

**Bylaws 01-2017**

**WHEREAS:**

Direct access to executive committee elections will help to engage more members by giving them a direct voice

**THEREFORE BE IT RESOLVED:**

that Article 13b1 – Election for Provincial Executive Committee be amended to read:  
The election of the Provincial President, Provincial 1st Vice-President, Provincial 2nd Vice-President, Provincial Secretary-Treasurer, Provincial Recording Secretary shall be carried out biennially by secure electronic ballot open for no less than 3 weeks, to all members in good standing, with results to be released prior to Convention.

Submitted by: Josh Henshaw

Seconded by: Sarah Patch

Carried

Defeated

**Bylaws 02-2017**

**WHEREAS:**

13.b1 – Election of Provincial Executive Committee

The election of the Provincial President, Provincial 1st Vice-President, Provincial 2nd Vice-President, Provincial Secretary-Treasurer, Provincial Recording Secretary shall be carried out biennially at the fall convention.

**THEREFORE BE IT RESOLVED:**

That executive elections will no longer be held at convention. Executive candidates will now Present themselves at convention to the nominated delegation for endorsement. The Delegation will then report to the collective with their endorsements for executive candidates. Elections will then be run two weeks after convention for a period of 6 weeks to allow collective voting.

Submitted by: Tyler Miller

Seconded by: Laura Stefansson

Carried

Defeated

**Bylaws 03-2017**

**Whereas:**

We have the ability in the 21st century to involve all membership in strategic decisions with the inception of social media and modern technology;

**Therefore Be It Resolved:**

That now, and going forward, all Provincial Executive positions be put to a Province Wide vote, via a confidential electronic ballot, and such vote would include all CUPE members in good standing; thereby affording all members the opportunity to voice their democratic right to choose their executive representation.

Submitted by: Galen Brewer

Seconded by: Andrew Zoutman

Carried

Defeated

**Bylaws 04-2017**

**WHEREAS:**

Existing Union shift coverage rates are now well below On-call employee rates of pay, following the UHR wage increases

**And Whereas:**

It is becoming more and more difficult to secure members willing to work 'union shifts' at the existing rates.

**THEREFORE BE IT RESOLVED:**

Any member who voluntarily works a regularly scheduled shift for another to attend any official Union function be paid the following hourly rate:

PCP	\$27.00
PCP - UC/DS	\$30.50
EMD	\$30.00
EMD - CHARGE/DS.	\$34.00
ACP	\$32.75
ACP - UC/DS	\$36.00
ITT/CCP	\$37.00
ITT/CCP - UC/DS	\$41.00

or their regular rate of pay as determined by the dues check off list, whichever is less.

Submitted by: Cameron Eby  
Seconded by: Jason Jackson

Carried                      Defeated

**Bylaws 05-2017**

**WHEREAS:**

article 10.5(b) Union shift coverage rates are well off what members regular rates are today.

**THEREFORE BE IT RESOLVED:**

Bylaw 10.5 - Shift Coverage section (b) now read”

10.5 (b) Any member who voluntarily works a regular scheduled shift for another to attend any official Union function be paid the following hourly rate:

PCP	\$32
Dispatch	\$36
Dispatch UC/DS/QI	\$38
PCP DS	\$36
ACP	\$38
ITT	\$38
CCP	\$38
ACP/ITT/CCP DS	\$39

or their regular rate of pay as determined by the dues check off list, whichever is less.

Submitted by: Scott Sywake

Seconded by: Kathy Sywake

Carried

Defeated

**Bylaws 06-2017**

**WHEREAS:**

10.5 – Shift Coverage

(b) Any member who voluntarily works a regularly scheduled shift for another to attend any official Union function be paid the following hourly rate:

PCP \$24.00

DISPATCH \$27.00

DISPATCH UC/DS/QI \$29.00

PCP DS \$29.00

ACP \$31.00

ITT \$31.50

CPP \$31.50

ACP/ITT/CCP DS \$32.50

or their regular rate of pay as determined by the dues check off list, whichever is less.

**THEREFORE BE IT RESOLVED:**

I would like to see the PCP rate changed to a rate which is closer to that of the PCP hourly rate given by the employer, this would support union members who continue to provide this coverage in order for union delegates and elected members to do their jobs for members in need. This rate should at least come to within \$2 off your BC ambulance pay scale, depending on where you are on the scale.

Submitted by: Joseph Mc Ateer

Seconded by: Katryna Bowland-Kwok

Carried

Defeated

**Bylaws 07-2017**

**WHEREAS:**

The union has no fund established to assist members with professional development

**THEREFORE BE IT RESOLVED:**

That a fund be created to assist up to four members annually with professional development

Submitted by: Mike Nielsen

Seconded by: Lea Lemkey

Carried

Defeated

**Bylaws 08-2017**

**WHEREAS:**

The creation of a professional development fund

**THEREFORE BE IT RESOLVED:**

That the fund be created by a special assessment to mirror bylaw article 11.8

**FURTHER BE IT RESOLVED:**

that this assessment will happen twice. Once in 2018 and second in 2020.

**FURTHER BE IT RESOLVED:**

should the fund drop to or below \$50,000 a special assessment be levied again and as need to maintain the fund

Submitted by: Mike Nielsen

Seconded by: Lea Lemkey

Carried

Defeated

**Bylaws 09-2017**

**WHEREAS:**

The professional development fund is designed to help up to four members annually

**THEREFORE BE IT RESOLVED:**

that the amount of monies awarded be equal to 25% of the cost of tuition to a maximum amount of \$5,000

Submitted by: Mike Nielsen

Seconded by: Lea Lemkey

Carried

Defeated

**Bylaws 10-2017**

**WHEREAS:**

The establishment of a professional development fund review committee

**THEREFORE BE IT RESOLVED:**

That the committee be comprised of one member of the provincial executive committee, one chair of a standing committee, and one union trustee

Submitted by: Mike Nielsen

Seconded by: Lea Lemkey

Carried

Defeated

**Bylaw 11-2017**

**WHEREAS:**

Union dues be paid only on base salary

**THEREFORE BE IT RESOLVED:**

We only pay union dues on base salary and any over time we not pay union dues

Submitted By: Gordon Irwin

Seconded By: April Irwin

Carried

Defeated

## **Bylaws 12-2017**

### **WHEREAS:**

A new category of employee has been established by BCEHS, referred to as 'Regular Part-time';

### **AND WHEREAS:**

This category of employee is not captured in the CUPE 873 bylaws, and therefore it is unclear which positions these members are eligible to run for election for;

### **AND WHEREAS:**

The Regular Part-time position is regularly scheduled work, with an incumbent employee occupying at least 0.4FTE.

### **THEREFORE BE IT RESOLVED:**

#### 3.11 – Member Categories

(a) Full-time – All references to Full-time members in these bylaws shall represent members whom occupy a position in any of the following categories:

- i. Full-time – members who occupy a full time (1.0FTE) position, either regular or irregularly scheduled
- ii. Regular Part-time – members who occupy a regular part-time position.

(b) On-call – All references to On-call members in these bylaws shall represent members whom occupy a position in any of the following categories:

- i. On-call – members who work on call-out / on-call basis
- ii. Auxiliary – members who work on ad-hoc basis.

Submitted by: Cameron Eby

Seconded by: Sherman Hillier

Carried

Defeated

**Bylaws 13-2017:**

**WHEREAS:**

The employee category known as 'Part-time' has been re-named through the process of negotiations as 'On-call'.

**THEREFORE BE IT RESOLVED:**

All occurrences in the CUPE 873 bylaws of 'Part-time' is amended to 'On-call'.

Submitted by: Cameron Eby

Seconded by: Sherman Hillier

Carried

Defeated

**Bylaws 14-2017**

**WHEREAS:**

The decertification vote of APBC SN SUB-UNIT 873-03 was successful in September of 2016,

**AND WHEREAS:**

The SN SUB-UNIT 873-03 Collective Agreement is now deemed null and void,

**AND WHEREAS:**

APBC Local 873, 873-02 no longer represent the members of SN SUB-UNIT 873-03,

**THEREFORE BE IT RESOLVED:**

That all articles and references to SN SUB-UNIT local 873-03 be removed from the union bylaws.

Submitted by: Jason Jackson

Seconded by: Cameron Eby

Carried

Defeated

**Bylaws 15-2017**

**WHEREAS:**

Sub-Unit 873-02 has only 1 representative on the Provincial Executive Board (PEB).

**AND WHEREAS:**

All other Regions in 873 have at least 2 representatives on the PEB

**THEREFORE BE IT RESOLVED:**

Article 8.1 be changed to read:

Executive Board Members:

The Provincial Executive Board shall be comprised of:

Provincial President, Provincial 1st Vice-President (Chief Grievance Officer), Provincial 2nd Vice President, Provincial Secretary Treasurer, Provincial Recording Secretary, Chairperson of Sub-Unit 873-02, Regional Vice-Presidents and the Vice-Chairperson and Chief Shop Steward of Sub-Unit 873-02.

Submitted by: Stefano Azzulo

Seconded by: Shari Thomas

Carried

Defeated

## **Bylaws 16-2017**

### **WHEREAS:**

The role of the Sub Unit 873-02 Chief Shop Steward has differed from the way it has been described in Bylaw 9.10(c).

### **AND WHEREAS:**

The duties and responsibilities should accurately reflect the work being done by the Sub-Unit 873-02 Chief Shop Steward.

### **THEREFORE BE IT RESOLVED:**

The Duties and Responsibilities of the Chief Shop Steward be removed from section 9.10(c) of the Bylaws.

Section 20.6 of the Bylaws be replaced with:

#### 20.6 - Chief Shop Steward

(a) The Chief Shop Steward's primary responsibility is to oversee and manage all grievances, by ensuring that each grievance is being handled appropriately and responses are communicated within their proper time lines at each stage of the grievance procedure upto and including arbitration. This includes ensuring each investigative, disciplinary and grievance meeting has it's notes completed and the file is updated and archived appropriately to throughout the grievance/disciplinary process. The Chief Shop Steward will also be responsible for preparing and presenting grievances at Provincial Grievance Caucuses.

(b) Be responsible to the Sub-Unit Chairperson.

(c) When available, take education courses in consultation with the Chair and the Provincial Education Director, to increase knowledge and skills in the role.

(d) In the case of Sub-Unit's 873-02 and 873-03, the Chief Shop Steward will ensure all Shop Stewards perform their duties with an acceptable degree of competency, and shall be empowered to recommend appointment or removal of Shop Stewards to the Provincial Executive Committee. When a Shop Steward is removed, the following shall occur:

- i. The member shall be advised of the Committee's intention prior to removal and given reasonable opportunity to appear before the Committee. Notice of removal shall be in writing and shall state the reason for removal.
- ii. If a member is removed, then he/she is no longer a Shop Steward once they have received notice of their removal.
- iii. A removed Shop Steward may file an appeal to the Provincial Executive Board, within ninety (90) days of the removal. The Provincial Executive Board will hear and decide on the appeal within 30 days of receipt.

Submitted by: Stefano Azzuolo

Seconded by: Shari Thomas

Carried

Defeated

**Bylaws 17-2017**

**WHEREAS:**

13.a8 – Eligibility of Nomination

To be eligible for nomination to the positions of Provincial President, Provincial 1st Vice-President, Provincial 2nd Vice-President, Provincial Secretary-Treasurer, Provincial Recording Secretary, Shop Steward, Regional Vice-President, Regional Recording Secretary, a member must be in good standing and be from the membership of Local 873 or Sub-Units 873-02 or 873-03. To be eligible for nomination to the positions of Shop Steward, Regional Vice-President, Regional Recording Secretary, a member must be in good standing from the membership of Local 873.

**THEREFORE BE IT RESOLVED:**

That elected union positions should not be held by persons holding a managerial position within fleet operations due to conflict of interest.

Submitted by: Tyler Miller

Seconded by: Laura Stefansson

Carried

Defeated

**Bylaws 18-2017**

**WHEREAS:**

Currently Bylaw 13.b1 has the President, 1st Vice President, 2nd Vice President, Provincial Secretary-Treasurer and Provincial Recording Secretary positions all up for re-election in the same year. In the event that all the listed positions have new members voted into them, this could become a serious hardship for the Union and its members.

**THEREFORE BE IT RESOLVED:**

That one year the President and Provincial Secretary-Treasurer positions be up for election or re-election. And that the following year the 1st and 2nd Vice President as well as Provincial Recording Secretary positions be up for election or re-election.

Submitted by: Scott Sywake

Seconded by: Kathy Sywake

Carried

Defeated

**Bylaws 19-2017**

**WHEREAS:**

There is no bylaw providing for the removal an officer of the Union in the event it becomes necessary.

**THEREFORE BE IT RESOLVED:**

Article 13.c be amended to read: Installations and Removals of Officers

13.c2 be added to read:

13.c2: The Provincial President, or their designate, may remove any officer, board member or committee member from their position. When an officer is removed, the following shall occur;

i. The officer shall be advised of the intention prior to removal. Notice of the removal shall be in writing and shall state the reason for the removal.

ii. If an officer is removed, then he/she is no longer an officer once they have received notice of their removal.

iii. A removed officer may file an appeal to the Provincial Executive Board, within ninety (90) days of the removal. The Provincial Executive Board will hear and decide on the appeal within 30 days of receipt.

Submitted by: Shari Thomas

Seconded by: Stefano Azzuolo

Carried

Defeated

**Bylaws 20-2017:**

**WHEREAS:**

There is no process within the bylaws pertaining to Station Level Elections for Station Safety Representation for bielections.

**THEREFORE BE IT RESOLVED:**

13.d4 – Station Safety Representative Committee By-Elections

Where a position as defined in articles 13.b14 falls vacant mid-term, the following will occur:

(a) If the vacancy occurs within three (3) months of the next regularly scheduled elections, then the Provincial Safety Director will appoint to fill the vacancy, until such time that regular scheduled biennial elections can occur.

(b) If the vacancy occurs prior to three (3) months of the next regularly scheduled biennial election, then the following will occur:

Per article 13.b14, a call for nominations will be sent to the station membership, allowing for no less than three (3) weeks for 1st, 2nd and Final call.

(c) Elections shall commence and shall remain open for a period no less than three (3) weeks.

(d) In accordance with bylaw 13.b6, the Station Shop Steward will appoint a ‘Station Returning Officer’ for each station level election. The selected member shall be in good standing with the Union and be neither officer nor candidate for the office. They shall treat information selected to them in connection with their responsibilities as confidential. In the event that the Shop Steward position is vacant, or the Shop Steward is unable to make an appointment, the Regional Vice President will appoint the ‘Station Returning Officer’

(e) The term of office for station level elections or appointment shall end on February 28th, biannually.

(f) Nominee’s must be eligible and confirm written or email form of acceptance.

(g) Elections will occur in accordance with article 13.b14(a). As soon as possible, results of the by-election will be distributed to the membership. Any positions filled by bi-elections detailed above will be subject to regular biennial elections.

(h) Should the station safety representative fail to answer roll call for three consecutive regular DOSH meetings without having submitted good reason for those failures, his office shall be declared vacant, and shall be filled by an appropriate station level bi-election.

Submitted by: Corey Viala

Seconded by: Dave Deines

Carried

Defeated

**Bylaws 21-2017:**

**WHEREAS:**

13.b14 Station Level Election

(d) Results from station elections shall be forwarded to the appropriate Regional Vice President or Provincial Safety Director within seven (7) days of election close.

**THEREFORE BE IT RESOLVED:**

(d) Results from station elections shall be forwarded to the appropriate Regional Vice President, Union office, and Provincial Safety Director within seven (7) days of election close

Submitted by: Corey Viala

Seconded by: Dave Deines

Carried

Defeated

**Bylaws 22-2017**

**WHEREAS:**

currently no term cap exists for elected position

**THEREFORE BE IT RESOLVED:**

that article 13 E read that a member elected to a position can not hold the position for more than 3 consecutive terms.

**FURTHER BE RESOLVED:**

That article 13 E 1 read

if no candidate competition runs for the 4th term the existing candidate can run with the expectation to help find, train and mentor a member to replace them on the start of the fifth term

Submitted by: Mike Nielsen

Seconded by: Lea Lemky

Carried

Defeated

**Bylaws 23-2017**

**WHEREAS:**

The Employer has withdrawn from participating in, or recognizing the Provincial Medical Leadership Council (PMLC) committee process;

**AND WHEREAS:**

The Employer intends to replace the PMLC Committee with the new Pharmacy, Therapeutics, Research and Practice Advisory Committee (PTRPAC);

**AND WHEREAS:**

There is no Collective Agreement right to maintain the PMLC committee.

**THEREFORE BE IT RESOLVED:**

That bylaw 15.a3 – Provincial Medical Leadership Council (PMLC) is deleted.

Submitted by: Cameron Eby

Seconded by: Dave Deines

Carried

Defeated

## **Bylaws 24-2017**

### **WHEREAS:**

The Superannuation Public Service Pension Plan is now referred to as the Public Service Pension Plan and 873 appoint to the British Columbia Public Service Pension Plan Advisory Committee (BCPSPPAC) which requires updating of bylaw 15.b13

### **THEREFORE BE IT RESOLVED:**

15.b13 be amended as follows:15.b13 – Public Service Pension Plan Advisory Committee (PSPPAC)

At least three members shall be elected at Convention for three-year terms.

- a) At Convention 2001, one member shall be elected for one year, one member shall be elected for two years and one member shall be elected for three years.
- b) At least one member shall be from the part time ranks.
- c) One member shall be elected by the Committee members to be the Chair for a year.
- d) The Committee shall meet as needed to discuss Public Service Pension Plan issues.
- e) At least one member of the Committee shall attend the advisory/council or committee on Joint Trusteeship of the Public Service Pension Plan of BC.
- f) The Committee shall help inform our members on matters of the Public Service Pension Plan and act as advocates for our members on Pension issues.
- g) The Committee through the Chair should report to Convention and shall.
- h) Undertake special projects as directed by the Provincial Executive Committee or Board.

Submitted by: Troy Clifford

Seconded by: Ernie Mothus

Carried

Defeated

## **Bylaws 25-2017**

### **WHEREAS:**

Through the direction of convention last year, a Communications Director position was created and filled in an interim capacity.

### **AND WHEREAS:**

There are currently no bylaws governing this position and its application process.

### **THEREFORE BE IT RESOLVED:**

That a new position be established, with the creation of bylaw 15.b16, which reads:

15.b16– Communications Director

The Communications Director shall:

- (a) Be selected through the following process:
  - i. An expression of interest (EOI) for the number of positions required will be to, and open to, all members in good standing of CUPE 873, and 873-02. The EOI will list the prerequisites and requirements of the role. The EOI will allow for no less than twenty-one (21) days for applicants to be received.
  - ii. The Provincial Executive Committee shall consider all applicants, based on qualifications and suitability for the role, and appoint to fill the vacant position(s). If no qualified applicants are found, the Provincial Executive Committee may consider an external contractor to fill the role.
  - iii. Appointments will be for a two-year term, starting on February 1, 2018.
- (b) Treat all information and accounts he/she has access too and stewardship over as confidential, and not disclose this information or provide access to any other unauthorized person(s).
- (c) Have access to all relevant information as required to perform the duties of the role as outlined in these bylaws.
- (d) Manage development, distribution, and maintenance of all print and electronic communication including, but not limited to, a quarterly newsletter (at minimum), brochures, annual report, e-newsletters, etc.
- (e) Help develop, implement and evaluate communications both internally within the organization, and externally with key stakeholders and the public.
- (f) Respond to, or forward inquires received about communications as required.
- (g) Perform all duties in accordance with Union Policies on internal communications and the principles outlined in the Union Strategic Plan.
- (h) Work closely with the Union Provincial Executive Committee, Public Education Committee, Union Website Administrator(s), and Social Media Director to optimize the Union's communication.
- (i) Perform other work at the direction of the Provincial Executive Committee and/or Board.
- (j) Participate in relevant training as approved by the Executive Committee or Board.
- (k) A member may be removed from the Communication Director position by a majority vote of the Provincial Executive Committee at any time, with just cause. A member may appeal his/her removal to the CUPE 873 President, in writing, within 30 days of being removed. The appeal will be heard by the Provincial Executive Board within 90 days of receipt of written notification.

- (l) At the end of term, orientate and provide all materials and information to his/her successor

Submitted by: Jessica Chilton  
Seconded by: Cameron Eby

Carried

Defeated

**Bylaws 26-2017**

**WHEREAS:**

The role of the Chief Shop Steward for the Sub Unit 873-02 is very different for the Regional Chief Shop Steward.

**AND WHEREAS:**

The Sub Unit 873-02 Chief Shop Steward deals with Grievances from Step 1 to Arbitration.

**THEREFORE BE IT RESOLVED:**

Article 20 (and all other locations in Bylaws):

All references to Chief Shop Steward for Sub-Unit 873-02 be renamed Grievance Officer Sub-Local 873-02

Submitted by: Stefano Azzuolo

Seconded by: Ashton Paradis

Carried

Defeated

**Bylaw 27 - 2017**

**WHEREAS:**

a member hired after the effective date of the Agreement, should not be considered a “member in good standing” until they attend a union meeting and are sworn in.

**THEREFORE BE IT RESOLVED:**

that 4.01 be amended to reflect that a member must attend A regional meeting within their first six months of employment to take “the Oath of Membership”.

Submitted By: Keith Moraes

Seconded By: Stephen Boley

Carried

Defeated