



Approved Resolutions

**CONSTITUTION
& BYLAWS**

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RESOLUTION CS 1

Bylaw 1 - Union of National Employees (UNE) Role and Function

Origin: National Executive

Bylaw 1

Language of origin: English

The Committee recommends **concurrence** in resolution CS 1.

The Union of National Employees will amend Bylaw 1 as presented in appendix "1".

Committee Rationale:

The Committee believes that the proposed changes provide greater clarity and flow to the Bylaws. The Committee further believes that the proposed changes better reflect the current reality.

Cost of Resolution:

No additional cost.

No dues increase.

RESOLUTION CARRIED AS SUBMITTED

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AMENDED RESOLUTION CS 2

Bylaw 2 – National Executive Duties and Responsibilities

Origin: National Executive
Bylaw 2

Language of origin: English

The Committee recommends **concurrence** in amended resolution CS 2.

The Union of National Employees will amend Bylaw 2 as amended in Appendix “2”.

Committee Rationale:

The Committee believes that the proposed changes provide greater clarity and flow to the Bylaws. The Committee further believes that the proposed changes better reflect the current reality.

Cost of Resolution:

No additional cost.
No dues increase.

RESOLUTION CARRIED AS AMENDED

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AMENDED RESOLUTION CS 3

Bylaw 3 - Locals

Origin: National Executive
Bylaw 3

Language of origin: English

The Committee recommends **concurrence** in amended resolution CS 3.

The Union of National Employees will amend Bylaw 3 as presented in Appendix "3".

Committee Rationale:

The Committee believes that the proposed changes provide greater clarity and flow to the Bylaws. The Committee further believes that the proposed changes better reflect the current reality

Cost of Resolution:

No additional cost.
No dues increase.

RESOLUTION CARRIED AS SUBMITTED

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RESOLUTION CS 4

Bylaw 4 – Membership, Duties and Responsibilities

Origin: National Executive

Bylaw 4

Language of origin: English

The Committee recommends **concurrence** in resolution CS 4.

The Union of National Employees will amend Bylaw 4 as presented in Appendix “4”.

Committee Rationale:

The Committee believes that the proposed changes provide greater clarity and flow to the Bylaws. The Committee further believes that the proposed changes better reflect the current reality.

Cost of Resolution:

No additional cost.

No dues increase.

RESOLUTION CARRIED AS SUBMITTED

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RESOLUTION CS 5

Bylaw 6 – Conventions and Committees

Origin: National Executive
Bylaw 6

Language of origin: English

The Committee recommends **concurrence** in resolution CS 5.

The Union of National Employees will amend Bylaw 6 as presented in Appendix “5”.

Committee Rationale:

The Committee believes that the proposed changes provide greater clarity and flow to the Bylaws. The Committee further believes that the proposed changes better reflect the current reality while respecting the Convention Steering Committee.

Cost of Resolution:

No additional cost.
No dues increase.

RESOLUTION CARRIED AS AMENDED

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RESOLUTION CS 6

Bylaw 7 - Discipline

Origin: National Executive

Bylaw 7

Language of origin: English

The Committee recommends **concurrence** in resolution CS 6.

The Union of National Employees will amend Bylaw 7 as presented in Appendix "6".

Committee Rationale:

The Committee believes that the proposed changes provide greater clarity and flow to the Bylaws. The Committee further believes that the proposed changes better reflect the current reality.

Cost of Resolution:

No additional cost.

No dues increase.

RESOLUTION CARRIED AS SUBMITTED

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RESOLUTION CS 7

Bylaw 8 – General Information

Origin: National Executive
Bylaw 8

Language of origin: English

The Committee recommends **concurrence** in resolution CS 7.

The Union of National Employees will add new Bylaw 8 as presented in Appendix “7”.

Committee Rationale:

The Committee believes that the proposed changes provide greater clarity and flow to the Bylaws. The Committee further believes that the proposed changes better reflect the current reality.

Cost of Resolution:

No additional cost.
No dues increase.

RESOLUTION CARRIED AS SUBMITTED

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COMPOSITE RESOLUTION CS 10 a) (CS 10 and CS 14)

This is a combination of Resolutions 10 and 14

Bylaw 2 – Duties of Officers

Origin: National Executive

Bylaw 2, Sec 18

Language of origin: English

The Committee recommends **concurrence** in composite resolution CS 10 a).

The Union of National Employees will

Add the following two paragraphs to Bylaw 2 Sec 18

The national executive vice-president:

- a) *is a full-time paid officer; (new)***
- b) *lives in the National Capital Region; (new)***

Set the salary of the NEVP at 85% of the President's or the salary of the NEVP's substantive position, whichever is greater.

Committee Rationale:

The Committee believes that the current workload encompassing 170 plus locals, 40 plus collective agreements, 30 plus consultation tables and 20,000 members is not sustainable with only one full-time paid officer.

The Committee further notes that the additional officer can be achieved without a dues increase.

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Cost of Resolution:

No additional cost.

No dues increase.

RESOLUTION CARRIED AS SUBMITTED

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RESOLUTION CS 12

Bylaw 2 - Composition

Origin: National Executive
Bylaw 2, Sec 1

Language of origin: English

The Committee recommends **concurrence** in resolution CS 12.

The Union of National Employees will divide the existing NCR-TB region into the following two regions:

- a) "Gatineau-TB", which would include all Locals that have most of their members in Gatineau; and
- b) "Ottawa-TB, which would include all Locals that have most of their members in Ottawa.

Because this will reduce the current disparity among regions;

Because this will result in a more equitable distribution of opportunities and services among UNE members;

Because the national executive will better reflect the UNE membership;
and

Because the existing size of the current NCR-TB is unsustainable.

Committee Rationale:

The Committee believes that the resolution will amount to a more equitable distribution of services among UNE members. The Committee further believes that the existing size of the current NCR-TB Region is unsustainable.

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Cost of Resolution:

This represents a dues rate increase of 0.0086%.

This represents an average dues increase of \$0.39 per month per deductee.

RESOLUTION CARRIED AS SUBMITTED

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RESOLUTION CS 9

Bylaw 6 - National Convention Venue

Origin: National Executive
Bylaw 6, Sec 7

Language of origin: English

The Committee recommends **concurrence** in resolution CS 9.

The Union of National Employees will amend Bylaw 6 Sec 7 to read as follows:

Bylaw 6 Sec 7

National Convention venue

~~The national executive recommends a component region for each Triennial Union of National Employees convention. The incoming National Executive will be tasked with the exact venue, place and costing within that selected component region for the next UNE Convention.~~

The place and date of each Convention shall be decided by the National Executive.

Committee Rationale:

The Committee believes that the resolution provides a more efficient and cost-effective manner for planning future conventions.

Cost of Resolution:

No additional cost.
No dues increase.

RESOLUTION CARRIED AS SUBMITTED

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SUPPLEMENTARY RESOLUTION CS 20

Changes to Equity-seeking delegates

Origin: National Executive
Bylaw 6, Section 15

Language of origin: English

The Committee recommends **concurrence** in supplementary resolution CS 20 as amended.

The Union of National Employees will amend Bylaw 6 Sec 15 as follows:

Equity-seeking delegates

Four equity-seeking groups—racially visible members; Aboriginals, First Nations, Métis and Inuit members; members with disabilities; and gay, lesbian, bisexual and transgendered members—will, at the Human Rights Conference preceding each Triennial Convention, each elect four delegates (for a total of 16 delegates) and their respective alternates to attend the next Triennial Convention.

These delegates and their alternates will be elected by the members of the same equity-seeking group that holds delegate status at the Human Rights Conference. The delegates and alternates will be gender balanced by group. A candidate is not required to attend the conference to run for a delegate or alternate position.

In the event that four members of an equity-seeking group are not elected at the Human Rights Conference, the human rights committee, in consultation with equity-group members present at the conference will appoint the delegates and alternates from that group.

This would now read as follows:

Four **Five** equity-seeking groups—racially visible members; Aboriginals, First Nations, Métis and Inuit members; members with disabilities; and lesbian, gay, bisexual and transgender members **and women**—will, at the Human Rights Conference preceding each Triennial Convention, each

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elect four delegates (for a total of 46 **20** delegates) and their respective alternates to attend the next Triennial Convention.

These delegates and their alternates will be elected by the members of the same equity-seeking group that holds delegate status at the Human Rights Conference. ~~The delegates and alternates will be gender balanced by group.~~ A candidate is not required to attend the conference to run for a delegate or alternate position.

In the event that four members of an equity-seeking group are not elected at the Human Rights Conference, the human rights committee, in consultation with equity-group members present at the conference will appoint the delegates and alternates from that group.

Bylaw 6 Sec 3 National Convention

The convention of the UNE comprises accredited delegates from locals, national executive officers and their assistants, representatives of the human rights committee of the UNE, the 46 20 equity-group delegates elected at the UNE Human Rights Conference and two youth delegates.

Amended by committee to:

Bylaw 6 Sec 3 National Convention

The convention of the UNE comprises accredited delegates from locals, national executive officers and their assistants, representatives of the human rights committee of the UNE, the 16 equity-group delegates, **and four delegates from the Women's Caucus** elected at the UNE Human Rights Conference and two youth delegates elected by each region.

Committee Rationale:

The Committee believes that the intent of the resolution is to have four women delegates elected by the women's caucus at the Human Rights

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Conference. Therefore, the Committee believes that Bylaw 6 Sec 3 is a viable way to achieve the same result.

Cost of Resolution:

This represents a dues rate increase of 0.0007%.

This represents an average dues increase of \$0.03 per month per deductee.

RESOLUTION CARRIED AS SUBMITTED