



GENERAL MEETING AGENDA

Date: Wednesday January 29, 2025

Time: **10:45 AM & 18:30 PM**

Place: **Local 2200 Union Hall – 707 12th Street, New Westminster**

AGENDA:

1) MINUTES OF THE PREVIOUS MEETING

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

2) TRUSTEES REPORT – 3rd QUARTER

3) READING OF PROPOSED BYLAW AMENDMENTS

4) NOTICES OF MOTION

5.01)

Motion to amend the AMP Committee Terms of Reference, Policy & Procedure Manual (found in the appendix to the Local 111 Bylaw)

Derek Metz, PTC, #82001, Chair AMP Committee

AMP Committee

(Attendance Management Program Committee)

Terms of Reference Policy & Procedure Manual

Unifor Local 111 AMP Committee Vision Statement & Objectives

By creating an educated and informed group of union representatives with specific and up to date knowledge about the Attendance Management Program we ensure more equitable representation for the membership thus building continuity and solidarity.

Objectives

- Educate the members on the AMP process.
- Inform the members how to navigate the AMP process.
- Assist the members through the AMP process.
- Educate the members on the importance of completing all necessary paperwork and submitting in a timely manner.
- Educate the members as to whom and when they need to be in contact with supervisors, OHG and other professionals contributing to their care.
- Facilitate meetings with supervisors/management to help facilitate return to work process, be it UA/GRTW (**Utility Assignment/Graduated Return to Work**) or modified assignment.

Committee Structure

The Committee will consist of a minimum of 6 members, one representative from each depot. Every effort will be made to ensure that the representatives reflect the diversity of the workforce. The Committee will elect 1 Chairperson and 1 Recording Secretary from the representatives.

Committee Education

All Committee Members will have Unifor 40 hr Human Rights training, they will take it as soon as possible after joining the committee if required.

The Committee will recommend other related or applicable courses for committee members to attend on an as needed basis. After the triennial election all Executive Board Members, Chief Job Stewards and AMP Committee Members will attend a Local 111 AMP Representative Course, created jointly by the Local 111 Education and AMP Committees, to ensure all parties have the same information and objectives. This course may also be held during other times as required.

Responsibilities

- The Attendance Committee Members will be the first point of contact for all attendance related call-ins, meetings or queries on their respective properties; all attendance related issues will be reported to and go through the property AMP Committee Member.
- The Committee Chairperson will liaise with the Local Executive.
- The Committee Chairperson will liaise with the CMBC AMP department and keep the committee up to date on any policy or procedural changes.
- The Committee Chairperson will arrange with the employer to obtain time during working hours for committee members to meet and participate in the activities of the committee.
- The Committee Chairperson in conjunction with the Executive Officer assigned to the committee will arrange book offs for the committee members as outlined in the budget and as required.
- The Committee will review its Terms of Reference yearly on the last committee meeting of each calendar year, or more frequently as needed. They may invite to the meeting and/or consult with member(s) of the Constitutional & Bylaws Committee if needed.
- All members of the Local will be encouraged to forward any information or requests on learning opportunities to the Committee.
- The Committee Chairperson will provide committee members with any information received by the Local that relates to the AMP Program.
- The AMP Committee members will organize joint union/employer educational days to bring awareness to the membership regarding the AMP program.
- The AMP Committee Chair will organize and coordinate training for the Committee members.
- The AMP Committee members will meet on a quarterly bimonthly (every two months) basis, or as needed.
- Decisions will be made by majority vote after due consideration and discussion. All members of the Committee have equal voice and vote.
- The Committee will identify ways to divide the work of the committee so that meeting time outside of working hours is kept to a minimum.

Events

Twice a year the Committee will put on educational information sessions at each depot. This will Participants may include all levels of the AMP program; from union representatives, CMBC supervisors, and both CMBC AMP department representatives and OHG (Occupational Health Group) representatives.

Records and Resources

Minutes/reports of committee meetings and minutes of other committee activities.

Copies of material from events attended.

Copies of all communications received by the committee or sent by the committee.

All records are the property of Local 111 and will be stored in a secure manner.

Budget

The Committee will have an annual budget, as approved by the local executive/membership as per the Local 111 Bylaws.

5.02)

Motion to add to the Education Committee Terms of Reference, Policy & Procedure Manual (found in the appendix to the Local 111 Bylaw)

Jason Robinson, BTC, #83554

TO **ADD** under subsection *Activities* in the **Education Committee Terms of Reference, Policy & Procedures Manual**

The Committee will host a Unifor 40 hr Human Rights Course locally, on at minimum a quarterly basis. Elected and/or appointed representatives and committee people will have priority for registration.

5.03)

Motion to add the Human Rights Committee Terms of Reference, Policy & Procedure Manual to the appendix of the Local 111 Bylaws

Submitted by Devinder Gill, 83790, Human Rights Committee Chair

Unifor Local 111 Human Rights Committee Terms of Reference and Policy and Procedures Manual

Vision

Recognize the value of each person, regardless of our background, where we live, what we look like, what we think or what we believe. To spread knowledge and awareness among the Local 111 membership about Human Rights in our workplace, in the Union and in broader society.

Objective

Educate and bring awareness to all members of the many Human Rights related awareness months/weeks/days and events relating to Human Rights in the Union at the Local, Regional & National Level as well as community events.

To ensure all activities and events of the Local are seen through a Human Rights lens and create and preserve a safe environment free of discrimination and harassment for all Members.

Establish an understanding that we live in a diverse community

Set Principles, conduct meetings and interactions in a respectful space with equity and fairness

Committee Structure

The Committee will consist of a minimum of 6 members, one from each depot. Every effort will be made to ensure the Representatives reflect the diversity of the workforce. The Committee will elect from themselves 1 Chairperson (Co-Chairs permitted) 1 Recording Secretary and other positions as required.

Responsibilities

The Committee Chairperson will liaise with the Local Executive

The Committee Chairperson in conjunction with the Executive will arrange book offs for the committee members as outlined in the budget and as required.

The Committee will review its Terms of Reference yearly

Meetings

Committee Members to hold 4 meetings or as needed in the calendar year in regards to important Human Right dates.

Committee Members will regularly communicate via an online on-going chat forum to address issues as needed

Committee members will identify ways to divide the work of the committee so that meeting time outside of working hours is kept to a minimum

Committee Chair to hold meetings with other committee chairs to discuss about common involvement and common issues in order to strengthen our local 111 members

Events

The Committee will recognize important Human Rights days through social media posts, posters/leaflets, events and other means with a goal to raise awareness of the importance of Human Rights for all to the Membership. See "Important Dates" (below) for some of the dates that may be recognized.

The committee will be involved in our communities' various Human Rights events as representatives of Unifor Local 111

Committee Members who identify as members of an equity deserving group will attend Unifor

Conferences for those groups they identify with: Women; Black,

Indigenous & Workers of Colour; Workers With Disabilities; 2SLGBTQIA+ Workers and Young Workers.

The Committee will attend the Unifor National Human Rights Conference.

The Committee will attend other events as decided upon by the committee and/or as requested by the membership, the Local, the BCRC and/ or National Union.

Committee Members will Attach Orange Ribbons on all buses for Truth and

Reconciliation and help other committees with attaching ribbons to buses for other commemorative dates.

All Committee Members who identify as men will organize, coordinate and participate in the National White Ribbon Campaign (Men against Men's Violence

Against Women) every year from November 25 to December 6.

Committee Members will Attend other Local 111 committee's events to give support, provide allyship and promote awareness

Records and Resources

Minutes/Reports of Committee meetings and other records of committee activities
Copies of posters and other communications organized or supported by the committee
Records of official committee communication

Budget

The Committee will have an annual budget as approved by the local Membership as per the Local 111 Bylaws.

Reports

The Committee Chair (or designate) will report the Committee's meetings and activities to the Local 111 Membership.

Important Dates (this list is not exhaustive)

February 23: Pink Shirt Day
March 8: International Women's Day
March 21: International Day for the Elimination of Racial Discrimination
March 22: World Water Day
March 31: International Trans Day of Visibility
April 13: Day of Pink
April 28: Day of Mourning
May 5: National Day of Awareness for Murdered and Missing Indigenous Women and Girls
May 17: International Day Against Homophobia, Biphobia & Transphobia
June 20: World Refugee Day
June 21: National Indigenous Peoples Day
June - August: Various Pride Events in the Lower Mainland
August 12: International Youth Day
October 10: World Mental Health Day
September 30: National Day for Truth and Reconciliation
November 20: Transgender Day of Remembrance
November 20: World Child Day / National Child Day
November 25: International Day for the Elimination of Violence against Women
December 3: International Day of Persons with Disabilities
December 6: National Day of Remembrance and Action on Violence Against Women
December 10: Human Rights Day

5.04)

Motion to amend the Election Policy & Procedure Guidelines (found in the appendix to the Local 111 Bylaw)

Derek Metz, PTC, #82001

2.30 Only a Community Transit Services Operator may hold, or stand for election to, any Community Transit Service position **with the exception of the CTS (Community Transit Shuttle) Officer**. The position of CTS Officer is open to any member in good standing.

5.05)

Motion to amend the Unifor 111 Lost Time Policy (found in the appendix of the Local 111 Bylaws)

Krista Lee Hanson, VTC, #67451

Lieu Days

Lieu days will not be automatically granted for attendance at committee or other meetings on your day off.

Lieu days will not be granted for travel to or from **and attendance at an approved** Conference, Convention or Council on a day off.

You may not claim lost wages for any Union business undertaken on a day off...

5.06)

Motion to make the following housekeeping changes

Local 111 C & B Committee, Vice-Chair Harminder Kalkat, STC, #64422

9.09 All vacancies within the Executive Board (President excluded) must be filled promptly by an election (see Unifor Local 111 **Election** Policies and Procedures Guidelines).

12.03 Where a Trustee position becomes permanently vacant the position shall be filled by election as (see Unifor Local 111 **Election** Policies and Procedures Guidelines). In the event of a temporary absence an alternate from the current election list (descending in order), will replace the absent Trustee(s) until the

Report from the Unifor 111 C&B Committee to the November 19, 2024 GMM Trustee(s) returns.

18.21 Any cheques issued by Local 111 require the **two** signatures. of the Financial Secretary and the President or Vice President(s). **The President, Financial Secretary and all Vice-Presidents will be authorised signers. No signer will sign cheques made out to themselves or sign blank cheques. The Financial Secretary will be one of the signers whenever practicable.**

*(From the **Unifor 111 Lost Time Policy** (found in the appendix of the Local 111 Bylaws))*

PEL

No lost time (or lieu days) will be paid by the Local for attendance at, and/or travel to or from Paid Education Leave (PEL) course. The National will pay the attendee directly (up to a maximum of 40 hours per week) upon receipt of proper documentation at that course. The Local will not reimburse for any expense related to a PEL program.

5.07)

Motion to strike the following article in it's entirety from the bylaws

Submitter, Krista Lee Hanson, 67451

18.45 Sundry Expenses (monthly allowance)

~~They will receive fifty dollars (\$50.00) per month for sundry expenses incurred in performing Local 111 duties. No receipts will be required.~~

5.08)

Motion to make the following bylaw changes

Krista Lee Hanson, 67451

~~TABLE OFFICERS (working a minimum of 37.5 hrs/wk)~~

18.41 Wages

~~(a) They shall be required to work a thirty seven and a half (37.5) hour work week subject to the following.~~

(a) The President will be on full time union leave and compensation will be calculated based on a 37.5 hour work week.

(b) Compensating for the irregular and demanding work schedule the rate **for the President** 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.

(c) For all other Table Officers, the Local Union will reimburse the Employer for up to 60 hours of wages per pay period. The Table Officers will participate in regular workplace sign up and will not be on full time leave. They will receive a top up to their wages received by the employer through wage continuance (to a maximum of 60 hours per pay period), to equal a wage of 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. The rules in article 18.48 (a) apply.

(e) **(d)** There shall be no paid overtime.

5.09)

Motion to make the following changes if the changes to 18.41 are adopted

Krista Lee Hanson, 67451

9.01 The Executive Board shall consist of:

(a) Table Officers

President Table Officer ~~(min. 37.5 hrs/week)~~

1st Vice President Table Officer ~~(min. 37.5 hrs/week)~~

2nd Vice President Table Officer ~~(min. 37.5 hrs/week)~~

Financial Secretary Table Officer ~~(min. 37.5 hrs/week)~~

Recording Secretary Table Officer ~~(max of eight (8) days per month, plus one (1) day each for the Executive and General Membership Meetings, except July, August and December, unless otherwise approved by another Table Officer)~~

CTS Officer Table Officer ~~(max of 10 days per month, except one (1) day per month to attend the meeting of the Executive Board, unless otherwise approved by another Table Officer)~~

5.10)

Motion to make the following changes, if the changes to 18.41 are adopted

Submitter, Krista Lee Hanson, 67451

~~**18.49-**~~

~~**(a) Recording Secretary**~~

~~The Recording Secretary shall be compensated 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 to a maximum of seven and a half (7 1/2) paid hours per day.~~

~~**(b) CTS Officer**~~

~~The Officer 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 1/2) paid hours per day.~~

5.11)

I move that Unifor Local 111 submit the following constitutional amendment to the next Unifor Constitutional Convention. *Krista Lee Hanson, 67451*

FROM

ARTICLE 15: LOCAL UNIONS

B: LOCAL UNION OFFICERS

6. A Local Union may provide in its By-Laws that a member must be in continuous good standing, for a period of no longer than one year, in order to be eligible to seek or hold office. This does not apply to newly chartered locals and only applies to Local Union Executive Officer positions. The By-Laws of the Local Union may specify the conditions of membership in good standing, subject to Article 5.

TO

ARTICLE 15: LOCAL UNIONS

B: LOCAL UNION OFFICERS

6. A Local Union may provide in its By-Laws that a member must be in continuous good standing, for a period of no longer than one year, in order to be eligible to seek or hold office. This does not apply to newly chartered locals and only applies to Local Union Executive Officer positions. The By-Laws of the Local Union may specify the conditions of membership in good standing, subject to Article 5.

5.12)

I move that Unifor Local 111 submit the following constitutional amendment to the next Unifor Constitutional Convention. *Krista Lee Hanson, 67451*

ARTICLE 15: LOCAL UNIONS

B: LOCAL UNION OFFICERS

FROM

7. A Local Union may abolish an Executive Officer position, or consolidate such a position with another as long as those positions set out in paragraph one remain. Such a step may be taken solely on the grounds of the adverse financial position of the Local Union, and the decision to do so must be supported by a two thirds or more vote of the Local Union Executive Board.

TO

7. A Local Union may abolish an Executive Officer position, or consolidate such a position with another as long as those positions set out in paragraph one remain. **These changes to the Local Union Bylaws would be made following the usual process for bylaw changes and would take effect in the following term.** ~~Such a step may be taken~~ **Based** solely on the grounds of the adverse financial position of the Local Union, **a Local Union Executive Board may make these changes to take effect during a term of office** and the decision to do so must be supported by a two thirds or more vote of the Local Union Executive Board.

5.13)

I move that Unifor Local 111 submit the following constitutional amendment to the next Unifor Constitutional Convention. *Krista Lee Hanson, 67451*

FROM

ARTICLE 24: OATH OF OFFICE AND INSTALLATION CEREMONY

...

The Installing Officer then says:

"Your responsibilities are defined in the By-Laws, Constitution and policies of Unifor. Should any emergency arise not provided for in these, you are expected to act according to the dictates of common sense, guided by an earnest desire to advance the best interest of the Union. I trust you will all faithfully perform your duties so that you may gain the esteem of your brothers and sisters and the approval of your conscience.

...

TO

ARTICLE 24: OATH OF OFFICE AND INSTALLATION CEREMONY

...

The Installing Officer then says:

"Your responsibilities are defined in the By-Laws, Constitution and policies of Unifor. Should any emergency arise not provided for in these, you are expected to act according to the dictates of common sense, guided by an earnest desire to advance the best interest of the Union. I trust you will all faithfully perform your duties so that you may gain the esteem of your brothers ~~and~~ **siblings** and the approval of your conscience.

...

5.14)

I move that Unifor Local 111 submit the following constitutional amendment to the next Unifor Constitutional Convention. *Krista Lee Hanson, 67451*

From

Article 7. A

Regional Balance

35. Members from any one region of the National Union (Atlantic Region, Ontario Region, Western Region and Quebec) shall not hold more than 13 of the 25 seats on the National Executive Board at any one time.

To

Regional Balance

35. Members from any one region of the National Union (Atlantic Region, Ontario Region, Western Region and Quebec) shall not hold more than ~~13 of the 25~~ **50 percent of the** seats on the National Executive Board at any one time.

5.15)

I move that Unifor Local 111 submit the following constitutional amendment to the next Unifor Constitutional Convention. *Krista Lee Hanson, 67451*

Add NEW subarticle

Article 9

17. Any member in good standing of the National Union shall be entitled to attend Canada Council as an observer.

5.16)

I move that Unifor Local 111 submit the following constitutional amendment to the next Unifor Constitutional Convention. *Krista Lee Hanson, 67451*

Add NEW subarticle

Article 10

23. Any member in good standing of the National Union shall be entitled to attend Regional Councils and the Quebec Council as an observer.

5.17)

We, the BIWOC 111 committee, request \$5000.00 for a Persian New Year celebration in the month of March. We have had a Chinese New Year, Vaisakhi Event, and this year we will be celebrating Black history month.

Submitted by the BIWOC 111 Committee

5.18)

I, Preetpal Dhillon, Sen #85017, HTC move that the Election Committee be asked to select a hosting company that provides minimum of Two (2) methods of voting in 2025 Local 111 Elections.

Submitted by Preetpal Dhillon, HTC, #85017

5) ARBITRATIONS

6) DONATIONS

7) OFFICERS' REPORT

8) NEW BUSINESS

The next Executive Board meeting will be held on February 6th at 09:00 at 326 12th Street, New Westminster, BC.

In Solidarity,

Jessie Rana

Unifor Local 111 Recording Secretary

Cell: 778.980.0489 E-mail: RecSec@Unifor111.com