

**LOCAL 709 BYLAWS**  
**APPROVED BY THE PROVINCIAL EXECUTIVE FEBRUARY 20-21, 2012**

*File No. 4480-097*

**1. NAME**

The name of the Local shall be Local 709 of the B.C. Government and Service Employees' Union.

**2. JURISDICTION**

- (a) The Local shall consist of all union members within the Component headquartered within the geographic area defined as area number 09 in the Component Bylaws.
- (b) The geographic boundaries of a Local may only be changed pursuant to the policy adopted by the Union's Provincial Executive and contained in Appendix A of these Bylaws.

**3. OBJECTS**

The objects of the Local shall be:

- (a) To maintain and train a steward body **and educate activists** within the Local.
- (b) To bring to the attention of the Component the wishes of the membership in the form of resolutions and recommendations.
- (c) To carry out ratification votes and such other referendums as are from time to time required.

**4. MEMBERSHIP**

- (a) Any person in the bargaining unit and within the Component shall be eligible to make application for membership to the Local. Applications shall be made by way of the "Application for Membership" card supplied by the Union. If the Local, for any reason, wishes to recommend rejection of any application for membership such recommendations shall be pursuant to Clause 4.2 of the Union's Constitution, any such recommendation shall be reported to the Component.
- (b) The Component Executive shall have the right, subject to the appeal procedures of the Union's Constitution, to reject any application for membership pursuant to Clause 4.2 of the Union's Constitution.

**5. INITIATION FEE**

An initiation fee, if prescribed by law, shall be payable to the Union.

**6. BYLAWS**

The Bylaws of the Local shall not be in any way inconsistent with the Bylaws of the Component or with the Bylaws and Constitution of the Union, and the Constitution of the Union shall be paramount.

**7. MEETINGS**

- (a) For the purpose of meetings, Local shall be as defined in Article 2 of these Bylaws.
- (b) Local meetings shall be held as determined by the Chairperson, or at the call of 50% of the stewards or 30% of the Local membership.

(c) Seven clear days' written notice shall be given of Local meetings with the exception of special meetings called by the Component Executive.

(d) Each Local should meet as often as necessary but in any event not less than twice a year. Such meetings shall be at the call of the Chairperson.

(e) The Order of Business of all Local meetings may include the following:

1. Call to Order
2. Reading of Minutes
3. Business Arising from Minutes
4. Communications
5. Convention Report
6. Provincial Executive Report
7. Component Executive Report
8. Financial Report
9. Reports of Officers and Committees
10. Reports of Stewards
11. Delegate Reports (Labour Council, CLC, NUPGE, BCFL)
12. Unfinished Business
13. Nominations, Elections and Installation of Officers
14. New Business
15. Good & Welfare
16. Adjournment

(f) As soon as possible and not more than 30 days after the date of the triennial elections, the Local Chairperson shall forward to the President a list of the officers and executive of the Local.

## 8. ELECTIONS

(a) Local nominating meetings of the Local shall be held at least 30 clear days before the date set for Local elections for the purpose of nominating candidates for all executive positions in the Local for the ensuing three-year term.

(b) The Chairperson of each Local shall sit on the Component Executive as of right. Additional members shall be elected to the Component Executive by the Local Executive from the Local Executive on a per capita basis. One for the first 500 members or part thereof who shall be the Chairperson of the Local and one for each additional 500 members or major part thereof pursuant to the Component Bylaws.

(c) Local elections shall be held triennially in March/April on a date to be fixed by the Local Executive.

(d) Table Officers to be elected at Local elections are a Chairperson, 1st Vice-Chairperson, 2<sup>nd</sup> Vice-Chairperson, Treasurer and Recording Secretary. These officers, plus four executive members-at-large, shall be elected for a three-year term, **or a balance thereof**, by a vote of the Local membership. The local may designate one member-at-large position to be filled by a young worker representative. (Young workers are defined as 29 years of age or younger.)

(e) The staff member assigned to the Local shall be a **non-voting** member of the Local Executive.

(f) All elections shall be by the absolute majority and second ballot system of elections as described in the Union Bylaws.

(g) There shall be no <sup>1</sup>"plumping". Where vacancies in office exist and more than one seat is to be filled, the membership will be clearly instructed as to how many vacancies are to be filled and the number of candidates they must vote for. Where practical this information will be contained on the ballot.

(h) **Election Dispute Procedure**

A. A member of a Local, eligible to cast a ballot, who alleges there has been an irregularity in the election procedure and wishes to challenge the election, may do so by advising the Chairperson of the Education, Scientific, Technical & Administrative Component, in writing, stating the reason(s) and the alleged irregularity. Where the local election being challenged is the same local as the Component Chairperson, the President shall appoint an alternate to investigate the complaint.

B. The written challenges must be received by the Chairperson of the Component within 10 calendar days of the results of the election being published. The Balloting Committee shall retain all ballots cast in a Local election in safekeeping for a minimum of 30 calendar days of the results of the election being published.

C. The Chairperson, upon receiving a complaint as per A and B above, shall investigate the matter. If, in the opinion of the Chairperson, there has been an irregularity, he/she shall order another ballot in respect to the election where the irregularity has occurred. The Chairperson's decision shall be final subject to the right of the member alleging the irregularity appealing to the Union's Provincial Executive through the President.

D. For the purposes of this procedure an irregularity shall be defined as any variance which may have affected the result of the election.

(i) In the case of nominations for Local Executive positions, a nomination form shall be made available to all members so that any member may nominate or be nominated for Local office. The nomination forms will be provided by the Local and distributed through the stewards. In accordance with the BCGEU Constitution and Bylaws, Bylaw section 2(g), all elections for local officers shall be by referendum.

**9. QUORUM**

(a) Fifty percent **plus** one of the Local Executive shall constitute a quorum for Local Executive meetings.

(b) Five members of the Local in attendance at a Local meeting shall constitute a quorum.

**10. ATTENDANCE**

Absence of a Local Executive member from two consecutive membership and/or executive meetings without just cause shall constitute grounds for dismissal from the Local Executive.

**11. NEGOTIATIONS**

(a) Bargaining Units

(i) All elections for Negotiating Committees shall be conducted no more than **12**, but not less than three months, prior to the expiry of the agreement. **The Negotiating Committee shall consist of three members, one of whom will be the Chairperson.**

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<sup>1</sup> The "no plumping" policy (e.g., PE Policy Section D, Policy 1) will require all members voting to cast a ballot for every office to be filled.

(ii) Where negotiations are being conducted at the bargaining unit level, recommendations and **proposals** for negotiations will be discussed at a **bargaining unit** meeting whenever possible. **In addition, a Staff Representative will be assigned to the Bargaining Committee.**

(iii) Nominations **to the Negotiating Committee** will be carried out in the same way as executive nominations, as outlined in Clause 8(i). The election procedure will be consistent with Clause 8(g) and (h) of these bylaws. A bargaining unit negotiating committee may be authorized by the Component Executive to elect the Chairperson from amongst its members. Where bargaining unit members are spread beyond one single geographic location, a referendum system of nominations and elections shall be utilized. **Election of an additional members** requires Component approval.

(iv) Notice of Meeting: Notices giving the details of the matters to be discussed under (i) and (iii) above will be made available to all members of the bargaining unit at least 10 days prior to the meeting being held. This notice may take the form of individual notices to members and/or posting on notice boards where applicable.

(v) **The** Negotiating Committee Chairperson and/or Staff Representative shall be charged with the responsibility of **communicating** with the designated employer regarding matters arising from the collective agreement. **Grievances** shall be handled as outlined in the collective agreement.

(vi) The Negotiating Committee shall have the authority to call bargaining unit meetings of the members and/or stewards.

## 12. GRIEVANCES

(a) No member will discuss any grievance with a supervisor without notifying his/her steward.

(b) All grievance forms will be signed by the aggrieved and/or appropriate union officers or staff member.

(c) A copy of all grievances will be forwarded to the area office immediately after they are forwarded to Step 2 of the grievance procedure.

(d) No steward will withdraw a grievance without the approval of the staff member.

(e) All grievances will be processed through the procedures contained in the Collective Agreement.

(f) (i) Area Grievance Appeal Committees shall be composed of a chairperson and two members elected from amongst the local chairs in each geographic area as outlined in Clauses 5.3 and 5.5 of the Union's Constitution.

(ii) Where a grievance is being appealed, the chair of that **local** may **attend the area grievance appeal hearing.**

(g) When a member's grievance, claim or appeal has been disallowed, a written appeal must be submitted within 10 days of the written decision disallowing the grievance, claim or appeal.

(h) The decisions of the Area Grievance Appeal Committees shall be final except for an appeal as per Clause 9.9 **(a)(iii)** of the Constitution.

**13. FINANCING**

- (a) Locals shall be financed by the Component.
- (b) The Component Treasurer shall establish budgets in consultation with Local Chairs for each Local.
- (c) The Component Treasurer shall disperse funds to Locals according to the guidelines set out by the Union's Finance Committee and directed by the Component Executive.
- (d) The Component Treasurer shall disperse an accounting of Local expenses to Local Chairs at Component Executive meetings.
- (e) The Component Treasurer shall make available to Local Chairs and Treasurers the accounting of Local budgets, upon request.
- (f) The Local shall adhere to the Union's financial policies as outlined in the BCGEU Financial Manual.

**14. RULES OF ORDER**

Rules of Order and procedure shall be those contained in Roberts' Rules of Order Revised where not inconsistent with the Constitution and Bylaws of the Union.

**15. EXECUTIVE**

- (a) The fiscal year of the Local shall end on the last day of December of each year.
- (b) The Executive of the Local shall act **on behalf of** the Local between Local meetings.
- (c) If a Local office becomes vacant during the term of office, a replacement shall be elected by the Local membership.
- (d) It shall be the duty of the Chairperson to preside at all meetings of the Local and to exercise supervision over Local affairs.
- (e) The Chairperson of the Local shall sit as a member of the Executive of the Component.
- (f) It shall be the duty of the 1st Vice-Chairperson to act in the absence of the Chairperson and to assist the Chairperson in the discharge of the duties of the Chair. In the absence of the Chairperson and the 1<sup>st</sup> Vice-Chairperson, the 2nd Vice-Chairperson shall so act.
- (g) It shall be the duty of the Recording Secretary to keep the minutes of the Local. The Recording Secretary shall reproduce and distribute the **draft** minutes of the Local in accordance with Component policy.
- (h) The Recording Secretary shall send **approved** copies of the minutes to the President and the Component **Chairperson, within 15 days of the local meeting.**
- (i) Monies shall be used for the purposes of conducting the affairs of the Local in accordance with the Union's financial policy.

**16. LABOUR COUNCIL**

- (a) The Local shall be an affiliate of the **District** Labour Council, **in their geographic area.**

(b) The Local's delegates to the Labour Council may be nominated at a Local meeting. Elections shall be as per the Bylaws contained in the Union's Constitution. Delegates shall be elected for a **three-year** term.

## 17. CONVENTIONS

(a) Delegates to B.C. Government and Service Employees' Union Triennial Constitutional Convention shall be elected from each Local's membership on the following basis: the Chairperson of each local within a component shall be a delegate for the first 100 members or part thereof and the local may elect one additional delegate for each additional 200 members or major part thereof.

(b) When a local elects its delegates to the Triennial Constitutional Convention, nominations shall exceed the number of delegates to be elected by at least two. The unsuccessful candidates shall be regarded as alternate delegates ranking in accordance with the number of votes received by them.

(c) Delegates to conventions of the Canadian Labour Congress, B.C. Federation of Labour, **and National Union of Public and General Employees** shall be selected by the Component Executive after the delegate entitlement and allocation has been determined by the Provincial Executive.

(d) Members may bring matters to convention **through** resolutions approved **at a local meeting**. **Approved resolutions will be forwarded to Component** at least 90 days prior to convention.

## 18. GENERAL

(a) No agreements contrary to the collective agreement or general policy of the Union shall be entered into by this Component, its Locals, bargaining units, bargaining councils or any of its members. This Component and its Locals shall not affiliate with any other organization without express written authority from the Union Executive.

(b) Members wishing to charge other member(s) with a breach of duty of the Constitution and Bylaws shall do so pursuant to Article 7 of the Union's Constitution.

(c) These Bylaws may be altered and/or amended by a majority vote of those members of the Local present at a meeting, providing that notice of motion has been served at least seven days prior to the meeting.

(d) These Bylaws and subsequent amendments must be submitted through the Component to the Union's Provincial Executive for approval.

## APPENDIX A

### Union Policy Regarding Changing of Local Boundaries

The Union's Provincial Executive at its regularly scheduled meeting held March 16, 1978 adopted the following procedure for the changing of Local boundaries. This policy has been adopted in response to the change in the Constitution and the commitment made at the 1977 BCGEU Convention to provide a method by which Locals could alter their boundaries to better serve the needs of the membership.

1. The Local wishing to change its boundaries shall serve the appropriate Component with a notice of motion containing the reasons why the request is being made, and reasonable proof that the proposed change is endorsed by the majority of the Local membership affected.
2. The motion referred to in (1) above must provide the Component with specific information on the change requested, including a description of the proposed new boundaries.
3. The Component, after considering the foregoing motion and hearing the views of the other Local(s) affected, will refer the matter to the Committee on Constitution & Structure with a recommendation for or against the change.
4. The Committee on Constitution & Structure, upon receiving a request for a Local boundary change endorsed by the appropriate Component, will have the Committee Secretary obtain a joint report from the area representatives concerned.
5. After considering all available information, the Committee on Constitution & Structure will make the appropriate recommendations to the Union's Provincial Executive for action.

This policy has been formulated not to discourage Locals from changing their boundaries, but to ensure that the rights and wishes of all the members concerned are fully protected. The Provincial Executive considers the changing of Local boundaries to be an important matter, and a great deal of care must be taken before any binding decisions are made.

All Locals considering changing their boundaries should pay special attention to the section of the policy which requires proof that the membership affected are involved in the decision and have an opportunity to have their views heard.

**APPENDIX B**

The Local shall establish the following committees whose members will be appointed by the Local Chairperson:

1. Bylaws Committee: 1st Vice-Chairperson (Chairperson)  
Two Executive Members
2. Finance Committee: Treasurer (Chairperson)  
Two Executive Members

The Local may establish the following committees whose members will be appointed by the Local Chairperson:

1. Membership Committee: Recording Secretary (Chairperson)  
Maximum of six Members
2. Resolutions Committee: Local Chairperson (Chairperson)  
Three Executive Members
3. Visiting & Counselling Committee: Executive Member (Chairperson)  
\_\_\_\_\_ Members
4. Balloting Committee: Executive Member (Chairperson)  
\_\_\_\_\_ Members
5. Stewards Committee: 2<sup>nd</sup> Vice-Chairperson (Chairperson)  
One Executive Member
6. Any other committees deemed necessary.

**APPENDIX C****Local Executive - Duties of the Table Officers****1. CHAIRPERSON**

- (a) It shall be the duty of the Chairperson to preside at all meetings of the Local and to exercise supervision over Local affairs.
- (b) The Chairperson shall be a representative from the Local to sit on the Component Executive. The Chairperson shall make a report on behalf of the Local at all Component Executive meetings.
- (c) The Chairperson shall appoint committees as required by the Bylaws.
- (d) The Chairperson shall chair the Local's Resolutions Committee.

**2. 1st VICE-CHAIRPERSON**

- (a) It shall be the duty of the 1st Vice-Chairperson to act in the absence of the Chairperson and to assist the Chairperson in the discharge of the duties of the Chair.
- (b) The 1st Vice-Chairperson shall chair the Local's Bylaws Committee.
- (c) Such other duties as assigned by the Local Chairperson or the Bylaws.

**3. TREASURER**

- (a) It shall be the duty of the Treasurer to establish **such services** as directed by the Local Executive and required by the Financial Manual.
- (c) The Treasurer shall chair the Local Finance Committee.

**4. 2nd VICE-CHAIRPERSON**

- (a) It shall be the duty of the 2nd Vice-Chairperson in the absence of the Chairperson and 1<sup>st</sup> Vice-Chairperson to assume the Chair and discharge the duties of the Chair according to the Bylaws.
- (b) The 2nd Vice-Chairperson shall chair the Local Stewards Committee.
- (c) Such other duties as may be assigned by the Chairperson or the Bylaws.

**5. RECORDING SECRETARY**

- (a) It shall be the duty of the Recording Secretary to keep the minutes of the Local. The Recording Secretary shall reproduce and distribute the **draft** minutes of the Local in accordance with Component policy.
- (b) The Recording Secretary shall chair the Local Membership Committee.
- (c) Such other duties as may be assigned by the Chairperson or the Bylaws.

Approved by the Local on February 2, 2011

Approved by the Component Executive on February 25, 2011

Approved by the Provincial Executive on **February 20-21, 2012.**