflect that the term Vice-President be replaced with the term 1st National Vice-President and that the term Vice-President be replaced with the term Regional Vice-President where applicable.	
	TORONTO NORTH – LOCAL 00048	

ORIGINAL

AMENDED

DECISION

425. NEW

BE IT RESOLVED THAT THE FOLLOWING CHANGE BE MADE.

2ND NATIONAL VICE-PRESIDENT POSITION

BE IT RESOLVED THAT the 2nd Vice-President position of UTE be eliminated; and

BE IT FURTHER RESOLVED THAT all current duties and responsibilities of the 2nd Vice-President be reassigned to other Executive Council members; and

BE IT FURTHER RESOLVED THAT all required changes to the By-Laws and Regulations be made to reflect the elimination of the 2nd Vice-President position.

COMMITTEE RECOMMENDATION

Non-concurrence

**Recorded Against:
Ken Bye, Wayne Little, Maria Wormsbecker, Sara Cousins, Darlene Bembridge, Jamie vanSydenborgh, Miranda Quibell**

RATIONALE:

Committee supports keeping the position as we have lots of work to do and this is not the time to be reducing a National Officer position.

It sends a negative message to the members and the employer if we are opposed to job cuts then why would we eliminate this National Officer Position.

The Second Vice-President responsible for Collective Bargaining is an important portfolio.

EXECUTIVE COUNCIL

ORIGINAL	AMENDED	DECISION
426. REGULATION 3	BE IT RESOLVED THAT THE FOLLOWING CHANGE TO REGULATION 3 BE MADE.	COMMITTEE RECOMMENDATION Motion to Divide Carried
COMMITTEES	COMMITTEES – STANDING COMMITTEES	1 st “BE IT RESOLVED”: Concurrence 2 nd “BE IT FURTHER RESOLVED”: Non-concurrence - Adopted unanimously.
1. There shall be thirteen (13) Standing Committees:	Permanent Call Site Committee	RATIONALE: 1 st “BE IT RESOLVED”: Concurrence The Call Centre issues are not going away and the Ad Hoc committee has been in existence for 5 years and it is time to make it a Standing Committee.
a. Bargaining, By-Laws, Staffing, Technological Change, Health and Safety, Equal Opportunities, Employees Assistance Program, Finance, Honours and Awards, Workforce Adjustment, Harassment, Communications and Political Action.	WHEREAS there has been an Ad Hoc Call Site Committee for many years; and	RATIONALE: 2 nd “BE IT FURTHER RESOLVED”: Non-concurrence - Adopted unanimously. The wording of the resolution could potentially have a non-call member on the committee.
	WHEREAS the Call Site issues are ongoing.	Would allow all 58 Local Presidents to vote on the representatives, not just the Locals that represent centre members.

ORIGINAL

AMENDED

DECISION

426. REGULATION 3 (CONT'D)

BE IT RESOLVED THAT the **Ad-Hoc** Call ~~**Site—Centre**~~ Committee be made a permanent standing committee in UTE; and

BE IT FURTHER RESOLVED THAT the President's Representative for the Call ~~**Site Centre**~~ Committee be elected by the Local Presidents at the next Presidents' Conference.

TORONTO WEST – LOCAL 00051

ORIGINAL	AMENDED	DECISION
427. REGULATION 3	BE IT RESOLVED THAT THE FOLLOWING CHANGE TO REGULATION 3 BE MADE.	COMMITTEE RECOMMENDATION
COMMITTEES	COMMITTEES – STAFFING COMMITTEE	Non-concurrence
1. There shall be thirteen (13) Standing Committees:	WHEREAS it is necessary to ensure the involvement of representatives of Local Presidents; one (1) representative from the TC's and one (1) representative from the TSO's and one (1) representative from a Call Centre Local; and	RATIONALE: The committee supports the creation of a Standing Committee.
b. Each Standing Committee with the exception of the Bargaining Committee, Staffing Committee and Workforce Adjustment Committee will have one (1) President's Representative. The Staffing, Bargaining and WFA Committees will each have two (2) President's Representatives; one from a TSO and one from a TC. All Presidents' Representatives shall be elected in accordance with By-Law 8 Section 1 (g).	WHEREAS these three (3) representatives have relevant technical information; and	See Resolution 426.

ORIGINAL

AMENDED

DECISION

427. REGULATION 3 (CONT'D)

WHEREAS their presence acknowledges the uniqueness of the different workloads and working conditions and therefore increases the visibility and voice on the Staffing Committee amongst the Locals and members.

BE IT RESOLVED THAT the composition of the Staffing Committee be amended to have three (3) presidents representatives; TC, TSO and Call Centre; and

BE IT FURTHER RESOLVED THAT for purposes of voting for these positions, Regulation 3 be amended to include the following Locals to be considered Call Centres: Burnaby Fraser, Calgary.

**CALGARY CALL CENTER –
LOCAL 30022**

ORIGINAL	AMENDED	DECISION
428. REGULATION 3	BE IT RESOLVED THAT THE FOLLOWING CHANGE TO REGULATION 3 BE MADE.	COMMITTEE RECOMMENDATION
COMMITTEES	COMMITTEES – BARGAINING COMMITTEE	Non-concurrence
1. There shall be thirteen (13) Standing Committees:	WHEREAS it is necessary to ensure the involvement of representatives of Local Presidents; one (1) representative from the TC's and one (1) representative from the TSO's and one (1) representative from a Call Centre Local; and	RATIONALE: The committee supports the creation of a Standing Committee.
b. Each Standing Committee with the exception of the Bargaining Committee, Staffing Committee and Workforce Adjustment Committee will have one (1) President's Representative. The Staffing, Bargaining and WFA Committees will each have two (2) President's Representatives; one from a TSO and one from a TC. All Presidents' Representatives shall be elected in accordance with By-Law 8 Section 1 (g).	WHEREAS these three (3) representatives have relevant technical information; and	See Resolution 426. The wording would exclude all Call Centre locals.

ORIGINAL

AMENDED

DECISION

428. REGULATION 3 (CONT'D)

WHEREAS their presence acknowledges the uniqueness of the different workloads and working conditions and therefore increases the visibility and voice on the Bargaining Committee amongst the Locals and members.

BE IT RESOLVED THAT the composition of the Bargaining Committee be amended to have three (3) presidents representatives; TC, TSO and Call Centre; and

BE IT FURTHER RESOLVED THAT for purposes of voting for these positions, Regulation 3 be amended to include the following locals to be considered Call Centres: Burnaby Fraser, Calgary.

**CALGARY CALL CENTER –
LOCAL 30022**

ORIGINAL	AMENDED	DECISION
429. REGULATION 3	BE IT RESOLVED THAT THE FOLLOWING CHANGE TO REGULATION 3 BE MADE.	COMMITTEE RECOMMENDATION
COMMITTEES	COMMITTEES – WORKFORCE ADJUSTMENT COMMITTEE	Non-concurrence
1. There shall be thirteen (13) Standing Committees:	WHEREAS it is necessary to ensure the involvement of representatives of Local Presidents; one (1) representative from the TC's and one (1) representative from the TSO's and one (1) representative from a Call Centre Local; and	The committee supports the creation of a Standing Committee.
b. Each Standing Committee with the exception of the Bargaining Committee, Staffing Committee and Workforce Adjustment Committee will have one (1) President's Representative. The Staffing, Bargaining and WFA Committees will each have two (2) President's Representatives; one from a TSO and one from a TC. All Presidents' Representatives shall be elected in accordance with By-Law 8 Section 1 (g).	WHEREAS these three (3) representatives have relevant technical information; and	See Resolution 426.
		The wording would exclude all Call Centre locals.

ORIGINAL

AMENDED

DECISION

429. REGULATION 3 (CONT'D)

WHEREAS their presence acknowledges the uniqueness of the different workloads and working conditions and therefore increases the visibility and voice on the WFA Committee amongst the Locals and members.

BE IT RESOLVED THAT the composition of the WFA Committee be amended to have three (3) presidents representatives; TC, TSO and Call Centre; and

BE IT FURTHER RESOLVED THAT for purposes of voting for these positions, Regulation 3 be amended to include the following locals to be considered Call Centres: Burnaby Fraser, Calgary.

**CALGARY CALL CENTER –
LOCAL 30022**

ORIGINAL

AMENDED

DECISION

430. REGULATION 3

BE IT RESOLVED THAT THE FOLLOWING CHANGE TO REGULATION 3 BE MADE.

COMMITTEE RECOMMENDATION

Non-concurrence

COMMITTEES

COMMITTEES – STANDING COMMITTEES

RATIONALE:

1. There shall be thirteen (13) Standing Committees:

STAFFING COMMITTEE

The committee supports the creation of a Standing Committee.

See Resolution 426.

b. Each Standing Committee with the exception of the Bargaining Committee, Staffing Committee and Workforce Adjustment Committee will have one (1) President’s Representative. The Staffing, Bargaining and WFA Committees will each have two (2) President’s Representatives; one from a TSO and one from a TC. All Presidents’ Representatives shall be elected in accordance with By-Law 8 Section 1 (g).

WHEREAS many of the Union of Taxation Employees’ are employed in Call Centres; and

WHEREAS the working conditions and employment practices in the call centres are uniquely managed by the employer at these locations which requires specialized attention and representation; and

ORIGINAL

AMENDED

DECISION

430. REGULATION 3 (CONT'D)

WHEREAS there are many issues related to staffing that are specific to the call centre members; and their terms and conditions of work; and

WHEREAS the Ad-hoc Call Centre Committee was set up temporarily and will be disbanded.

BE IT RESOLVED THAT a Call Centre President's Representative position be added to the Standing UTE Staffing Committee; and

BE IT FURTHER RESOLVED THAT the Presidents' Representative elected to this position on the Staffing Committee be a member currently employed in the Canada Revenue Agency Call Centre; and

BE IT FURTHER RESOLVED THAT the roles, duties, and selection criteria be the same for this position as it is currently with the TSO and TC UTE Staffing Committee President's Representatives, and the first selection process shall take place at the September 2014 UTE Presidents' Conference.

**BURNABY FRASER CALL CENTER -
LOCAL 20050**

ORIGINAL	AMENDED	DECISION
431. REGULATION 3	BE IT RESOLVED THAT THE FOLLOWING CHANGE TO REGULATION 3 BE MADE.	COMMITTEE RECOMMENDATION
COMMITTEES	COMMITTEES – STANDING COMMITTEES	Non-concurrence
1. There shall be thirteen (13) Standing Committees:	CC REP ON STAFFING COMMITTEE	RATIONALE:
b. Each Standing Committee with the exception of the Bargaining Committee, Staffing Committee and Workforce Adjustment Committee will have one (1) President's Representative. The Staffing, Bargaining and WFA Committees will each have two (2) President's Representatives; one from a TSO and one from a TC. All Presidents' Representatives shall be elected in accordance with By-Law 8 Section 1 (g).	WHEREAS many of the Union of Taxation Employees' members are employed in Call Centres; and	The committee supports the creation of a Standing Committee.
	WHEREAS the unique working conditions and staffing practices undertaken by the employer at these locations requires specialized attention and representation; and	See Resolution 426.

ORIGINAL

AMENDED

DECISION

431. REGULATION 3 (CONT'D)

WHEREAS there are many staffing issues that are specific to Call Centre members; and their terms and conditions of work.

BE IT RESOLVED THAT a Call Centre President's Representative position be added to the standing UTE Staffing Committee; and

BE IT FURTHER RESOLVED THAT the President's Representative elected to this position be a member employed at a Call Centre; and

BE IT FURTHER RESOLVED THAT the roles, duties, and selection criteria be the same for this position as it is with the current TSO and TC UTE Staffing Committee Presidents' representatives, and that the first selection process shall take place at the September 2014 UTE Presidents' Conference.

SAINT JOHN – LOCAL 60005

ORIGINAL	AMENDED	DECISION
432. REGULATION 7	BE IT RESOLVED THAT THE FOLLOWING CHANGE TO REGULATION 7 BE MADE.	COMMITTEE RECOMMENDATION
7.3 GUIDELINES FOR REGIONAL EDUCATION BUDGETS	7.3 REGIONAL EDUCATION BUDGETS	Concurrence
1. The regional education budget is divided equally among the ten regions.	WHEREAS education and training is the cornerstone of effective union representation; and	Adopted unanimously.
2. For a regional to use their educational budget, it must be matched dollar for dollar from their regional budget.	WHEREAS education and training takes many forms outside of those currently provided for in Regulation 7.3; and	RATIONALE:
3. The President may approve the use of the educational budget for approved UTE courses, in part, or in combination of the approved courses.	WHEREAS the number of approval courses is limited and there are times when information or training is needed sooner that may possibly be available.	The committee agrees to the Regional Education budgets being spent on training other than those items listed in Regulation 7.
4. Portions allocated to each region that are not used in a given year shall be carried over to a subsequent year for that region until the next UTE Convention.	BE IT RESOLVED THAT when planning a Regional or Inter-Regional Conference, if it is proposed that a training element or module is being proposed, not including the activities listed in Regulation 7, that this will meet the requirement to access regional education funds if approved by the National President; and	

ORIGINAL

AMENDED

DECISION

432. REGULATION 7 (CONT'D)

5. Non-UTE educational courses shall need the approval of the Executive Council. Once Council has approved a course, it will be an approved UTE course, therefore only needing the approval of the President:

BE IT FURTHER RESOLVED THAT the RVP(s) organizing the regional/inter-regional conference must provide information outlining the training to be provided including but **not** limited to the following:

6. (a) UTE courses approved by Council:

- Staffing;
- Grievance Handling;
- Local Officers Course;
- Developing Membership Activism;
- OFL Return to Work Course;
- PSAC Duty to Accommodate;
- and

- Length of module
- Subject matter
- Overview of the training to be provided.

(b) Modules of the PSAC Local Officer Kit as follows:

1.3, 1.4, 2.3, 2.4, 2.5, 2.9 and 3.1

(i) If the education portion of a regional session last a full day or more, they may expend fifty (50) % of the expense from their education budget.

ORIGINAL

AMENDED

DECISION

432. REGULATION 7 (CONT'D)

- (ii) If the education portion of a regional session lasts at least half ($\frac{1}{2}$) day, they may expend twenty-five (25%) of the expense from their education budget.

WINNIPEG C.C.S.C. – LOCAL 50032

ORIGINAL	AMENDED	DECISION
433. REGULATION 10	BE IT RESOLVED THAT THE FOLLOWING CHANGE TO REGULATION 10 BE MADE.	COMMITTEE RECOMMENDATION
		Concurrence
10.3 NATIONAL BARGAINING COMMITTEE	10.3 NATIONAL BARGAINING COMMITTEE	RATIONALE:
10.3.1 Composition	Composition of the National Bargaining Committee	The second “WHEREAS” explains one of the committees’ RATIONALE:.
This Committee is made up of:	WHEREAS UTE Regulation 10.3.1 outlines the composition for the National Bargaining Committee; and	Gives greater flexibility to who can be selected to our committee.
(1) Four (4) members of the Standing Bargaining Committee;	WHEREAS the composition includes a chairperson of 5 Standing Committees which is restrictive as it excludes the other Standing Committees and it is possible that the same individual is the chairperson for more than one of the 5 standing committees which would impact the size of the committee; and	
(2) Chairpersons of each of the following Standing Committees:	WHEREAS each Regional Vice-President has experience within their regions that may be more valuable than their position on the Standing Committees.	

ORIGINAL

AMENDED

DECISION

433. REGULATION 10 (CONT'D)

- (a) Staffing Committee
- (b) Technological Change Committee
- (c) Workforce Adjustment Committee
- (d) Health and Safety Committee
- (e) Equal Opportunities Committee

Total Committee members nine (9).

BE IT RESOLVED THAT UTE Regulation 10.3.1 (2) be amended as follows:

2. Five (5) Regional-Vice-Presidents as appointed by the Executive Committee.

SUMMERSIDE – LOCAL 90006

ORIGINAL	AMENDED	DECISION
434. REGULATION 11	BE IT RESOLVED THAT THE FOLLOWING CHANGE TO REGULATION 11 BE MADE.	COMMITTEE RECOMMENDATION
11.1 GRIEVANCE STEPS 1ST & 2ND LEVELS	GRIEVANCE REPRESENTATION STEP 3RD LEVEL	Non-concurrence
Representation and costs involved in providing representation at the 1 st and 2 nd levels of the grievance procedure shall be the responsibility of the Local. In cases where the 1 st and/or 2 nd level is outside the Local's assignment area, and at the request of the Local, all costs involved in providing representation for the grievance procedure (grievor, witnesses and representatives) shall be the responsibility of UTE.	WHEREAS our current UTE By-Laws stipulate that all 3 rd level grievances are the responsibility of the Regional Vice-President or their Alternate Regional Vice-President in all cases where the grievor requests union representation and scheduling of the 3 rd Level grievance hearings are subject to the availability of the Regional Vice-President which can be challenging based on their responsibilities; and	RATIONALE: The committee supports the current process and does not see the need to shift this authority to the Local Presidents from the RVP. The current regulation already allows for Locals to be involved in the discussion on who would be the right person to represent on a particular grievance.
11.2 GRIEVANCE STEP 3RD LEVEL	WHEREAS the Local has already been part of the process for the 1 st and 2 nd levels of the grievance procedure and have the best knowledge of the circumstances that led to the grievance; and	
Representation and costs involved in providing representation at the 3 rd level:	WHEREAS once the grievance leaves the Local level, the Local does not have any control of the presentation that occurs at 3 rd level and that Local is responsible for getting the 4 th level transmittal form signed after the response is received from 3 rd level.	

ORIGINAL

AMENDED

DECISION

434. REGULATION 11 (CONT'D)

1. shall be the responsibility of the Regional Vice-President or their Alternate Regional Vice-President in all cases where the grievor requests union representation; or

2. where, in the opinion of the Regional Vice-President, the interest of the grievor are best served by another person then that person may be appointed to represent the grievor at the 3rd level with all costs related thereto to be borne by UTE;

3. notwithstanding the Regulation, where the Local and/or grievor wishes to appoint their own representative at the 3rd level representation and where there is written concurrence with the President, they can provide such representation at their own cost.

BE IT RESOLVED THAT Regulation 11, Section 11.1 and 11.2 be amended as follows:

11.1 GRIEVANCE STEPS 1st & 2nd and 3rd LEVELS

1. Representation and costs involved in providing representation at the 1st ~~and 2nd~~ and 3rd levels of the grievance procedure shall be the responsibility of the Local. In cases where the 1st and/or 2nd and/or 3rd level is outside the Local's assignment area, and at the request of the Local, all costs involved in providing representation for the grievance procedure (grievor, witnesses and representatives) shall be the responsibility of UTE.

~~11.2 GRIEVANCE STEP 3RD LEVEL~~

ORIGINAL

AMENDED

DECISION

434. REGULATION 11 (CONT'D)

~~Representation and costs involved in providing representation at the 3rd level:~~

- ~~1. shall be the responsibility of the Regional Vice-President or their Alternate Regional Vice-President in all cases where the grievor requests union representation; or~~
2. where, in the opinion of the Local Regional Vice-President, the interest of the grievor are best served by another person such as the Regional Vice-President then that person may be appointed by the Local to represent the grievor at the 3rd level with all costs related thereto to be borne by UTE;
3. notwithstanding the Regulation, where the Local and/or grievor wishes to appoint their own representative at the 3rd level representation and where there is written concurrence with the President, they can provide such representation at their own cost.

SUMMERSIDE – LOCAL 90006

ORIGINAL	AMENDED	DECISION
435. REGULATION 13	BE IT RESOLVED THAT THE FOLLOWING CHANGE TO REGULATION 13 BE MADE.	COMMITTEE RECOMMENDATION
REGULATION 13	REGULATION 13	Non-concurrence
REIMBURSEMENT OF EXPENSES	REIMBURSEMENT OF EXPENSES	RATIONALE:
13.7 DAY OFF	13.7 DAY OFF	The Committee believes the existing Regulation is adequate to cover most situations.
Officers of the Executive Council shall be entitled to reimbursement of one additional day for loss of wages, if loss incurred, to a maximum of six (6) days per year when they:	WHEREAS Executive Council have found themselves on UTE business for periods greater than 6 days; and	
1. attend UTE Executive Council followed by a Presidents' Conference; or	WHEREAS Regulation 13.7 does not include all potential situations in which Executive Council members may be away for a period greater than 6 days.	
2. attend a UTE National Committee meeting preceded or followed by a UTE Executive Council meeting; or	BE IT RESOLVED THAT the following change be made to Regulation 13.7 DAY OFF Officers of Executive Council shall be entitled to reimbursement of one additional day for loss of wages, if loss incurred, to a maximum of six (6) days per year when they are on authorized UTE business that lasts more than six (6) consecutive days.	

ORIGINAL

AMENDED

DECISION

435. REGULATION 13 (CONT'D)

3. attend a UTE National Committee meeting preceding or following a UTE Executive Council meeting and a Presidents' Conference; or
4. attend a UTE National Committee meeting preceding or following a Conference or a Convention that last more than six (6) consecutive days.

BARRIE – LOCAL 00052

ORIGINAL	AMENDED	DECISION
436. REGULATION 15	BE IT RESOLVED THAT THE FOLLOWING CHANGE TO REGULATION 15 BE MADE.	COMMITTEE RECOMMENDATION
REGULATION 15	REGULATION 15	Non-concurrence
FUNDING FOR NON-UTE EVENTS POLICY	Removing Convention from the Funding for Non-UTE Events Policy	RATIONALE:
15.2 GENERAL	WHEREAS the local membership of UTE would like to request funding to attend all events hosted by associated labour groups; and	The committee support the current Regulation as written.
1. This policy does not cover attendance at Conventions.	WHEREAS our membership would like the chance to run for positions in these associated labour groups.	
2. No one event may exceed ten thousand dollars (\$10,000).	BE IT RESOLVED THAT Regulation 15.2(1) which states that, 'This policy does not cover attendance at conventions' be removed.	

TORONTO EAST – LOCAL 00001

ORIGINAL

AMENDED

DECISION

437. REGULATION 15

BE IT RESOLVED THAT THE FOLLOWING CHANGE TO REGULATION 15 BE MADE.

COMMITTEE RECOMMENDATION

Non-concurrence

REGULATION 15

REGULATION 15

FUNDING FOR NON-UTE EVENTS POLICY

NON-UTE EVENTS POLICY

RATIONALE:

15.2 GENERAL

WHEREAS as activists we receive credentials to attend various conventions such as the Federation of Labour and various CLC conventions; and

The committee support the current Regulation as written.

1. This policy does not cover attendance at Conventions.

WHEREAS funding is available for members of Executive Council to attend such events and in some cases, the Regional Vice-President may use the credentials that are supplied to the Locals and attends the convention with their costs paid by UTE; and

2. No one event may exceed ten thousand dollars (\$10,000).

WHEREAS the Locals should be able to access funding to attend events for which they receive credentials to attend.

BE IT RESOLVED THAT Regulation 15.2 be amended as follows:

- ~~1. This policy does not cover attendance at Convention.~~
- 1. ~~2.~~ **No one event may exceed ten thousand dollars (\$10,000).**

SUMMERSIDE – LOCAL 90006

ORIGINAL

AMENDED

DECISION

438. REGULATION 20

BE IT RESOLVED THAT THE FOLLOWING CHANGES BE MADE TO REGULATION 20.

COMMITTEE RECOMMENDATION

Non-concurrence

20.1 MEMBERS WITH DISABILITY

20.1 MEMBERS WITH DISABILITY

Adopted unanimously.

4. Union activities shall be defined as the following UTE Events: Presidents' Conference, Inter-Regional, Convention Committee Meetings, National Conferences, General Meetings of Locals and any other training activities.

WHEREAS people with a disability must have the opportunity to participate in all official activities just like other UTE members.

RATIONALE:
The resolution is unclear.

BE IT RESOLVED THAT UTE By-Law 20.1 (4) be amended as follows:

20.1 (4) union activities are defined as UTE events recognized under the UTE by-laws.

JONQUIÈRE - LOCAL 10004

ORIGINAL	AMENDED	DECISION
439. REGULATION 22	BE IT RESOLVED THAT THE FOLLOWING CHANGE TO REGULATION 22 BE MADE.	COMMITTEE RECOMMENDATION
REGULATION 22	REGULATION 22	Non-concurrence
22.7 SEVERANCE PAY	22.7 SEVERANCE PAY	Adopted unanimously.
<p>1. Subject to Regulation below, when the employment of an Officer terminates for any reason other than removal from office under Section 25, Sub-Section 1 of the Constitution of the PSAC, there shall be an entitlement to one (1) week's pay at the current rate of pay for each completed year of continuous employment in UTE, in respect of which severance pay has not been previously paid. Severance pay shall not exceed twenty-eight (28) weeks of pay.</p>	<p>WHEREAS all members may lose their severance pay provisions in the next round of negotiations; and</p>	<p>The first "BE IT RESOLVED" was not clear. Would the paid national officers lose the accumulated severance?</p>
<p>2. Severance pay entitlement determined in accordance with Regulation above shall be abated by the full amount of severance pay payable by the Public Service for the period of Public Service employment included in the total eligible service.</p>	<p>WHEREAS our National Executive be treated the same as the members that they represent.</p>	<p>The Executive Council does have the authority to change the regulation and if it happens.</p>

ORIGINAL

AMENDED

DECISION

439. REGULATION 22 (CONT'D)

3. Notwithstanding Regulation above, if an Officer who terminates employment with UTE returns to employment in the Public Service, the entitlement to severance pay shall be only for the period of continuous employment with UTE.

4. If an Officer dies during the employment with UTE, there shall be paid to the estate an amount equal to the amount that Officer would have otherwise been entitled to at the time of termination of employment with UTE.

BE IT RESOLVED THAT the following change to Regulation 22.7 Severance Pay be made; and

(5) In the event that UTE members lose their severance pay, the paid National Executive shall no longer have entitlement to severance pay.

BE IT FURTHER RESOLVED THAT the following change to Regulation 22.7 Severance Pay be made:

(6) Any additional entitlements that UTE members may receive for a trade off of losing their severance shall be given to the paid National Executive Officers as well at the SP05 group and level.

TORONTO CENTRE – LOCAL 00013

ORIGINAL	AMENDED	DECISION
440. REGULATION 23	BE IT RESOLVED THAT THE FOLLOWING CHANGE TO REGULATION 23 BE MADE.	COMMITTEE RECOMMENDATION
REGULATION 23	REGULATION 23	Concurrence Adopted unanimously.
MARGUERITE STONEHOUSE MEMORIAL SCHOLARSHIPS (Labour College of Canada Scholarship)	INCIDENTAL RATE FOR THE MARGUERITE STONEHOUSE MEMORIAL SCHOLARSHIP	RATIONALE:
5. For the four (4) week course, the following costs shall be borne by UTE.	WHEREAS UTE Regulation 23 covers expenses for the Marguerite Stonehouse Memorial Scholarship; and	The committee supports paying UTE rates over Treasury Boards rates.
c. a per diem allowance in accordance with Treasury Board Rates to cover meals and incidentals for each day while in attendance at the College;	WHEREAS the rates for per diem and incidentals in Regulation 23 are different than in Regulation 13; and	
	WHEREAS this creates an inequity within our Regulations.	
	BE IT RESOLVED THAT Regulation 23 subsection (5) c. be amended as follows:	
	c. a per diem allowance in accordance with UTE Regulations 13 to cover meals and incidentals for each day while in attendance at the college.	
	CALGARY – LOCAL 30024	

ORIGINAL

AMENDED

DECISION

441. REGULATION 24

BE IT RESOLVED THAT THE FOLLOWING CHANGES BE MADE TO REGULATION 24.

COMMITTEE RECOMMENDATION

Referred to General.

24.5 LIFE MEMBERSHIP

24.5 LIFE MEMBERSHIP

1. The award shall be a suitably inscribed plaque.
2. Members shall have all the rights as described in By-Law 3, Section 3.
3. Members shall be entitled to a UTE ring or an engraved UTE watch.
4. Members shall be invited to our Convention, and for those that wish to attend, all of their expenses shall be paid in accordance with these By-Laws and Regulations as if they were a delegate.
5. Members will be recognized in some manner in Convention.
6. Nominees must have:

UTE life members invited to our UTE conventions

WHEREAS the UTE has chosen to recognize members who have shown leadership and exemplary dedication over the years, by granting them life membership; and

WHEREAS we want to recognize their experience, knowledge and history; and

WHEREAS we need to manage the money from our members while considering our union’s changing priorities.

BE IT RESOLVED THAT By-Law 24.5 be amended as follows:

BE IT FURTHER RESOLVED THAT the UTE invite life members at the convention of their induction to another convention of their choice and that all expenses be covered under the UTE bylaws as if he/she were a delegate; and

RATIONALE:

ORIGINAL

AMENDED

DECISION

441. REGULATION 24 (CONT'D)

- a. demonstrated their commitment to achieving the aims and objectives of UTE;
- b. accumulated service at the Local and National level of UTE for a minimum of fifteen (15) years; and
- c. exhibited exemplary service at the Local and national level of UTE.

i. Definition of Exemplary Service:

- 1. outstanding;
- 2. serving as an example;
- 3. admirable, commendable, ideal model, praiseworthy or exceptionable.

ii. Examples of Exemplary Service:

- 1. Founder and organizer of the 1st UTE National UTE Women's Conference;

BE IT FURTHER RESOLVED THAT former UTE national presidents who are life members be invited to all subsequent conventions and that their expenses be covered; and

BE IT FURTHER RESOLVED THAT the other life members be invited to subsequent conventions at their own expense; and

BE IT FURTHER RESOLVED THAT all UTE life members be recognized in some way during the convention.

ORIGINAL

AMENDED

DECISION

441. REGULATION 24 (CONT'D)

2. Founder and organizer of the 1st UTE National EO Conference;
3. Organizer of a foundation for Unions to help street kids and homeless people;
4. Organizer of a foundation of for Unions to help members who have been terminated from D.I. and are no longer able to work.

SHAWINIGAN-SOUTH - LOCAL 10005

ORIGINAL

AMENDED

DECISION

442. REGULATION 24

BE IT RESOLVED THAT THE FOLLOWING CHANGE TO REGULATION 24 BE MADE.

COMMITTEE RECOMMENDATION

Referred to General.

REGULATION 24

REGULATION 24

HONOURS AND AWARDS

HONOURS AND AWARDS

RATIONALE:

24.5 LIFE MEMBERSHIP

24.5 LIFE MEMBERSHIP

1. The award shall be a suitably inscribed plaque.
2. Members shall have all the rights as described in By-Law 3, Section 3.
3. Members shall be entitled to a UTE ring or an engraved UTE watch.
4. Members shall be invited to our Convention, and for those that wish to attend, all of their expenses shall be paid in accordance with these By-Laws and Regulations as if they were a delegate.

WHEREAS members who have achieved life membership status should be recognized for their contribution to the organization; and

WHEREAS Life members are recognized as outlined in regulation 24.5, with a suitably inscribed plaque, a UTE ring or watch; and

WHEREAS the expenses of the Union are a concern.

BE IT RESOLVED THAT regulation 24.5 be amended to allow life members to attend one convention after they have received the honour of life membership fully paid as if they were a delegate; and

ORIGINAL

AMENDED

DECISION

442. REGULATION 24 (CONT'D)

5. Members will be recognized in some manner in Convention.

BE IT FURTHER RESOLVED THAT when a life member attends UTE Convention as a fully funded delegate this not be counted as their one Convention.

6. Nominees must have:

a. demonstrated their commitment to achieving the aims and objectives of UTE;

b. accumulated service at the Local and National level of UTE for a minimum of fifteen (15) years; and

c. exhibited exemplary service at the Local and national level of UTE.

- i. Definition of Exemplary Service:
 - 1. outstanding;
 - 2. serving as an example;
 - 3. admirable, commendable, ideal model, praiseworthy or exceptionable.

ORIGINAL

AMENDED

DECISION

442. REGULATION 24 (CONT'D)

- ii. Examples of Exemplary Service:
 - 1. Founder and organizer of the 1st UTE National UTE Women's Conference;
 - 2. Founder and organizer of the 1st UTE National EO Conference;
 - 3. Organizer of a foundation for Unions to help street kids and homeless people;
 - 4. Organizer of a foundation of for Unions to help members who have been terminated from D.I. and are no longer able to work.

ST. JOHN'S T.C. – LOCAL 90000

ORIGINAL	AMENDED	DECISION
443. REGULATION 24	BE IT RESOLVED THAT THE FOLLOWING CHANGE TO REGULATION 24 BE MADE.	COMMITTEE RECOMMENDATION
REGULATION 24	REGULATION 24	Referred to General.
HONOURS AND AWARDS	HONOURS AND AWARDS	RATIONALE:
24.5 LIFE MEMBERSHIP	24.5 LIFE MEMBERSHIP	
1. The award shall be a suitably inscribed plaque.	Committee Composition	
2. Members shall have all the rights as described in By-Law 3, Section 3.	WHEREAS UTE has an increasing number of Life members; and	
3. Members shall be entitled to a UTE ring or an engraved UTE watch.	WHEREAS Convention space is limited and costs continue to increase; and	
4. Members shall be invited to our Convention, and for those that wish to attend, all of their expenses shall be paid in accordance with these By-Laws and Regulations as if they were a delegate.	WHEREAS UTE strives for fiscal responsibility.	
5. Members will be recognized in some manner in Convention.	BE IT RESOLVED THAT Regulation 24.5(4) be amended to read:	
6. Nominees must have:	Members who have held the office of National President shall be invited to our Conventions starting in 2017, and for those that choose to attend, all of their expenses	

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443. REGULATION 24 (CONT'D)

a. demonstrated their commitment to achieving the aims and objectives of UTE;

shall be paid in accordance with these By-Laws and Regulations as if they were a delegate. All other life members shall be invited to attend the one Convention immediately following the presentation of their award, and for those that choose to attend, all of their expenses shall be paid in accordance with these By-Laws and Regulations as if they were a delegate.

b. accumulated service at the Local and National level of UTE for a minimum of fifteen (15) years; and

c. exhibited exemplary service at the Local and national level of UTE.

i. Definition of Exemplary Service:

1. outstanding;
2. serving as an example;
3. admirable, commendable, ideal model, praiseworthy or exceptionable.

ii. Examples of Exemplary Service:

1. Founder and organizer of the 1st UTE National UTE Women's Conference;

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443. REGULATION 24 (CONT'D)

2. Founder and organizer of the 1st UTE National EO Conference;
3. Organizer of a foundation for Unions to help street kids and homeless people;
4. Organizer of a foundation of for Unions to help members who have been terminated from D.I. and are no longer able to work.

SASKATOON – LOCAL 40023

ORIGINAL	AMENDED	DECISION
444. REGULATION 26	BE IT RESOLVED THAT THE FOLLOWING CHANGE TO REGULATION 26 BE MADE.	COMMITTEE RECOMMENDATION
REGULATION 26	REGULATION 26	Non-concurrence
DISCIPLINE PROCEDURES	DISCIPLINE PROCEDURES	RATIONALE:
26.2 INVESTIGATION PROCEDURES	26.2 INVESTIGATION PROCEDURES	The PSAC has announced that as of September 2014 it will be mandatory to have investigation training prior to being assigned to any Investigation Committee.
3. The appropriate executive body receiving the allegation(s) shall determine whether *evidence warrants an investigation. If so, it shall establish an internal or external impartial investigation Committee consisting of three (3) people to investigate and assess the allegation(s), including the receipt of oral and written evidence. (*evidence in that there must be some supporting documentation that the allegations are valid. It does not mean that conclusive evidence must be presented nor does it mean that the body concerned is accepting or rejecting the supporting documentation.)	WHEREAS Investigation committee members deserve support in their role; and	The first “BE IT RESOLVED” is redundant.
		The second “BE IT RESOLVED” would be difficult to enforce.

ORIGINAL

AMENDED

DECISION

444. REGULATION 26 (CONT'D)

WHEREAS the investigation process must be viewed as completely impartial.

BE IT RESOLVED THAT Regulation 26 be amended to include the following addition to 26.2 number three, **“The members of the internal or external investigation committee must have sufficient training in fact gathering and in conducting investigations.”**; and

BE IT FURTHER RESOLVED THAT Regulation 26 be amended to include the additions under 26.3.2 (3) of , **f. interview questions are relevant to the charges being investigated; and g. they refrain from offering their opinion to the complainant, the accused respondent and the witnesses.**

NOTE: For further clarity the relevant sections of Regulation 26 are copied below and have the proposed changes highlighted and underlined.

444. REGULATION 26 (CONT'D)

26.2 INVESTIGATION PROCEDURES

3. The appropriate executive body receiving the allegation(s) shall determine whether *evidence warrants an investigation. If so, it shall establish an internal or external impartial investigation Committee consisting of three (3) people to investigate and assess the allegation(s), including the receipt of oral and written evidence. **The members of the internal or external investigation committee must have sufficient training in fact gathering and in conducting investigations.**

26.3 GUIDELINES FOR INVESTIGATION PROCEDURES**26.3.2 Investigation Procedures**

3. The Committee shall ensure that:
- a. witnesses are advised of the mandate of the Committee;
 - b. witnesses are aware that they may be accompanied by a person of their choice to the interview;
 - c. interviews are conducted in an appropriate confidential area;

26.3 GUIDELINES FOR INVESTIGATION PROCEDURES**26.3.2 Investigation Procedures**

3. The Committee shall ensure that:
- a. witnesses are advised of the mandate of the Committee;
 - b. witnesses are aware that they may be accompanied by a person of their choice to the interview;
 - c. interviews are conducted in an appropriate confidential area;

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444. REGULATION 26 (CONT'D)

- d. the applicable portion of the draft report be sent to witnesses for review of their statements when such statements are used in the report;
- e. all Committee members take their own notes during the interview.

- d. the applicable portion of the draft report be sent to witnesses for review of their statements when such statements are used in the report;
- e. all Committee members take their own notes during the interview;
interview questions are relevant to the charges being investigated;
- f. **they refrain from offering their opinion to the complainant, the accused respondent and the witnesses.**

SUDBURY – LOCAL 00042

ORIGINAL

AMENDED

DECISION

445. PSAC CONSTITUTION

BE IT RESOLVED THAT THE FOLLOWING CHANGE TO THE PSAC CONSTITUTION BE MADE.

COMMITTEE RECOMMENDATION

Referred to General.

SECTION 16, SUB-SECTION (4)

PSAC REGIONAL TRIENNIAL CONVENTIONS

RATIONALE:

WHEREAS PSAC Regional Conferences are not fully funded; and

WHEREAS there have been no less than 4 resolutions to PSAC National Triennial Convention in regards to fully funding conventions which have not passed; and

WHEREAS the cost of fully funding these regional conferences would result in a huge dues increase to the membership.

BE IT RESOLVED THAT Section 16, Sub-section (4) Regional Triennial Conventions be removed from the PSAC Constitution; and

BE IT FURTHER RESOLVED THAT the elections of the REVP and the Alternate REVP will take place at the PSAC national Triennial Conventions.

BARRIE – LOCAL 00052

ORIGINAL

AMENDED

DECISION

446. PSAC REGULATION 17

BE IT RESOLVED THAT THE FOLLOWING CHANGE TO THE PSAC REGULATION 17 BE MADE.

COMMITTEE RECOMMENDATION

Referred to General.

PSAC REGULATION 17, SECTION 16

SEVERANCE PAY FOR PSAC NATIONAL OFFICERS

RATIONALE:

WHEREAS all members may lose their severance pay provisions in the next round of negotiations; and

WHEREAS most of the members of PSAC have already lost their severance pay provisions; and

WHEREAS our AEC Executive be treated the same as the members that they represent.

BE IT RESOLVED THAT Regulation 17 Section 16 Severance Pay be removed from the PSAC Constitution and Regulations; and

BE IT FURTHER RESOLVED THAT the elected officers have the same provisions of severance as the members that they represent.

TORONTO CENTRE – LOCAL 00013