



# GENERAL MEETING AGENDA

Date: **Thursday, April 28, 2022**

Time: 10:45 AM and 19:30 PM

Place: Local 111 Union Hall – 326 12<sup>th</sup> Street, New Westminster, BC

## **AGENDA:**

### **1) MINUTES OF THE PREVIOUS MEETING**

- (a) Errors & Omissions
- (b) Business Arising

### **2) BYLAWS**

#### **Housekeeping Motions**

#### **Submitted by Bylaws Committee as Housekeeping Motions**

#### **MOTION 1:**

At the end of the Bylaws Meeting, Bylaws Committee will have right to renumber the existing Bylaws to accommodate the new Bylaws as part of Housekeeping.

#### **MOTION 2:**

Remove reference of **he/she** change to **they**

#### **MOTION 3:**

#### **Existing Bylaw**

**6.07** Violation or abuse of these rights and privileges of membership, or engaging in conduct prohibited by this section, shall be considered conduct unbecoming a union member. **The Executive Board of Local 111 has the option of invoking Article 22 of these Bylaws.**

#### **Be Amended to Read:**

**6.07** Violation or abuse of these rights and privileges of membership, or engaging in conduct prohibited by this section, shall be considered conduct unbecoming a union member. **The Executive Board of Local 111 has the option of filling charges under the Article 18C of Unifor Constitution.**

#### **Motion 4:**

#### **Be amended to read:**

Article 7 Renamed **Meetings**

**MOTION 5:**

**Existing Bylaw 7.0:**

**Preamble**

All meetings shall be governed by Bourinot's Rules of Order in accordance with the Unifor National Union and the Canadian Parliament. The Chair shall remind all members present of the Unifor Harassment Policy. A minimum of fourteen (14) days posted notice is required to hold a General Membership and/or Property Meeting.

**Be Amended to Read:**

All meetings shall be governed by Bourinot's Rules of Order in accordance with the Unifor National Union. The Chair shall remind all members present of the Unifor Harassment Policy. A minimum of fourteen (14) days posted notice is required to hold a General Membership and/or Property Meeting.

**MOTION 6:**

**Existing Bylaw**

**9.01(b)**

**Members at Large**

Property Rep – BTC

Property Rep – NVTC

Property Rep – OTC

Property Rep – PCTC

Property Rep – RTC

Property Rep – STC

Property Rep – VTC

Chief Job Steward – VTC

**Be Amended to Read:**

**9.01(b)**

**Members at Large**

Property Rep – BTC

Property Rep – HTC

Property Rep – RTC

Property Rep – PCTC

Property Rep – STC

Property Rep – VTC

Chief Job Steward – VTC

**MOTION 7:**

As per Unifor National recommendations Existing Bylaw 12.02 (b) shall be removed and 12.02 (c) to be renumbered as 12.02 (b)

**Motion 8:**

**Existing Bylaw**

12.04 No member who has held an Executive Board office within the six (6) months preceding the election shall be eligible to stand for election as a Trustee

**Be Amended to Read**

12.04 No member who has held a Table officer position (please refer to 9.01(a)) within six (6) months preceding the election shall be eligible to stand for election of Trustee.

**MOTION 9:**

**Existing Bylaw**

**16.01:** Only members in good standing of Local 111 shall be eligible for election to any office.

**Be Amended to Read:**

**16.01:** Only members in good standing of Local 111 shall be eligible for election to any office position, only exception shall be Executive Office Positions. Please refer to 9.05 (Re: Executive Office positions eligibility)

**MOTION 10:**

**Existing Bylaw**

**16.11** All Members are automatically nominated for all eligible offices. Members who wish to accept nominations must indicate their intentions in writing in the manner prescribed in the Notice of Nominations.

**Be Amended to Read:**

All Members are automatically nominated for all eligible office's office with the exception of Executive Office Positions. Please refer to 9.05 (Re: Executive Office positions eligibility). Members who wish to accept nominations must indicate their intentions in writing in the manner prescribed in the Notice of Nominations.

**MOTION 11:**

**Existing Bylaw**

**16.24** Advance poll for the runoff election shall be held on the first Tuesday in June, one (1) week prior to the runoff during the hours of 0830 – 1600 at the Local 111 Union Hall in New Westminster.

**Be Amended to Read:**

**16.24** Advance poll for the runoff election shall be held on the Tuesday, one (1) week prior to the runoff during the hours of 0830 – 1600 at the Local 111 Union Hall in New Westminster.

**MOTION 12:**

**Existing Bylaw**

**17.13** The recall must then follow the procedure laid out in Article 15 Section E subsection (b) through (d) inclusive of the Unifor National Constitution. One quarter (1/4) of the members they represent shall sign a petition listing the specific complaints against the representative and file it with the Local. Local 111 shall notify the representative of the specific complaints and Local 111 shall give seven (7) days notice to the Membership for a Recall Meeting. Fifty percent (50%) of the members they represent must be present at the recall meeting to establish a quorum. A two-thirds (2/3) vote of the members present at the special meeting is required to recall.

**Be Amended to Read:**

**17.13** The recall must then follow the procedure laid out in Article 15 Section E of the Unifor National Constitution. One quarter (1/4) of the members they represent shall sign a petition listing the specific complaints against the representative and file it with the Local. Local 111 shall notify the representative of the specific complaints and Local 111 shall give seven (7) days notice to the Membership for a Recall Meeting. Fifty percent (50%) of the

members they represent must be present at the recall meeting to establish a quorum. A two-thirds (2/3) vote of the members present at the special meeting is required to recall.

**MOTION 13:**

**Existing Bylaw**

**18.15 Article 16 Section 11** of the Unifor National Constitution sets out the circumstances under which a member is not required to pay dues in a particular month.

**Be Amended to Read:**

**18.15 Article 16 Section 3, 10, and 11** of the Unifor National Constitution sets out the circumstances under which a member is not required to pay dues in a particular month.

**MOTION 14:**

**Existing Bylaws 9.01(a), 9.12, 16.44 and 18.48** Replace Community Shuttle Representative to CTS Officer in all appearances in local 111 Bylaws inclusive but not limited to the above-mentioned Bylaws.

**MOTION 15:**

**Existing Bylaw:**

**13.01 (c) Appointed Committees/Positions**

- I. Accident Adjudication
- II. Violence in the Workplace (VIW)
- III. Attendance Management Program (AMP)
- IV. Employee & Family Resource Assistance Committee (EFRAC)
- V. Care Committees
- VI. Health and Benefit Trustee

**Be Amended to Read:**

**13.01 (c) Appointed Committees/Positions**

- I. Accident Adjudication
- II. Violence in the Workplace (VIW)
- III. Attendance Management Program (AMP)
- IV. Employee & Family Resource Assistance Committee (EFRAC)/Mental Health Advocate Committee
- V. Care Committees
- VI. Health and Benefit Trustee
- VII. Washroom Committee
- VIII. Grievance Committee
- IX. AMP Committee

**MOTION 16:**

**Existing Bylaw**

**18.46 Mileage Expenses**

An allowance of 40 cents per kilometre is to be paid to them, for travel incurred on Local 111 business, except between home and the workplace. Application for mileage is to be fully documented to show distance traveled, locations visited and, in the case of an extraordinary expense, reason to travel.

**Be Amended to Read:**

**18.46 Mileage Expenses**

Mileage Expenses shall be paid to them in accordance with Unifor National Policy for regarding Local Union Expenses, Subsection Mileage/Gas, for travel incurred on Local 111 business, except between home and the workplace. Application for mileage is to be fully documented to show distance traveled, locations visited and, in the case of an extraordinary expense, reason to travel.

**MOTION 17:**

**Existing Bylaw**

**18.61 Delegate Per Diems**

(a) Local 111 will pay a per diem of thirty dollars (\$30.00) per day for the elected BC Federation of Labour Delegates, VDLC Delegates, FVLC Delegates, and the NWDLC Delegates, Council or Convention Delegates, and City Council Watch Delegates while attending Local meetings.

(b) Local 111 will pay a per diem of Seventy-Five dollars (\$75) per day for delegates going out of town including the travel day(s).

**Be Amended to Read:**

**18.61 Delegate Per Diems**

All per diem expenses will be paid in accordance with Unifor National Policy for regarding Local Union Expenses, Subsection Per Diem (1) and (4) for the elected BC Federation of Labour Delegates, VDLC Delegates, FVLC Delegates, and the NWDLC Delegates, Council or Convention Delegates, and City Council Watch Delegates while attending Local meetings or for delegates going out of town including the travel day(s).

**MOTION 18:**

**Existing Bylaw**

**Article 22 DISCIPLINE**

**22.01** Any member working in a certified bargaining unit who does not pay their dues, fines or assessments is, at midnight of the first day following two (2) calendar months from the day such fines, dues, assessments become payable, or is a member whose conduct has been deemed unbecoming by the Local 111 Executive Board (refer to Article 6 of these Bylaws), shall be suspended from the membership at the discretion of the Local 111 Executive Board. While under suspension, a member forfeits all rights, benefits and privileges of any and all kind provided by the Unifor National Constitution and the Local 111 Bylaws.

**22.02** A member suspended under this section shall be reinstated upon payment of all monies owing plus a reinstatement fee of one hundred and fifty dollars (\$150).

**22.03** Any member summoned to appear before the Executive Board to explain their conduct or actions must attend. The Executive Board is authorized to book off the member. Payment for lost wages is at the discretion of the Executive Board.

**Be Amended to Read:**

**Article 22 DISCIPLINE**

Refer to Article 18 C of Unifor National Constitution regarding all discipline.

**Motion 19:**  
**Existing Bylaw:**

**Article 24 AMENDMENTS**

**24.01** These Bylaws may be amended by presenting a motion in writing, setting forth the amendments sought, to the Bylaws Committee 30 days prior the February General Membership Meeting. The Bylaws Committee shall meet by the end of the first full week of February to consider the changes to the current Bylaws. Any changes concurrent with our Unifor National Constitution shall be posted (14 days prior) and brought forth at the February General Membership Meetings. If approved by 2/3 (two-thirds) of the membership vote present at the General Membership Meetings, the amendment shall be considered adopted by the membership. The Bylaws Committee shall submit said changes to the Unifor National Union for approval and if approved shall institute said changes to these current Bylaws.

**Be Amended to Read:**

**24.01** These Bylaws may be amended by presenting a motion in writing, setting forth the amendments sought, to the Bylaws Committee 30 days prior the January General Membership Meeting. The Bylaws Committee shall meet by the end of the first full week of January to consider the changes to the current Bylaws. Any changes concurrent with our Unifor National Constitution shall be read out at the January General Membership Meeting. All the requested changes shall be posted (at least 14 days prior) and brought forth at the February General Membership Meetings. If approved by 2/3 (two-thirds) of the membership vote present at the General Membership Meetings, the amendment shall be considered adopted by the membership. The Bylaws Committee shall submit said changes to the Unifor National Constitution matters committee for approval and if approved shall institute said changes to these current Bylaws.

**New Bylaw Proposals or Amendments**

**Motion 20:**  
**Submitted by Danni Fitzpatrick #83742-VTC**

**New Bylaw:**

**9.17 Minutes**

**a) E-Board meeting minutes**

The Executive board must post (online and/or in depot), email or otherwise distribute the minutes of all E-Board meetings to the membership within Two (2) Weeks of the approval of meeting minutes.

**Motion 21:**  
**Submitted by Danni Fitzpatrick #83742-VTC**

**New Bylaw:**

**7.17 Minutes**

**b) General Membership meeting minutes**

The minutes of the previous General meeting shall be included with the notice of the next General Meeting, for ease of reference by members in approving the minutes.

**MOTION 22:**

**Submitted by Christopher Mulvena #83844-PTC**

**New Bylaw:**

7.17 All General Membership Meetings, when possible, shall be conducted both in-person and On-line.

**MOTION 23:**

**Submitted by Christopher Mulvena #83844-PTC**

**New Bylaw:**

7.24 All Special/Emergency Membership Meetings, when possible, shall be conducted both in-person and online.

**MOTION 24:**

**Submitted by Erick Majourgos #65009-HTC**

**New Bylaw:**

**9.01(c):**

In the event of President is Off, VP1 shall fill in the role of President. VP2 shall fill in the role of VP1. A Property Rep (chosen by Table Officers on rotation basis) shall fill in the role of VP2.

In the event of VP1 is off, VP2 shall fill in the role of VP1. A Property Rep (chosen by Table Officers on rotation basis) shall fill in the role of VP2.

In the event of VP2 is off, a Property Rep (chosen by Table Officers on rotation basis) shall fill in the role of VP2.

**MOTION 25:**

**Submitted by Bruce Murray #55398-BTC**

**Existing Bylaw**

**10.02 Property Representatives**

The Property Representatives shall preside over their respective Property Meetings. They shall be ex-officio members of all Committees dealing with their respective Property business with the exception of the Election Committee. They shall represent their Property at the Executive Board Meetings. If a Property Representative is also successful in being elected to the Sheet/Service Review Committee and/or the Sign Up Committee and as the Property Representative is an ex-officio member of those committees, The Property Representative's name will be excluded from the results of that position and all other candidates will move up one spot.

**10.03 Chief Job Stewards**

- a) The Chief Job Steward shall assume the duties and authority of the Property Representative in the Property Representative's absence and shall lend all possible assistance to the Property Representative.
- b) The Chief Job Steward at their respective Property shall attend the Executive Board Meetings in the event their Property Representative is unable to attend.
- c) The VTC Chief Job Steward shall be the second representative of said Property on the Executive Board.

**Be Amended to Read:**

**10.02 Property Representatives**

The Property Representatives shall preside over their respective Property Meetings. They shall be ex-officio members of all Committees dealing with their respective Property business with the exception of the Election Committee. They shall represent their Property at the Executive Board Meetings. If a Property Rep is also successful in being elected to any other position, as the Property Rep is ex-officio member of these committees, the Property Rep will be excluded from the results of that position and all other candidates will move up one spot.

**10.03 Chief Job Stewards**

- a) The Chief Job Steward shall assume the duties and authority of the Property Representative in the Property Representative's absence and shall lend all possible assistance to the Property Representative.
- b) The Chief Job Steward at their respective Property shall attend the Executive Board Meetings in the event their Property Representative is unable to attend.
- c) The VTC Chief Job Steward shall be the second representative of said Property on the Executive Board.
- d) If VTC Chief Job Steward is also successful in being elected to any other position VTC CJS name will be excluded from the results of that position and all other candidates will move up one spot.

**MOTION 26:**

**Submitted by George Schandl #78956-HTC**

**New Bylaw:**

10.06 In event that the Property Rep and/or the Chief Job Steward is booked off for AV, illness, or any other reason, elected representatives will move up to fill in the temporarily available position as per following order:

1. CJS
2. Spareboard Rep(s)
3. Sign Up Rep Chair
4. Safety Rep Co-Chair
5. Sign Up Rep
6. Safety Rep

**MOTION 27:**

**Submitted by Christopher Mulvena #83844-PTC**

**Existing Bylaw:**

**13.01 (c) Appointed Committees/Positions**

- I. Accident Adjudication
- II. Violence in the Workplace (VIW)
- III. Attendance Management Program (AMP)
- IV. Employee & Family Resource Assistance Committee (EFRAC)
- V. Care Committees
- VI. Health and Benefit Trustee



**Be Amended to Read:**

**13.01 (c) Appointed Committees/Positions**

- VII. Accident Adjudication
- VIII. Violence in the Workplace (VIW)
  - IX. Attendance Management Program (AMP)
  - X. Employee & Family Resource Assistance Committee (EFRAC)
- XI. Care Committees
- XII. Health and Benefit Trustee
- XIII. Communications Committee
- XIV. Membership Engagement Committee

**MOTION 28:**

**Submitted by Bruce Murray #55398-BTC**

**Existing Bylaw**

**14.02 Remuneration**

**(b)** Pre-Bargaining Meetings shall be paid at current wage rates. Actual Bargaining Meetings that exceed seven and a half (7 ½) hours shall be paid at Table Officers' rates. In the event that Bargaining sessions are lengthy or over an extended period of time, a member may apply to the Local Union Executive Board for further reimbursement. (No payment shall be made without valid receipts.) Full disclosure of rates paid for Bargaining shall be reported by the Financial Secretary at the next General Membership Meeting.

**Be Amended to Read:**

**14.02 (b)** (Proposed Amendment)

Pre-Bargaining meetings shall be paid at current wage rates. Actual Bargaining Meetings that exceed seven and a half (7 ½) hours shall be paid at Table Officers rates for all hours in addition to the seven and a half (7 ½) hours. This shall include the President as the ex-officio chair of the bargaining committee. Full disclosure of rates paid for Bargaining shall be reported by the Financial Secretary at the next General Membership Meeting.

**MOTION 29:**

**Submitted by James R Forsyth #50186-RTC**

**New Bylaw:**

**14.09**

One (1) week after release to the membership of any tentative agreement, the Bargaining Committee and One (1) executive Board member shall make themselves available on a predetermined location outside of CMBC and Unifor for One (1) day to hold informational session and answer questions of the members before the ratification vote notice is sent out by the Bargaining Committee.

**MOTION 30:**

**Submitted by James R Forsyth #50186-RTC**

**New Bylaw:**

**14.10**

Where the Bargaining Committee reaches a tentative agreement, pending a ratification vote by membership, all the information pertaining to the agreement shall be made available to the members by

1. Being printed and available on all the properties
2. Posted on the Local Website

For a period of no less than two (2) weeks before any call for a ratification vote is made by the Bargaining Committee.

**MOTION 31:**

**Submitted by Jas Paul #82134-VTC**

**New Bylaw:**

**14:10** Bargaining Committee shall release all information without giving details of monetarily issues at 12.01 AM 1 day before ratification vote.

**MOTION 32:**

**Submitted by Dave Dhillon #51130-STC**

**Existing Bylaw**

**15:03 (b)** The election for the Election Committee shall be held at the October General Membership Meetings. On the day of the October General Membership meeting from 08:30 to 21:30 at the Local 111 Union Hall in New Westminster and shall be conducted by the Sergeant at Arms.

**Be Amended to Read:**

**15:03 (b)** The election for the Election Committee shall be held at the October General Membership Meetings. On the day of the October General Membership meeting **from 08:30 to 21:30 at all depots** and shall be conducted by the Sergeant at Arms.

**MOTION 33:**

**Submitted by Robby Sidhu #73047-RTC**

**Existing Bylaw**

**15.04**The Election Committee shall consist of three (3) members in good standing. They shall be elected for a term of three (3) years.

**Be Amended to Read:**

**15.04**The Election Committee shall consist of three (3) members in good standing **plus two (2) alternates who will fill in whenever the elected members are not available.** They shall be elected for a term of three (3) years.

**MOTION 34:**

**Submitted by Dave Dhillon #51130-STC and Christopher Mulvena #83844-PTC**

**16.20:** Members shall have the choice to vote in Elections either by Paper Ballot or by electronic voting system. Only one (1) method can be used by the member.

**MOTION 35:**

**Submitted by Krista Lee Hanson #67451-VTC**

**Existing Bylaw**

**16.21** The election of all Officers, elected Committee Members and Delegates shall take place on the last Wednesday in May. Polling times will be from 1200 Wednesday until 1700 the next day (Thursday) **at all Properties.**

**Be Amended to Read:**

**16.21** The election of all Officers, elected Committee Members and Delegates shall take place on the last Wednesday in May. Polling times will be from 1200 Wednesday until 1700 the next day (Thursday).

**MOTION 36:**

**Submitted by Krista Lee Hanson #67451-VTC**

**Existing Bylaw**

**16.23** If a runoff election is required for the Table Officers and/or Trustees it will take place two (2) weeks after the previous election from 12:00 Wednesday until 17:00 the next day (Thursday) **at all properties.**

**Be Amended to Read:**

**16.23** If a runoff election is required for the Table Officers and/or Trustees it will take place two (2) weeks after the previous election from 12:00 Wednesday until 17:00 the next day (Thursday).

**MOTION 37:**

**Submitted by Christopher Mulvena #83844-PTC**

**Existing Bylaw**

**16.31** There shall be no distribution of campaign material on the day of election.

**Be Amended to Read:**

**16.31** There shall be no distribution of campaign material, **Electronic or Hard copy**, on the day of election.

**MOTION 38:**

**Submitted by Christopher Mulvena #83844-PTC**

**Existing Bylaw**

**16.32** No candidate for office or any other person soliciting support for said candidate shall campaign or solicit within the properties and/or polling area on the day of election.

**Be Amended to Read:**

**16.32** No candidate for any office or any other person soliciting support for said candidate shall campaign or solicit within the properties and/or polling area **Electronically or in-person** on the day of election.

**MOTION 39:**

**Submitted by Paul Takhar #49685-BTC**

**Existing Bylaw**

**16.33** Candidates should accept responsibility for any campaign material distributed on their behalf. Campaign materials need to be removed by the candidate, or someone designated by the candidate, from all properties by 1800 hrs the day prior to any election.

**Be Amended to Read:**

**16.33** Candidates should accept responsibility for any campaign material distributed or posted on their behalf. Campaign materials should be removed by the candidates, or someone designated or the person who was responsible for posting from all properties by 1800 hrs the day prior to any election. There shall be no campaign including but not limited to electronic paper, verbal or text message after 1800 the day prior to any election.

**MOTION 40:**

**Submitted by Paul Takhar #49685-BTC**

**Existing Bylaw**

**16.43** Only Candidates names and the offices for which they are standing shall be printed on the ballots. The applicable Notice of Candidates and their photos shall be posted on the Union Bulletin Board at each Property. Their names and photos will remain posted during Election Days.

**Be Amended to Read:**

**16.43** Only Candidates names and the offices for which they are standing shall be printed on the ballots. The applicable Notice of Candidates shall be posted on the Union Bulletin Board at each Property.

**MOTION 41:**

**Submitted by Bruce Murray #55398-BTC**

**Existing Bylaw**

**16.48** Each Candidate shall have the right to have one (1) scrutineer present when the votes are cast and when they are counted at no expense to the Union. No Candidate may be a scrutineer for another Candidate within the current election. The scrutineer must be a member of the Local Union.

**Be Amended to Read:**

**16:48 Scrutineers:**

- (a) Each Candidate shall have the right to have one (1) scrutineer present when the votes are cast and when they are counted at no expense to the Union. No Candidate may be a scrutineer for another Candidate within the current election. The scrutineer must be a member of the Local Union. Scrutineers will be allowed in the room to observe the counting of ballots in order to challenge any issues as they arrive. All challenges must be made directly to the judge of elections.
- (b) Scrutineers will remain away from tables but within eyesight distance of the ballots being counted.

**MOTION 42:**

**Submitted by Stacey Avitan #45449-RTC**

**New Bylaw**

**16:49** Nomination shall be accepted for the following elected positions at a depot level shall include.

- a) Property Rep
- b) Chief Job Steward
- c) Health and Safety
- d) Sheet, Service and Sign-Up Rep (The merging of sheet and service with signup for conventional and community transit shuttle respectively)

- e) VIW Rep
- f) Delegates (as per required by Unifor National Constitution)
- g) Spareboard Rep

The Election Committee shall decide on the number of positions based on each depot requirements.

**MOTION 43:**

**Submitted by Paul Takhar #49685-BTC**

**New Bylaw**

**16:49** Election Committee shall conduct elections for the following positions and combinations. If an additional depot opens, a list can be updated for a particular depot based on the membership.

- a) President – None
- b) 1st Vice President – Delegates and Bargaining Committee
- c) 2nd Vice President – Delegates and Bargaining Committee
- d) Financial Secretary – Delegates and Bargaining Committee
- e) Recording Secretary – Delegates, Bargaining and Property Committees
- f) Community Shuttle Rep – Delegates, Bargaining and Property Committees
- g) Trustees – Delegates, Bargaining Committee, Property Committees, and Chief Job Steward with the exception of VTC as this position is on the E-Board
- h) Sergeant at Arms – Delegates, Bargaining Committee, Property Rep, Chief Job Steward, and Property Committees.
- i) Bargaining Committee – All with the exception of President
- j) Equity Unifor and BC Fed Delegates – All, with the exception of President
- k) Regular Unifor and BC Fed Delegates – All, with the exception of President.
- l) Property Representatives – Sergeant at Arms, Bargaining Committee, Delegates, and Property Committees.
- m) Chief Job Stewards - Sergeant at Arms, Bargaining Committee, Delegates, and Property Committees
- n) Property Committee Reps (Spareboard, Sign Up, Sheet/Service Review and Safety) - Trustee, Sergeant at Arms, Bargaining Committee, Delegates, Property Reps, and Chief Job Steward.

**MOTION 44:**

**Submitted by Bruce Murray #55398-BTC and Randy Gorman #52634-VTC**

**New Bylaw**

**16:49** A member may stand for the position of President, 1<sup>st</sup> Vice President, 2<sup>nd</sup> Vice President, Financial Secretary, Recording Secretary and CTS Officer in addition they may stand for position of bargaining committee representative only. A member elected to above position and bargaining committee representative. The position of bargaining committee representative will be passed to the candidate running for the bargaining rep with the next most votes.

**MOTION 45:**

**Submitted by James R Forsyth #50186-RTC**

**New Bylaw**

**16:50** No member shall accept a nomination or run for more than one elected position at any property.

**MOTION 46:**

**Submitted by Dave Sidhu #78759-STC**

**New Bylaw**

**16:50(b)** No member shall hold more than One (1) Elected position. In case, Member wins more than One (1) position, next qualifying runner up shall be declared winner.

**MOTION 47:**

**Submitted by Bruce Murray #55398-BTC**

**New Bylaw**

**16:50 (b)** Any member running in a local property election may only hold a maximum of two (2) positions for the duration of the election period.

**MOTION 48:**

**Submitted by Dave Dhillon #51130 STC Mahmood Teymoori #57927-PTC**

**New Bylaw**

No Table officer (Refer to 9:01(a)) can be elected to more than maximum Two (2) terms.

**MOTION 49:**

**Submitted by Dave Sidhu #78759-STC**

**New Bylaw**

**16:51** All Global and Local Positions shall not be held for more than two terms. This includes all union executive positions and all committee positions.

**MOTION 50:**

**Submitted by Dave Dhillon #51130-STC**

**New Bylaw**

**16:80 Polling Clerks**

An equal opportunity must be given to all volunteers wishing to be polling clerks by using the draw of all names received in the presence of third party i.e.: support staff.

**MOTION 51:**

**Submitted by Raj Janjua #58443-BTC**

**New Bylaw**

**16:81** Any member related to any candidate shall not be allowed to do any Election Duty.

**MOTION 52:**

**Submitted by Raj Purewal #45346-VTC**

**Existing Bylaw**

**18.12** Local 111 Union dues shall be set at **Three (3) hrs** per month as per Article 16 Section 9 of the Unifor National Constitution.

**Be Amended to Read:**

**18.12** Local 111 Union dues shall be set at **Two (2) hrs and Forty-Five (45) minutes** per month as per Article 16 Section 9 of the Unifor National Constitution.

**MOTION 53:**

**Submitted by Braden Fox #84801-RTC**

**Existing Bylaw**

**18:41 (b)** Compensating for the irregular and demanding work schedule the rate shall be set at **one point four (1.4) times** the top rate of a Conventional Transit Operator as set forth in the Employers Wage Schedule within the Collective Agreement.

**Be Amended to Read:**

**18:41 (b)** Compensating for the irregular and demanding work schedule the rate shall be set at **one point five (1.5) times** the top rate of a Conventional Transit Operator as set forth in the Employers Wage Schedule within the Collective Agreement. **This reimbursement will apply to all the Table Officers and their substituted members.**

**MOTION 54:**

**Submitted by Braden Fox #84801-RTC**

**Existing Bylaw**

**18.48** The Community Shuttle Representative shall be compensated one point four (1.4) times the top rate of a **Conventional Transit Operator** as set forth in the employer's wage schedule within the Collective Agreement to a maximum of seven and a half (7 ½) paid hours per day.

**Be Amended to Read:**

**18:48** The Community Shuttle Representative shall be compensated one point four (1.4) times the top rate of a **CTS Operator** as set forth in the employer's wage schedule within the Collective Agreement to a maximum of seven and a half (7 ½) paid hours per day.

**Motion 55:**

**Submitted by Lee Stebner #78978-HTC**

**New Bylaw**

Recording Secretary and CTS officer get paid mileage expense (refer to 18.46) on their days working in their union official capacity as Recording Secretary and CTS officer.

**MOTION 56:**

**Submitted by Keith Story #43957-RTC**

**New Bylaw**

**18:48** The Property Reps or any member substituting the above shall be compensated one point two (1.2) times the top rate of a Conventional Transit Operator as set forth in the employer's wage schedule within the Collective Agreement to a maximum of seven and a half (7 ½) paid hours per day. The reimbursement will only be applicable when the above-mentioned reps are on union business on their respective properties.

**MOTION 57:**

**Submitted by Coln Wormworth Sen #74624-RTC and Amritpal Toor Sen #83657-STC**

**New Bylaw**

**18:48 (f)** All Property Reps and CJSs shall drive for minimum of Two (2) days or minimum of Fifteen (15) hours unless approved by Two (2) Executive Officers.

**MOTION 58:**

**Submitted by Sam Hajizadeh Sen #53253-PTC**

**New Bylaw**

**18:52** Any member attending any Union paid education (paid by Local or PEL) shall sign an agreement with the Local to reimburse all the costs involved in the event of member taking any position outside of Unifor.

**MOTION 59:**

**Submitted by Kriste Lee Hanson Sen #45346-VTC**

**Existing Bylaw**

18.73 (b) The Fund is to promote transit issues relating to our workplace at all government levels. Prior to any expenditure of funds, the Executive Board shall lend its approval.

**Be Amended to Read:**

The Fund is to be used to promote issues relating to transit operators or public transit to general public, any level of government or other public bodies, or non-government organisations. Prior to any expenditure of funds, the Executive Board shall lend its approval. All expenditures will be reported to next general membership meeting.

**MOTION 60:**

**Submitted by Raj Purewal Sen #45346-VTC**

**New Bylaw**

18.81 b) Executive Board shall have the right to authorise expenditure to the maximum Five Hundred Dollars (\$500) for Union related business.

**MOTION 61:**

**Submitted by Dave Dhillon Sen #51130-STC and Jas Paul Sen #82134-VTC**

**New Bylaw**

**18.91 (c)** List of all elected/unelected booked off on union leave shall be made available to membership at every general meeting.



## 1) ARBITRATIONS

- a. This is Nibby Rai with seniority number 73270 working out of HTC. I am writing this email in regards to the incident which took place on December 26th 2019, where I received a 3days suspension on a preventable. After exhausting all the options I would like to take this matter further for arbitration. Therefore may I kindly request to put through a motion for the membership to vote at the upcoming general meeting.

**Submitted by Nibby Rai, #73270-HTC**

- b. Please be advised that as per the Unifor local 111 bylaws I Chrisanthos Vavaris am submitting the following motion to the membership appealing the decision of the Executive Board and the Grievance committee not to proceed with Arbitration on Termination. That the Unifor Local 111 membership overrule the executive's board's decision to not proceed to arbitration on my one day suspension from CMBC.

**Submitted by Chrisanthos Vavaris, #83209-BTC**

- c. I, Philip Santhosh #83868, STC depot: would like to ask our membership to support proceeding with my case to arbitration.

**Submitted by Philip Santhosh, #83868-STC**

## 2) NOTICES OF MOTION

- a. I, Jessie Rana, #82331, STC, move that the Union cover the cost of hoodies for our AWOC Committee members. will be approximately \$700.00.

**Submitted by Jessie Rana, #82331-STC**

- b. I, Desiree Gill, move that local 111 provide immediate financial assistance of \$50,000 (\$625 per striking member) to local 114 the transit local of Whistler, Pemberton and Squamish.

**Submitted by Desiree Gill, #82672-VTC**

- c. I move the following Resolution be submitted to Unifor Constitutional Convention 2022 by Local 111:

### **Resolution – RTC-1**

Support The National 'Road is our Workplace' Campaign

UNIFOR NATIONAL WILL:

1. Ask all Local Unions to visit the "Road is our Workplace" campaign website and sign the petition asking their respective provincial Transportation ministers to invest in the development of additional safe rest stops and parking areas for regional long-haul truckdrivers; and
2. Share campaign information to Local union members via social media channels and/or Local union newsletters; and
3. Include this policy issue in any upcoming Unifor national lobby sessions with the Federal Transportation Minister.

BECAUSE:

- The lack of safe and accessible rest areas for long-haul truck drivers contributes to driver stress and fatigue, which negatively affects driver health and safety and puts public safety at risk; and
- Access to clean washrooms, decent quality of food and workplace security are both human rights and workers' rights issues; and
- The lack of infrastructure to support drivers will only exacerbate the issue of driver shortages and supply chains disruptions.

**Submitted by Krista Lee Hanson, #67451-VTC**

- d. I move the following Resolution be submitted to Unifor Constitutional Convention 2022 by Local 111:

**Resolution – RTC-2**

Supporting Greater Federal Investments in Public Transit

UNIFOR NATIONAL WILL:

1. Advocate for an immediate increase of federal funding for public transit services in regions and municipalities across Canada; and
2. Demand that the permanent federal transit fund announced in 2021 is flexible so that it can be used to support transit infrastructure, maintenance, fleet renewal and transit operations; and
3. Continue pushing the policy demands contained in our National Public Transit Policy to federal policy makers, which includes ensuring the procurement of new transit vehicles support local Canadian manufacturing jobs.

BECAUSE:

- The pandemic has hit transit agencies hard in terms of reduced ridership and decreased revenues. This has led to local governments and transit operators reducing service frequency, cutting routes and increased threat of transit privatization and the contracting out of routes. All this has negatively affected both transit workers, commuters and other vulnerable groups such as seniors, low-income workers and students; and
- Supporting strong public transit is to support good green jobs, reduce traffic congestion and a key way for Canada to meet its carbon emission reduction targets; and
- Affordable, reliable and accessible transit supports economic growth, enhances quality of life for workers and strengthens communities.

**Submitted by Krista Lee Hanson, #67451-VTC**

- e. I move the following Resolution be submitted to Unifor Constitutional Convention 2022 by Local 111:

### **Resolution – RTC-3**

Protecting Transport Workers and Consumers from High and Fluctuating Fuel Costs  
UNIFOR NATIONAL WILL:

1. Advocate that the Federal government introduce legislation that shields owner-operator transport drivers and other owner drivers from volatile and skyrocketing fuel costs; and
2. Advocate that this legislation also include language prohibiting passenger and freight transport companies from benefiting from high fuel costs by way of “fuel surcharges” or “surge pricing”, as they are not the ones purchasing the fuel; and
3. Advocate that any and all collected “fuel surcharge” and “surge pricing” be passed back to the owner operators or owner drivers who purchased the fuel or provided the services.

BECAUSE:

- Owner-Operators and other independent drivers should not have to pay out of pocket for unpredictable high fuel costs which reduces their overall employment income; and
- The application of these fees and surcharges are not transparent and there is little way of knowing how much companies and employers are using these fees to pad their own profits.

**Submitted by Krista Lee Hanson, #67451-VTC**

- f. We, the Unifor Local 111 Pride Committee, move that, because Lamar has advised us that the minimum “market spread” for advertisements should be 5-6 buses per depot, Unifor Local 111 expend an additional sum not to exceed \$24,000 for the purpose of expanding the previously approved advertising campaign to have fair representation in all depots while meeting Lamar’s minimum market spread. We move that these funds be expended from the UPC account under Local Bylaw 18.73.

**Submitted by Danni Fitzpatrick, #83742-VTC**

### **3) DONATIONS**

### **4) OFFICERS’ REPORT**

### **5) NEW BUSINESS**

The next Executive Board meeting will be held on May 5<sup>th</sup>, 2022 at 09:00 at 326 12<sup>th</sup> Street, New Westminster, BC.

In Solidarity,



### **Jessie Rana**

Unifor Local 111 Recording Secretary

Cell: 778.980.0489

E-mail: [RecSec@Unifor111.com](mailto:RecSec@Unifor111.com)