

## **Bylaw Resolutions**

**BYLAW 2018-01**

**WHEREAS:**

Bylaw Article 8.1 defines the composition of the Provincial Executive Board of the Ambulance Paramedics of BC,

**AND WHEREAS:**

There are union officer positions that are elected in accordance with Bylaw 13 but do not currently have an established position or vote on the Provincial Executive Board. These members provide valuable perspective and insight to the local and should have the same right to vote as the rest of the Provincial Executive Board

**THEREFORE, BE IT RESOLVED:**

Bylaw Article 8.1 be amended to read:

8.1 Executive Board Members

“The Provincial Executive Board shall be comprised of: Provincial President, Provincial 1<sup>st</sup> Vice President (Chief Grievance Officer), Provincial 2<sup>nd</sup> Vice President, Provincial Secretary Treasurer, Provincial Recording Secretary, Chair-person of Sub-Unit 873-02, Regional Vice Presidents, the Vice-Chairperson and Grievance Officer Sub-Local 873-02, the Health and Wellness Director, Provincial Safety Director, CIS Coordinator, and Provincial Education Director

Submitted by: Dave Deines

Seconded by: Provincial Executive Board

CARRIED

DEFEATED

**BYLAW 2018-02**

**WHEREAS:**

Article 10.07 Submission of Expenses reads: “The above expenses are to be submitted within thirty (30) days on a standard expense voucher along with a copy of the original itemized bill and receipt (if separate) to the Provincial Secretary-Treasurer.”

**AND WHEREAS:**

The current report submitted by the Provincial Secretary-Treasurer at Convention annually is not detailed enough. There should be a further breakdown of expenses incurred by all levels of Union Officials. The Provincial Executive Committee members, the Regional Vice-Presidents and 873-02 Executives of the Provincial Executive Board, and the Committees current reports are reported in large general ledgers. The report the Provincial Secretary-Treasurer submits to Convention should be a more detailed breakdown for each union official.

**THEREFORE, BE IT RESOLVED:**

Article 9.4j (Provincial Secretary-Treasurer) be amended to read:

“Provide a complete and detailed annual report at Convention time that includes a breakdown for each Provincial Executive Committee member, Provincial Executive Board Member, and Committees’ member.

Submitted by: Mary Munro

Seconded by: Vishal Mohan

CARRIED

DEFEATED

**BYLAW 2018-03**

**WHEREAS:**

While sub-unit 873-02, has Shop Steward positions as follows: a minimum of four (4) and a maximum of ten (10) without specification to different Operations Call Centres (OCCs) or worksites, elected at the Annual General Membership meeting for Sub-Unit 873-02, or at any point deemed necessary by the Chairperson of Sub-Unit 873-02, in accordance with these Bylaws, there is no provision for the pending expansion of Sub-unit 873-02.

**THEREFORE, BE IT RESOLVED:**

Bylaw 9.9(a)(ii) be amended to read:

“In the case of Sub-Unit 873-02, be a minimum of one (1) and a maximum of two (2) per Operations Call Centre (OCC) or worksite. If a OCC or worksite is comprised of more than 100 employees, then be a minimum of four (4) and a maximum of ten (10). Sub-unit 873-02 Shop Stewards will be elected at the Annual General Membership meeting for Sub-unit 873-02, or at any point deemed necessary by the Chairperson of Sub-Unit 873-02 in an election by the members of the relevant OCC or worksite only, in accordance with these Bylaws”

Submitted by: Matthew Bordewick

Seconded by: Donald Grant

CARRIED

DEFEATED

**BYLAW 2018-04**

**WHEREAS:**

There shall be Regional Chief Shop Stewards in each region of Local 873, there is no provision for the election of Chief Shop Stewards that will be required as Sub-unit 873-02 expands to additional Operations Call Centres (OCC) and worksites.

**THEREFORE, BE IT RESOLVED:**

Bylaw 9.10 be amended to read:

“The Regional Chief Shop Stewards shall:

(a) Be up to two (2) in each region elected by the shop stewards of that region in accordance with these bylaws on a biennial basis. Or, in the case of Sub-Unit 873-02 be one (1) per Operations Call Centre (OCC) or worksite elected by the shop stewards of that OCC or worksite in accordance with these Bylaws on a biennial basis for any OCC or worksite that has 100 employees or more.

(b) Election of Chief Shop Steward shall be done at a regularly scheduled Shop Stewards’ meeting at which time there must be a quorum of Shop Stewards consisting of at least fifty percent (50%) of the area’s Shop Stewards as adjudicated by the Regional Vice President, or in the case of sub-unit 873-02 as adjudicated by a member of 873-02 Sub-Unit Executive. In any region, the Regional Vice President may authorize a mail-in ballot if deemed appropriate due to geography of the region, or in the case of Sub-Unit 873-02 at any OCC or worksite a member of the 873-02 Sub-Unit Executive may authorize a mail-in ballot if deemed appropriate due to geography of the region.

(c) When available, take education courses in consultation with the Regional Vice President and the Provincial Education Director, or in the case of Sub-Unit 873-02 take education courses in consultation with the 873-02 Sub-Unit Executive or Education Committee Chairperson.

(d) Sub-unit 873-02 shall elect a Grievance Officer Sub-Unit 873-02, for a two (2) year term, by secured electronic ballot.

(e) Be responsible to the Regional Vice-President, or in the case of Sub-Unit 873-02 be responsible to the Sub-Unit Grievance Officer.

Submitted by: Donald Grant

Seconded by: Matthew Bordewick

CARRIED

DEFEATED

**BYLAW 2018-05**

**WHEREAS:**

The current wording for union shift coverage is not clear.

**AND WHEREAS:**

The process for both full time and on call union representatives to receive coverage needs clarification.

**AND WHEREAS:**

There have been inconsistencies in the manner of reimbursing on call members for missed work and this has resulted in many over-payments.

**AND WHEREAS:**

The Union recognizes that in some stations there may be difficulty obtaining coverage for work and that submitting availability would mean being scheduled for work with no ability to complete their union duties and there is a need for a new system to compensate for missed wages for those union reps/delegates.

**AND WHEREAS:**

There is no intent to change the current system of compensation for missed on call wages where the shift has been switched to another member.

**THEREFORE, BE IT RESOLVED:**

That Article 10.5(a) be amended as follows, and that 10.5(b) and 10.5(c) be added, and that the current 10.5(b) and (c) be renumbered to 10.5(d) and (e)

10.5 shift coverage to now read:

(a) The Union shall be responsible for the cost of shift coverage for travel time up to a 24 hour period (subject to distance and travel arrangements) before and after any meeting that may be set up by the Provincial Union Executive, and for the cost of shift coverage required to attend to official union business. Shift coverage must be approved by one of the following:

- i. Provincial Executive Committee Member;
- ii. Regional Vice President;
- iii. Committee Director or Chairperson.

(b) Full time and Regular Part Time

- i. Shift coverage will be provided only for regularly scheduled shifts for authorized union business. The full time/regular part time union member will attempt to fill the shift with an equivalently qualified member. Compensation for union switch shifts will be as set out in Bylaw 10.5(d) below.
- ii. The procedure for arranging the shift coverage and submitting for pay for the person performing the union switch shift shall be set out in the Union Expense Handbook
- iii. all leaves for union business under Bylaw 21:01(a) or 21:02(b) must be approved in advanced by the Provincial President or Secretary Treasurer.

(c) On Call

- i. There is a basic premise that compensation for missed wages will occur only when work has been scheduled for or offered for (ex. cold call, short notice book off) the shift. The expectation is that the union officer/delegate will try to cover their shift as set out in the Union Expense Handbook. The union officer/delegate will be reimbursed for missed spareboard, callouts or pager/standby pay that would have been received from the employer for the shift for which they were scheduled.
- ii. The procedure for claiming for the missed works is set out in the Union Expense Handbook. Callout reimbursement will not exceed 16 hours per 24-hour period. When claiming union wages for missed Kilo/Fox/Spareboard shifts, payment will not be made for the time claimed in excess of 84 hours combined Union and Employer hours in the pay period.
- iii. Notwithstanding 10.5(c)(i) above, the Union recognizes that staffing issues at certain stations mean that all submitted availability will be used and there may be no opportunity to have another member cover a shift, and this impeded the ability of a union officer/delegate to engage in union business. If the union officer/delegate is aware of a union business commitment prior to submitting their availability for the month, and adjusts their availability in order to be able to engage in the official union business, the following procedure can be used to claim for estimated missed wages:

(1) Complete a Union Leave Form with the proper authorizations and information filled in.

(2) Submit the Union Leave Form, along with a copy of the BCEHS paystub for the same period, to the Union Office

(3) The gross pay from the employer for that period will be compared with the individual union officer's/delegate's average gross bi-weekly wages for a 6 month period (using the information used for the delegate calculations). If the pay from the employer is less for the period, then the union will reimburse the lesser of that difference, or the equivalent of 1 shift (maximum 12 hours) of estimated missed wages per shift of union business at their regular rate of pay determined by the dues check off list.

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(4) Payment will not be made for time claimed in-excess of 84 hours combined Union and employer hours in the pay period.

Submitted by: Lorraine Till

Seconded by: Dave Deines

CARRIED

DEFEATED

**BYLAW 2018-06**

**WHEREAS:**

An informal process has been used for 'lieu time' to ensure union officers are able to maintain work-life balance, when required to perform union work on a day-off;

**AND WHEREAS:**

A formal approval and tracking process is needed to ensure transparency and accountability.

**THEREFORE, BE IT RESOLVED:**

Bylaw 10.6 be implemented, which reads:

10.6 – Lieu Time Shift Coverage

- (a) "Lieu Time" is defined as when a union officer or authorized member is required to perform work on behalf of the Union, in accordance with Bylaw 10.5, on a scheduled day-off, and then claims an equivalent amount of union shift coverage paid time off in-lieu from a scheduled shift on another date.
- (b) Lieu time must be pre-approved and recorded in accordance with the CUPE 873 policy "Lieu Time Shift Coverage Tracking".
- (c) Owed Lieu time may not be paid-out as wages.

**BE IT FURTHER RESOLVED:**

That existing Bylaw 10.6 and 10.7 be re-numbered as 10.7 and 10.8, respectively.

Submitted by: Cameron Eby

Seconded by: Sherman Hillier

CARRIED

DEFEATED

**BYLAW 2018-07**

**WHEREAS:**

The Ambulance Paramedics and Emergency Dispatchers of BC Ceremonial Unit was established in 2014, as a result of Policy resolution 01-2013, approved by convention.

**AND WHEREAS:**

A complete set of policy and procedures for the operation of the ceremonial unit have been developed and approved by the Provincial Executive Board on 8 February 2017.

**THEREFORE, BE IT RESOLVED:**

That Bylaw 15.b.16 be created to read:

- (a) The ceremonial unit committee shall be comprised of up to three (3) elected officers and one (1) commander who is appointed by the Provincial Executive Committee.
- (b) The ceremonial unit committee shall be responsible for the day to day operation of the unit in accordance with the established policy and procedures.
- (c) The committee will ensure that the professions are represented, to the highest standard possible in non-partisan manner.
- (d) The committee will deliver, by written communication, a report to the membership at the annual convention.

Submitted by: Dave Deines

Seconded by: Cameron Eby

CARRIED

DEFEATED

**BYLAW 2018-08**

**WHEREAS:**

The expectations for meal allowance should be clearly set out;

**AND WHEREAS:**

The current wording of Bylaw 10.1 is unclear in some cases;

**THEREFORE, BE IT RESOLVED:**

Bylaw 10.1 be amended as follows:

10.1 Meal Allowances

- (a) A member engaged in union business shall be entitled to a meal allowance, the amount to be the greater of the rates set out in the current Collective Agreement, or the following rates: Breakfast \$13.50, Lunch \$17.50, Dinner \$29.00. Receipts are not required when claiming the meal allowance amount or less.
- (b) Where a meal has been pre-arranged, provided, or paid for by another party, and consumed, the meal allowance and/or expense cannot be claimed.
- (c) For members performing union business within their post or for in-town members, it is generally expected that only a lunch meal allowance would be claimed. If a breakfast or dinner meal allowance is being claimed when engaged in union business locally, an explanation must be included with the claim.
- (d) It is generally expected that only one (1) of each type of meal allowance will be claimed per 24-hour period. In exceptional circumstances, an additional meal expense may be claimed with the approval of the President or Secretary-Treasurer (for example, travel across time zones).

Submitted by: Lorraine Till

Seconded by: Dave Deines

CARRIED

DEFEATED

**BYLAW 2018-09**

**WHEREAS:**

The intent of out of pocket expenses is for incidentals that occur due to overnight stays away from home;

**AND WHEREAS:**

The intent is that the out of pocket expense allowance will coincide with the number of nights in a hotel or other accommodation and not simply from a full day of union business;

**AND WHEREAS:**

The current Bylaw 10.3 is not clear in that intention;

**THEREFORE, BE IT RESOLVED:**

Bylaw 10.3 be amended to read as follows:

10.3 Out of Pocket Expenses

When engaged in authorized Union business requiring an overnight stay, a member shall be entitled to twenty dollars (\$20.00) per night for out-of-pocket expenses within B.C., or twenty-five dollars (\$25.00) per night for out-of-pocket expenses outside B.C., for incidental expenses not covered by receipts.

Submitted by: Lorraine Till

Seconded by: Dave Deines

CARRIED

DEFEATED

**BYLAW 2018-10**

**WHEREAS:**

The current Bylaw 10.4 sets out the incorrect procedure of using an expense form for claiming reimbursement for missed wages;

**AND WHEREAS:**

The requirement has been, for a long time, to submit a union leave form;

**THEREFORE, BE IT RESOLVED:**

Bylaw 10.4 be amended as follows:

10.4 No Loss of Wages

No member shall suffer any loss of wages while attending to official Union business authorized by the Provincial Executive Committee. Reimbursement for lost wages will be claimed on a Union Leave Form following the procedure set out in Bylaw 10.5.

Submitted by: Lorraine Till

Seconded by: Dave Deines

CARRIED

DEFEATED

**BYLAW 2018-11**

**WHEREAS:**

Article 10.6 needs to be updated to reflect the current rate;

**THEREFORE, BE IT RESOLVED:**

Article 10.6 – Vehicle Allowances be amended to read “...fifty-four (54) cents per kilometre,...”

Submitted by: Lorraine Till

Seconded by: Dave Deines

CARRIED

DEFEATED

**BYLAWS 2018-12**

**WHEREAS:**

Currently the Provincial Executive Committee officers and the Director of Health & Wellness receive a nominal annual stipend payment of \$500.00

**AND WHEREAS:**

The workload, level of responsibility, and travel demands of these positions mean the members fulfilling the roles are working more than fulltime, with little opportunity to pursue career advancements with the employer or to work any extra shifts;

**AND WHEREAS:**

The current compensation model for these positions does not allow remuneration comparable to similar positions in other BC unions;

**AND WHEREAS:**

The current compensation model for these positions is leading to attrition of experienced Union officers to external agencies that offer higher remuneration;

**AND WHEREAS:**

It is in the best interest of the Union to be able to recruit and retain highly experienced and highly qualified individuals into these union officer positions.

**THEREFORE, BE IT RESOLVED:**

Bylaw 10.8 be implemented, which reads:

10.8—Officer Stipends

Union officers in the following positions shall receive the following stipend, paid on a biweekly basis, which shall be subject to the normal statutory deductions:

Positions	Annually	Biweekly
Provincial President	\$15,000.00	\$576.92
Other Provincial Executive Committee	\$12,500.00	\$480.77
Director of Health & Wellness	\$10,000.00	\$384.62
Director of Safety	\$10,000.00	\$384.62

**BE IT FURTHER RESOLVED:**

Deletion of Bylaw 7.1 wording "... Each Provincial Executive Committee member shall receive a stipend not to exceed five hundred dollars (\$500.00) per calendar year," and Bylaw 15.b8(h).

Submitted by: Cameron Eby

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Seconded by: Sherman Hillier

CARRIED

DEFEATED

**BYLAW 2018-13**

**WHEREAS:**

The date in which regionally elected union positions changes office is currently May 30<sup>th</sup>.

**AND WHEREAS:**

That date may limit opportunities to perform advocacy for our profession at the BC Legislature.

**THEREFORE, BE IT RESOLVED:**

Bylaw 13.b4 be amended to read:

“13.b4 Election of Regional Vice Presidents shall be carried out biennially in April, prior to the close of term of office on April 30<sup>th</sup>. In regions where there is more than one (1) Vice President, terms shall be arranged so that they overlap.”

Submitted by: Cameron Eby

Seconded by: Sherman Hillier

CARRIED

DEFEATED

**BYLAW 2018-14**

**WHEREAS:**

There are currently no bylaws that definitively determine the proper process for filling a Regional Recording Secretary and Chief Shop Steward position that fall vacant midterm.

**THEREFORE, BE IT RESOLVED:**

That Bylaw 13.d2 be amended to read:

- (a) The Regional Executive consists of the Regional Vice Presidents, Regional Recording Secretary, and Chief Shop Steward.
- (b) When a Regional Executive position falls vacant mid-term due to retirement, resignation, a change in primary operating station and/or region, or any unforeseen circumstances the following shall occur:
  - (i) The remaining Regional Executive members will appoint a member in good standing from the region into the position until the next time an election for the position is held in accordance with Bylaw 13.a5 and 13.b4 for Regional Vice President and Regional Recording Secretary, or Bylaw 9.10 for Chief Shop Stewards.

Submitted by: Jessica Chilton

Seconded by: Dave Deines

CARRIED

DEFEATED

**BYLAW 2018-15**

**WHEREAS:**

Article 13.d2 references a change in status from Full Time or Part Time for an RVP as triggering an appointment until the next regular Regional elections;

**AND WHEREAS:**

There is no longer a distinction between Full Time or Part Time (On Call) with respect to Regional Vice President elections;

**THEREFORE, BE IT RESOLVED:**

Article 13.d2 be amended to delete the phrase “and/or changes his/her Full Time or Part Time status”.

Submitted by: Lorraine Till

Seconded by: Dave Deines

CARRIED

DEFEATED

**BYLAW 2018-16**

**WHEREAS:**

There is currently no bylaw that definitively determines the proper process for filling the Regional Public Education Director position should it fall vacant mid-term.

**THEREFORE, BE IT RESOLVED:**

Bylaw 13.5d be added, which shall read:

13.d5 – Regional Public Education Director By-election

(a) When a position as defined in Article 15.b2(a)ii (Regional Public Education Director) falls vacant mid-term due to retirement, resignation, a change in primary operating region or any unforeseen circumstance the following will occur:

(i) The Regional Executive (including Regional Vice Presidents, Regional Recording Secretary and Chief Shop Steward(s), in consultation with the Provincial Public Education Director, will appoint a member in good standing from the region into the position until the next regional election or by-election are held.

(ii) Should no valid nomination be accepted for the position the Regional Executive (as described above) in consultation with the Provincial Public Education Director may appoint a member in good standing from the region into the position until the next regional election or by-elections are held.

Submitted by: Jessica Chilton

Seconded by: Dave Deines

CARRIED

DEFEATED

**BYLAW 2018-17**

**WHEREAS:**

There are currently no bylaws that definitively determine the proper process for filling a shop steward that falls vacant mid-term.

**AND WHEREAS:**

There are currently no bylaws the definitively determine the proper process for filling a position should no valid station level nominations be received.

**THEREFORE, BE IT RESOLVED:**

That Bylaw 13.b14 be amended to read:

“The elections of all station level positions shall be held biennially, within the relative station.

(a) Station level positions shall be defined as: Shop Steward and Station Safety Representative.

(b) Nominations shall commence biennially on January 1 and shall remain open for a period of no less than three (3) weeks.

(c) Elections shall commence biennially on February 1 and shall remain open for a period of no less than three (3) weeks.

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

(e) For posts which require Platoon Safety Representatives, positions shall be elected from the pool of Station Safety Representatives within the relevant district.

(f) All positions shall be subject to an election commencing January 2013, with all positions subject to elections biennially thereafter.

(g) 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 sent to them in connection with their responsibilities as confidential. In 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’.

(h) The term of office for station level elections shall end on February 28<sup>th</sup>, biennially.

(i) 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

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office shall be declared vacant, and shall be filled by an appropriate station level election.

(j) Should a station level election not receive any valid nominations with acceptance, the Regional Executive shall appoint a member in good standing at the station, to the position, until the next time an election or by-election is held, in accordance with 13.b14(f).

(k) Should a Shop Steward position fall vacant mid-term due to resignation, retirement, a change in primary operating station or any other unforeseen circumstance, the Regional Executive may appoint a member in good standing at the station to the position until the next time an election or by-election is held, in accordance with 13.b14(f).”

Submitted by: Jessica Chilton

Seconded by: Dave Deines

CARRIED

DEFEATED

**BYLAWS 2018-18**

**WHEREAS:**

Our bylaws do not clearly capture the appropriate process for Sub-local 873-02 when an Executive position falls vacant within the sub-local.

**THEREFORE, BE IT RESOLVED:**

Bylaw 20.9 be added and read as follows:

20.9—By-elections

- (a) Where a position as defined by Article 20.7 (Chairperson) and Article 20.8 (Vice Chairperson) falls vacant midterm, the following will occur:
1. If the vacancy occurs within the six (6) months of the next regularly scheduled elections (held in the spring), then the Sub-local Executive including the Provincial President, will appoint to fill the vacancy until elections or by-elections are held.
  2. If the vacancy occurs prior to six (6) months of the next regularly scheduled elections, then the following will occur:
    - i. Per Article 13.a9, a call for nominations will be sent to the membership, allowing for no less than 21 days for 1<sup>st</sup>, 2<sup>nd</sup>, and Final Call.
    - ii. Nominees must be eligible and confirm acceptance in accordance with Article 13.a6 and 13.a8.
    - iii. Within fourteen (14) days of close of nominations, the Provincial Executive Board will convene a special board meeting (either in person, by web, or by phone conference) where elections will occur. Elections will occur in accordance with Article 13.b11(a). The 873-02 Recording Secretary will be invited to attend this meeting as well and cast a vote.
    - iv. As soon as possible, results of the by-election will be distributed to the membership and reflected in the meeting minutes.
    - v. Any position filled by elections as detailed above will be subject to regular elections (or by-elections) when regular elections for Sub-local 873-02 are scheduled.
- (b) Where the Sub-local 873-02 Recording Secretary position (as referenced in Article 20.1) or the Grievance Officer position (as defined in Article 20.6) fall vacant midterm, the following will occur:

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1. The remaining Sub-local Executive (including the Provincial President) will appoint a member in good standing to the position until regular elections or by-elections are held for the Sub-local in the spring.
2. If the Sub-local Executive is unable to appoint a member to the position, they may request from the Provincial Executive Committee, that a by-election be held. Such a by-election would be held in accordance with appropriate bylaws as outlined in this document.

Submitted by: Jessica Chilton

Seconded by: Dave Deines

CARRIED

DEFEATED

**BYLAWS 2018-19**

**WHEREAS:**

CUPE 873 has been striving to manage the large workload of our local;

**AND WHEREAS:**

Convention 2017 delegates provided direction for CUPE 873 to form a Committee to review the possible implementation of paid 'Business Agent' positions within our Union.

**AND WHEREAS:**

The Business Agent Committee researched the possible roles, prerequisites, cost, funding sources and possible benefit of such positions and also examined how Business Agents can be incorporated into our Union Officer structure, and how such incorporation would result in a change in roles or responsibilities for elected Union Officers;

**AND WHEREAS:**

The Business Agent Committee **does not** advise the use of Business Agents at this time;

**AND WHEREAS:**

The Business Agent Committee recommended the implementation of a Chief Grievance Officer at the May 2018 Provincial Executive Board meeting;

**AND WHEREAS:**

The Provincial Executive Board endorsed the Business Agent Committee recommendation and by way of motion appointed the temporary position of Chief Grievance Officer effective May 8, 2018;

**AND WHEREAS:**

The position of Chief Grievance Officer has had significant impact in grievance management for the local;

**AND WHEREAS:**

The role of Provincial Chief Grievance Officer will be required to approve resolves for both regional and provincial issues at an executive level;

**AND WHEREAS:**

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

**THEREFORE, BE IT RESOLVED:**

That Article 6.1 be amended as follows:

6.1 – Officers of Union

The officers of the Union shall be: Provincial President, Provincial 1st Vice-President (~~Chief Grievance Officer~~), Provincial 2nd Vice-President, **Provincial Chief Grievance Officer**, Provincial Secretary-Treasurer, Provincial Recording Secretary, Regional Vice-Presidents, Regional Recording Secretary, Chief Shop Stewards, Shop Stewards, three (3) Union Trustees, all of which must be members of Local 873 except as provided for in these By-laws. The Chairperson, Vice-Chairperson, Recording Secretary, Grievance Officer Sub-local 873-02 and Shop Stewards of Sub-Unit 873-02 are officers of Sub-Unit 873-02 except as other-wise provided for in these By-laws. All Officers must be elected in accordance with these Bylaws.

**FURTHER BE IT RESOLVED:**

That Article 7.1 be amended as follows:

7.1 – Executive Committee Members & Stipend

The Provincial Executive Committee shall be comprised of: Provincial President, Provincial 1st Vice President (~~Chief Grievance Officer~~), Provincial 2nd Vice President, **Provincial Chief Grievance Officer**, Provincial Secretary-Treasurer, Provincial Recording Secretary, all of which must be a member of either Local 873 or Sub-Unit 873-02, and the Chairperson of Sub-Unit 873-02. Each Provincial Executive Committee member shall receive a stipend not to exceed five hundred dollars (\$500.00) per calendar year.

**FURTHER BE IT RESOLVED:**

That Article 8.1 be amended as follows:

8.1 – 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 Chief Grievance Officer**, Provincial Secretary Treasurer, Provincial Recording Secretary, Chairperson of Sub-Unit 873-02, Regional Vice-Presidents and the Vice-Chairperson and Grievance Officer Sub-Local 873-02.

**FURTHER BE IT RESOLVED:**

That Article 9.2 be amended as follows:

9.2 – Provincial 1st Vice-President

The Provincial 1st Vice-President shall: (ARTICLE B.3.2)

- (a) If the President is absent or incapacitated, perform all duties of the President;
- (b) If the office of the President falls vacant, be Acting President until a new President is elected.
- (c) Render assistance to any member of the Provincial Executive Committee or Board as directed by the Provincial Executive Committee or Board;
- ~~(d) Hold the position of Chief Grievance Officer.~~
- (d) The Provincial 1st Vice-President or their designate shall hold the position of Paramedic Association of Canada representative at the Canadian Medical Association Conjoint Accreditation Committee.
- (e) Upon termination of office, promptly surrender all books, seals, monies, and other properties of the local to his/her successor in office.

**FURTHER BE IT RESOLVED:**

That a new position be established, with the creation of Bylaw 9.4, which reads:

Article 9—Duties of Officers

**9.4 – Provincial Chief Grievance Officer**

**The Provincial Chief Grievance Officer shall:**

- (a) Ensure grievance matters are advanced through the grievance process in a timely manner;**
- (b) Monitor regional grievances and assist RVP with any grievance related matter;**
- (c) Render assistance to any member of the Provincial Executive Committee or Board as directed by the Provincial Executive Committee or Board;**
- (d) Assist the Provincial Vice-Presidents in their duties as directed by the Provincial Executive;**
- (e) Represent and act as the Provincial 2nd Vice-President if that Officer is unable to fulfil their duties;**
- (f) Upon termination of office, promptly surrender all books, seals, monies, and other properties of the local to his/her successor in office.**

**FURTHER BE IT RESOLVED:**

That current bylaw articles listed under Article 9 – Duties of Officers, will be consequential re-numbered to accommodate the new Article 9.4 – Provincial Chief Grievance Officer.

**FURTHER BE IT RESOLVED:**

That Article 13.a1 be amended as follows;

13.a1—Call for Provincial Executive Nominations

Call for nominations for Provincial President, Provincial 1st Vice-President, Provincial 2nd Vice-President, **Provincial Chief Grievance Officer**, Provincial Secretary Treasurer, Provincial Recording Secretary shall be sent to the membership by station mailing, electronic e-mail and to the Recording Secretary of Sub-Unit 873-02 no later than ninety (90) days prior to the expiry of their office. Second and Third/Final call for nominations, and acceptance of nominations, must be completed no later than sixty (60) days prior to the expiry date of their terms of office. The list of valid nominees for the positions shall be sent to the membership by station mailing, electronic e-mail and to the Recording Secretary of Sub-Unit 873-02 no later than fifty (50) days prior to the Biennial Convention.

**FURTHER BE IT RESOLVED:**

That Article 13.a8 be amended as follows:

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 Chief Grievance Officer**, 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-Unit 873-02. 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.

**FURTHER BE IT RESOLVED:**

That Article 13.b1 be amended as follows:

13.b1—Election of Provincial Executive Committee

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

*\*\*footnote\*\**

*If the resolution to create the position of Provincial Chief Grievance Officer is passed, the new position will be filled in accordance with Bylaw 13.d3 if approved by Convention and CUPE National.*

Submitted by: Jason Jackson

Seconded by: Sherman Hillier

CARRIED

DEFEATED