

CONSTITUTIONAL REVIEW COMMITTEE

Changes to alter Shop Steward structure and membership meetings.

Over the past year the executive and shop stewards have been discussing the most efficient way to provide training and resources to the steward body. Currently we have new steward training in January, a shop steward school in February, a Sunday/Monday seminar in March or April which takes place at the same time as the General Membership meeting, and a Sunday/Monday seminar in September that takes place at the same time as the General Membership meeting. Both seminars are necessary to meet the constitutional requirements of Shop Steward attendance at these membership meetings (per By-law Art 8 (a)).

An issue has arisen regarding seminar attendance on the Sunday. For various reasons it is difficult for many stewards to attend Sunday meetings. This results in some jurisdictions not receiving the information that is provided to the stewards on the Sunday. Stewards, who cannot attend, also miss the training opportunities.

Another issue is the lack of attendance at the General Membership meetings. When the meetings were originally created in the constitution most of the membership worked in Richmond. The Board has added offices throughout the lower mainland and province. The results are that many of the members of the CEU cannot attend and participate in these general membership meetings.

The CEU Executive debated the issues and has made a decision to take the proposed changes outlined below to the membership. The intent of these changes is twofold – to allow for a better process of training and education with the steward body; and to create a more inclusive meeting process that encourages membership participation around the province.

Steward Structure

Current

New Shop Steward training in mid January

Shop Steward School early February

Shop Steward Seminar late March or early April (General Membership Meeting)

Shop Steward Seminar late September (General Membership Meeting)

Proposed

New Shop Steward training in late January

Shop Steward School in March/April

Shop Steward Seminar September/October (General Membership Meeting)

One day regional Shop Steward Seminars throughout the province to be held between November to June.

The intent of the changes is to eliminate one of the Sundays for the Shop Stewards. This will reduce the amount of weekend volunteering time. The one deleted seminar is replaced by the one day regional steward seminars which will be held during the week.

The Committee also recommends a change to the practice of having the Shop Steward Chair term be only one year in duration. This is a difficult job that encompasses long term planning for seminars, schools and training. Most Chairs stay in place for longer than one year. For practical reasons we feel it would be better to have the Chair position be two years in duration.

Annual General Membership meetings

One Annual General Membership meeting in Richmond in September/October tied to the Shop Steward Seminar. In addition the Executive will pass an Executive Policy that every attempt will be made to also have a minimum of one meeting per office throughout the year. This extra meeting has not been written in as a constitutional requirement, as we acknowledge that in some years (Bargaining) that may not be achievable.

The anticipated benefits are: increased attendance at the one Annual General Membership meeting as one meeting per year may be less onerous for people to attend; and with provision of one meeting at each office throughout the province there will be improved opportunities for area office membership participation and involvement.

In order to make these changes the following revisions must be made to the constitution and or by-laws.

Constitution Article 6 – Officers

Current – (f)“ Chairperson of the Shop Stewards Committee; who shall be elected by the Shop Stewards immediately preceding the last membership meeting held in each calendar year. He shall attend all Executive meetings with a full voice and vote. He shall assist in organizing the functions and activities of the Shop Stewards Committee and shall perform such other duties as may from time to time be assigned by the President and/or Executive Board.

Change to: **(f)**“ Chairperson of the Shop Stewards Committee; who shall be elected by the Shop **Stewards bi-annually immediately preceding the Annual General Membership**. He shall attend all Executive meetings with a full voice and vote. He shall assist in organizing the functions and activities of the Shop Stewards Committee and shall perform such other duties as may from time to time be assigned by the President and/or Executive Board.

Constitutional Art. 9 Changes

In order to go to one shop steward school in March or April and one seminar in September or October, the following are the minimum constitutional changes that will have to occur:

PRESENT

Article 9 (b)” A Balloting Committee shall be elected at the **September** meeting to conduct the elections. Any member in good standing, save candidates for office, shall be eligible to serve on the Balloting Committee.”

CHANGE TO

(b)” A Balloting Committee shall be elected at the Annual General Membership Meeting to conduct the elections. Any member in good standing, save candidates for office, shall be eligible to serve on the Balloting Committee.”

Constitutional Art. 10 Changes

PRESENT

Article 10 “(b) Nominations shall open at the September meeting, and shall remain open for the (10) regular working days next following, after which time nominations shall close.”

CHANGE TO

“Nominations will open on the last day in September, and remain open for the next (10) regular working days, after which time the nominations shall close.”

PRESENT

Article 10 (c) Candidates must either accept nomination in person at the September meeting or, by written acceptance filed with the Union’s Secretary prior to the end of the (10th) regular work day next following the September meeting.

CHANGE TO

“Candidates must accept nomination by providing written acceptance filed with the Union Secretary prior to the close of the nomination period described in article 10 (b)”

Constitutional Art. 11 Changes

PRESENT

Article 11 (a) Regular meetings of the union shall be held in the months of March or April, and September. Said meetings shall be held at such time and place as determined by the Executive Board.

CHANGE TO

“An Annual General Membership Meeting of the Union shall be held in the month of September or October. Said meeting shall be held at such time and place as determined by the Executive Board”

Constitutional Art. 15 Changes**PRESENT**

Article 15 “3. The Treasurer shall present the report of the auditors to the Membership at the March or April meeting of the Union.”

CHANGE TO

“3. The Treasurer shall present the report of the auditors to the Membership at the Annual General Membership Meeting.”

CHANGES TO AMENDING THE CONSTITUTION AND BY-LAWS

The Committee also recommends changing the process for altering the constitution and bylaws so they are the same. Currently the constitution requires that the amendment is moved and seconded in writing by 50 members and posted a minimum of 30 days prior to a general membership meeting. The proposed changes are put on the agenda of the meeting and then taken to a referendum vote of the members. The by-laws require a notice of motion at one membership meeting and then it is discussed and voted on at the next meeting.

The committee recommends that we use the process for amending the constitution as the one process to amend the constitution and by-laws.

Constitution Article 16 - Amendments**CURRENT**

“Any article of this **Constitution** may be amended or repealed and a new Article or section enacted at any time, provided that:

1. the proposed amendments are duly moved and seconded by at least 50 members, in writing, and are submitted to the Union Office for posting a minimum of (30) days prior to the next General Membership Meeting.
2. The proposed amendments are included

CHANGE TO

“Any article of this Constitution or By-Laws may be repealed and a new Article or section enacted at any time, provided that:”

