



# GENERAL MEETING AGENDA

**Date:** Thursday, March 19, 2020  
**Time:** 10:45 AM and 19:30 PM  
**Place:** Local 111 Union Hall – 326 12<sup>th</sup> Street,  
 New Westminster, BC

**\*\*Due to the cancellation of the February 27, 2020 GM meeting, the February and March GM meetings will be combined.\*\***

## AGENDA:

### 1) MINUTES OF THE PREVIOUS MEETING

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

### 2) BYLAW MOTIONS

#### MOTION 1:

Existing ByLaw

**6.07** Violation or abuse of these rights and privileges of membership, or engaging in conduct prohibited by this section, shall be considered conduct unbecoming a union member. The Executive Board of Local 111 has the option of invoking Article 22 of these Bylaws.

***Be Amended to Read:***

6.07 Violation or abuse of these rights and privileges of membership, or engaging in conduct prohibited by this section, shall be considered conduct unbecoming a union member. The Executive Board of Local 111 has the option of filling charges under the Article 18C of Unifor Constitution.

#### MOTION 2:

Existing ByLaw **7.0:**

*Preamble*

All meetings shall be governed by Bourinot's Rules of Order in accordance with the Unifor National Union and the Canadian Parliament. The Chair shall remind all members present of the Unifor Harassment Policy. A minimum of fourteen (14) days posted notice is required to hold a General Membership and/or Property Meeting.

***Be Amended to Read:***

All meetings shall be governed by Bourinot's Rules of Order in accordance with the Unifor National Union. The Chair shall remind all members present of the Unifor Harassment Policy. A minimum of fourteen (14) days posted notice is required to hold a General Membership and/or Property Meeting.

#### MOTION 3:

Existing ByLaw

**9.01(b)**

Members at Large

Property Rep – BTC

Property Rep – NVTC

Property Rep – OTC

Property Rep – PCTC

Property Rep – RTC

Property Rep – STC

Property Rep – VTC

Chief Job Steward – VTC

**Be Amended to Read:**

**9.01(b)**

Members at Large

Property Rep – BTC

Property Rep – HTC

Property Rep – RTC

Property Rep – PCTC

Property Rep – STC

Property Rep – VTC

Chief Job Steward – VTC

MOTION 4:

As per Unifor National recommendations Existing ByLaw **12.02 (b)** shall be removed and 12.02 (c) to be renumbered as 12.02 (b)

MOTION 5:

Existing ByLaw

**16.01:** Only members in good standing of Local 111 shall be eligible for election to any office.

**Be Amended to Read:**

16.01: Only members in good standing of Local 111 shall be eligible for election to any office with the exception of Executive Office Positions. Please refer to 9.05 (Re: Executive Office positions eligibility)

MOTION 6:

Existing ByLaw

**16.11** All Members are automatically nominated for all eligible offices. Members who wish to accept nominations must indicate their intentions in writing in the manner prescribed in the Notice of Nominations.

**Be Amended to Read:**

All Members are automatically nominated for all eligible offices office with the exception of Executive Office Positions. Please refer to 9.05 (Re: Executive Office positions eligibility). Members who wish to accept nominations must indicate their intentions in writing in the manner prescribed in the Notice of Nominations.

MOTION 7:

Existing ByLaw

**16.24** Advance poll for the runoff election shall be held on the first Tuesday in June, one (1) week prior to the run off during the hours of 0830 – 1600 at the Local 111 Union Hall in New Westminster.

**Be Amended to Read:**

16.24 Advance poll for the runoff election shall be held on the Tuesday, one (1) week prior to the run off during the hours of 0830 – 1600 at the Local 111 Union Hall in New Westminster.

MOTION 8:

Existing ByLaw

**17.13** The recall must then follow the procedure laid out in Article 15 Section E subsection (b) through (d) inclusive of the Unifor National Constitution. One quarter (1/4) of the members they represent shall sign a petition listing the specific complaints against the representative and file it with the Local. Local 111 shall notify the representative of the specific complaints and Local 111 shall give seven (7) days notice to the Membership for a Recall Meeting. Fifty percent (50%) of the members they represent must be present at the recall meeting to establish a quorum. A two-thirds (2/3) vote of the members present at the special meeting is required to recall.

**Be Amended to Read:**

17.13 The recall must then follow the procedure laid out in Article 15 Section E of the Unifor National Constitution. One quarter (1/4) of the members they represent shall sign a petition listing the specific complaints against the representative and file it with the Local. Local 111 shall notify the representative of the specific complaints and Local 111 shall give seven (7) days notice to the Membership for a Recall Meeting. Fifty percent (50%) of the members they represent must be present at the recall meeting to establish a quorum. A two-thirds (2/3) vote of the members present at the special meeting is required to recall.

MOTION 9:

Existing ByLaw

**18.15** Article 16 Section 11 of the Unifor National Constitution sets out the circumstances under which a member is not required to pay dues in a particular month.

***Be Amended to Read:***

18.15 Article 16 Section 3, 10, and 11 of the Unifor National Constitution sets out the circumstances under which a member is not required to pay dues in a particular month.

MOTION 10:

Existing Bylaws **9.01(a), 9.12, 16.44 and 18.48** Replace Community Shuttle Representative to CTS Officer in all appearances

MOTION 11:

Existing ByLaw

**18.46** Mileage Expenses

An allowance of 40 cents per kilometre is to be paid to them, for travel incurred on Local 111 business, except between home and the workplace. Application for mileage is to be fully documented to show distance traveled, locations visited and, in the case of an extraordinary expense, reason to travel.

***Be Amended to Read:***

18.46 Mileage Expenses

Mileage Expenses shall be paid to them in accordance with Unifor National Policy for Travel, for travel incurred on Local 111 business, except between home and the workplace. Application for mileage is to be fully documented to show distance traveled, locations visited and, in the case of an extraordinary expense, reason to travel.

MOTION 12:

Existing ByLaw

**18.61** Delegate Per Diems

(a) Local 111 will pay a per diem of thirty dollars (\$30.00) per day for the elected BC Federation of Labour Delegates, VDLC Delegates, FVLC Delegates, and the NWDLC Delegates, Council or Convention Delegates, and City Council Watch Delegates while attending Local meetings.

(b) Local 111 will pay a per diem of seventy five dollars (\$75) per day for delegates going out of town including the travel day(s).

***Be Amended to Read:***

18.61 Delegate Per Diems

All per diem expenses will be paid in accordance with Unifor National Expense policy.

MOTION 13:

Existing ByLaw

Article 22 DISCIPLINE

**22.01** Any member working in a certified bargaining unit who does not pay their dues, fines or assessments is, at midnight of the first day following two (2) calendar months from the day such fines, dues, assessments become payable, or is a member whose conduct has been deemed unbecoming by the Local 111 Executive Board (refer to Article 6 of these Bylaws), shall be suspended from the membership at the discretion of the Local 111 Executive Board. While under suspension, a member forfeits all rights, benefits and privileges of any and all kind provided by the Unifor National Constitution and the Local 111 Bylaws.

**22.02** A member suspended under this section shall be reinstated upon payment of all monies owing plus a reinstatement fee of one hundred and fifty dollars (\$150).

**22.03** Any member summoned to appear before the Executive Board to explain their conduct or actions must attend. The Executive Board is authorized to book off the member. Payment for lost wages is at the discretion of the Executive Board.

***Be Amended to Read:***

Article 22 DISCIPLINE

Refer to Article 18 C of Unifor National Constitution regarding all discipline.

MOTION 14:

Submitted by Bruce Murray Sen # 55398 BTC

*Existing ByLaw*

**10.02** Property Representatives

The Property Representatives shall preside over their respective Property Meetings. They shall be ex-officio members of all Committees dealing with their respective Property business with the exception of the Election Committee. They shall represent their Property at the Executive Board Meetings. If a Property representative is also successful in being elected to the Sheet/Service Review Committee and/or the Sign Up Committee and as the Property Representative is an ex-officio member of those committees, The Property Representative's name will be excluded from the results of that position and all other candidates will move up one spot.

10.03 Chief Job Stewards

(a) The Chief Job Steward shall assume the duties and authority of the Property Representative in the Property Representative's absence and shall lend all possible assistance to the Property Representative.

(b) The Chief Job Steward at their respective Property shall attend the Executive Board Meetings in the event their Property Representative is unable to attend.

(c) The VTC Chief Job Steward shall be the second representative of said Property on the Executive Board.

***Be Amended to Read:***

10.02 Property Representatives

The Property Representatives shall preside over their respective Property Meetings. They shall be ex-officio members of all Committees dealing with their respective Property business with the exception of the Election Committee. They shall represent their Property at the Executive Board Meetings. If a Property Rep or VTC Chief Job Steward is also successful in being elected to any other position and as the Property Rep is ex-officio member of these committees, the Property Rep and VTC CJS name will be excluded from the results of that position and all other candidates will move up one spot.

**10.03** Chief Job Stewards

(a) The Chief Job Steward shall assume the duties and authority of the Property Representative in the Property Representative's absence and shall lend all possible assistance to the Property Representative.

(b) The Chief Job Steward at their respective Property shall attend the Executive Board Meetings in the event their Property Representative is unable to attend.

(c) The VTC Chief Job Steward shall be the second representative of said Property on the Executive Board.

(d) If VTC Chief Job Steward is also successful in being elected to any other position VTC CJS name will be excluded from the results of that position and all other candidates will move up one spot.

MOTION 16:

Submitted by Bruce Murray Sen # 55398 BTC

*Existing ByLaw*

**14.02** Remuneration

(b) Pre-Bargaining Meetings shall be paid at current wage rates. Actual Bargaining Meetings that exceed seven and a half (7 ½) hours shall be paid at Table Officers' rates. In the event that Bargaining sessions are lengthy or over an extended period of time, a member may apply to the Local Union Executive Board for further reimbursement. (No payment shall be made without valid receipts.) Full disclosure of rates paid for Bargaining shall be reported by the Financial Secretary at the next General Membership Meeting.

***Be Amended to Read:***

14.02 (b) (Proposed Amendment)

Pre Bargaining meetings shall be paid at current wage rates. Actual Bargaining Meetings that exceed seven and a half (7 ½) hours shall be paid at Table Officers rates for all hours in addition to the seven and a half (7 ½) hours. This shall include the President as the ex-officio chair of the bargaining committee.

MOTION 17:

Submitted by Jas Paul Sen # 82134 VTC

*New ByLaw:*

**14:10** Bargaining Committee shall release all information without giving details of monetarily issues at 12.01 AM 1 day before ratification vote.

MOTION 18:

Submitted by Dave Dhillon Sen # 51130 STC

*New ByLaw:*

**14:20** Any letter of understanding signed between union and employer must be approved by membership in general meeting.

MOTION 19:

Submitted by Dave Dhillon Sen # 51130 STC

*Existing ByLaw*

**15:03 (b)** The election for the Election Committee shall be held at the October General Membership Meetings. On the day of the October General Membership meeting from 08:30 to 21:30 at the Local 111 Union hall in New Westminster, and shall be conducted by the Sergeant at Arms.

**Be Amended to Read:**

**15:03 (b)** The election for the Election Committee shall be held at the October General Membership Meetings. On the day of the October General Membership meeting from 08:30 to 21:30 at all depots, and shall be conducted by the Sergeant at Arms.

MOTION 20:

Submitted by Robby Sidhu Sen # 73047 RTC

*Existing ByLaw*

**15.04** The Election Committee shall consist of three (3) members in good standing. They shall be elected for a term of three (3) years.

**Be Amended to Read:**

**15.04** The Election Committee shall consist of three (3) members in good standing plus two alternates who will fill in whenever the elected members are not available. They shall be elected for a term of three (3) years.

MOTION 21:

Submitted by Bruce Murray Sen # 55398 BTC

*New ByLaw*

**16:01 (b)** A member may stand for the position of President, 1st Vice President, 2nd Vice President, Financial Secretary and Recording Secretary, in addition they may stand for position of bargaining representative only. A member elected to above position and bargaining representative. The position of bargaining representative will be passed to the candidate running for the bargaining rep with the next most votes.

MOTION 22:

Submitted by Colin Wormworth Sen # 74624 RTC

*Existing ByLaw*

**16.03** No member shall hold, or stand for election to, any office based solely upon the Job Classification of Community Transit Services Operator if that member is not a Community Transit Services Operator.

**16.04** No member shall hold, or stand for election to, any office based solely upon the Job Classification of Community Transit Services Operator if that member has not been a Community Transit Services Operator for 12 months immediately prior to the date of the election.

**Be Amended to Read:**

**16:03** (If passes will replace 16:03 & 16:04) All elected positions should be open to all members of the local. The membership should be the deciding factor on whether someone is capable of holding a position whether it will be either convention or CTS operator.

MOTION 23:

Submitted by Stacey Avitan Sen # 45449 RTC

*New ByLaw*

**16:14** Nomination shall be accepted for the following elected positions at a depot level shall include.

- a) Property Rep
- b) Chief Job Steward
- c) Health and Safety
- d) Sheet, Service and Sign Up Rep (The merging of sheet and service with sign up for conventional and community transit shuttle respectively)
- e) VIW Rep
- f) Delegates (as per required by Unifor National Constitution)
- g) Spareboard Rep

The Election Committee shall decide on the number of positions based on each depot requirements.

MOTION 24:

Submitted by Krista Lee Hanson Sen # 67451 VTC

*Existing ByLaw*

16.21 The election of all Officers, elected Committee Members and Delegates shall take place on the last Wednesday in May. Polling times will be from 1200 Wednesday until 1700 the next day (Thursday) at all Properties.

***Be Amended to Read:***

16.21 The election of all Officers, elected Committee Members and Delegates shall take place on the last Wednesday in May. Polling times will be from 1200 Wednesday until 1700 the next day (Thursday).

MOTION 25:

Submitted by Krista Lee Hanson Sen # 67451 VTC

*Existing ByLaw*

16.23 If a runoff election is required for the Table Officers and/or Trustees it will take place two (2) weeks after the previous election from 12:00 Wednesday until 17:00 the next day (Thursday) at all properties.

***Be Amended to Read:***

16.23 If a runoff election is required for the Table Officers and/or Trustees it will take place two (2) weeks after the previous election from 12:00 Wednesday until 17:00 the next day (Thursday).

MOTION 26:

Submitted by Paul Takhar Sen # 49685 BTC

*Existing ByLaw*

16.33 Candidates should accept responsibility for any campaign material distributed on their behalf. Campaign materials need to be removed by the candidate, or someone designated by the candidate, from all properties by 1800 hrs the day prior to any election.

***Be Amended to Read:***

16.33 Candidates should accept responsibility for any campaign material distributed or posted on their behalf. Campaign materials should be removed by the candidates, or someone designated or the person who was responsible for posting from all properties by 1800 hrs the day prior to any election. There shall be no campaign including but not limited to electronic paper, verbal or text message after 1800 the day prior to any election.

MOTION 27:

Submitted by Paul Takhar Sen # 49685 BTC

*Existing ByLaw*

16.43 Only Candidates names and the offices for which they are standing shall be printed on the ballots. The applicable Notice of Candidates and their photos shall be posted on the Union Bulletin Board at each Property. Their names and photos will remain posted during Election Days.

***Be Amended to Read:***

16.43 Only Candidates names and the offices for which they are standing shall be printed on the ballots. The applicable Notice of Candidates shall be posted on the Union Bulletin Board at each Property.

MOTION 28:

Submitted by Bruce Murray Sen # 55398 BTC

*Existing ByLaw*

16:48 Each Candidate shall have the right to have one (1) scrutineer present when the votes are cast and when they are counted at no expense to the Union. No Candidate may be a scrutineer for another Candidate within the current election. The scrutineer must be a member of the Local Union.

***Be Amended to Read:***

16:48 Scrutineers:

- (a) Each Candidate shall have the right to have one (1) scrutineer present when the votes are cast and when they are counted at no expense to the Union. No Candidate may be a scrutineer for another Candidate within the current election. The scrutineer must be a member of the Local Union. Scrutineers will be allowed in the room to observe the counting of ballots in order to challenge any issues as they arrive. All challenges must be made directly to the judge of elections.
- (b) Scrutineers will remain away from tables but within eyesight distance of the ballots being counted.

MOTION 29:

Submitted by Paul Takhar Sen # 49685 BTC

*New ByLaw*

16:49 Election Committee shall conduct elections for the following positions and combinations. If an additional depot opens, a list can be updated for a particular depot based on the membership.

- a) President – None
- b) 1st Vice President – Delegates and Bargaining Committee
- c) 2nd Vice President – Delegates and Bargaining Committee
- d) Financial Secretary – Delegates and Bargaining Committee
- e) Recording Secretary – Delegates, Bargaining and Property Committees
- f) Community Shuttle Rep – Delegates, Bargaining and Property Committees
- g) Trustees – Delegates, Bargaining Committee, Property Committees, and Chief Job Steward with the exception of VTC as this position is on the E-Board
- h) Sergeant at Arms – Delegates, Bargaining Committee, Property Rep, Chief Job Steward, and Property Committees.
- i) Bargaining Committee – All but President
- j) Equity Unifor and BC Fed Delegates – All, with the exception of President
- k) Regular Unifor and BC Fed Delegates – All, with the exception of President.
- l) Property Representatives – Sergeant at Arms, Bargaining Committee, Delegates, and Property Committees.
- m) Chief Job Stewards - Sergeant at Arms, Bargaining Committee, Delegates, and Property Committees
- n) Property Committee Reps (Spareboard, Sign Up, Sheet/Service Review and Safety) - Trustee, Sergeant at Arms, Bargaining Committee, Delegates, Property Reps, and Chief Job Steward.

MOTION 30:

Submitted by James R Forsyth Sen # 50186 RTC

*New ByLaw*

16:50 No member shall accept a nomination or run for more than one elected position at any property.

MOTION 31:

Submitted by Aman Sharma Sen # 83826 STC

*New ByLaw*

16:50 No member shall be allowed to run for more than 2 elected positions within our local elections.

MOTION 32:

Submitted by Bruce Murray Sen # 55398 BTC

*New ByLaw*

16:50 (b) Any member running in a local property election may only hold a maximum of two (2) positions for the duration of the election period.

MOTION 33:

Submitted by Dave Dhillon Sen # 51130 STC

*New ByLaw*

16:80 Polling Clerks

An equal opportunity must be given to all volunteers wishing to be polling clerks by using the draw of all names received in the presence of third party ie: support staff.

MOTION 34:

Submitted by Raj Purewal Sen # 45346 VTC

*Existing ByLaw*

18.12Local 111 Union dues shall be set at three (3) hrs per month as per Article 16 Section 9 of the Unifor National Constitution.

***Be Amended to Read:***

18.12Local 111 Union dues shall be set at Two (2) hrs and Forty Five (45) minutes per month as per Article 16 Section 9 of the Unifor National Constitution.

MOTION 35:

Submitted by Braden Fox Sen # 84801 RTC

*Existing ByLaw*

18:41 (b) Compensating for the irregular and demanding work schedule the rate 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.

***Be Amended to Read:***

18:41 (b) Compensating for the irregular and demanding work schedule the rate shall be set at one point five (1.5) times the top rate of a Conventional Transit Operator as set forth in the Employers Wage Schedule within the Collective Agreement. This reimbursement will apply to all the Table Officers and their substituted members.

MOTION 36:

Submitted by Braden Fox Sen # 84801 RTC

*Existing ByLaw*

18.48 The Community Shuttle Representative 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 ½) paid hours per day.

***Be Amended to Read:***

18:48 The Community Shuttle Representative shall be compensated one point four (1.4) times the top rate of a CTS Operator as set forth in the employer's wage schedule within the Collective Agreement to a maximum of seven and a half (7 ½) paid hours per day.

MOTION 37:

Submitted by Keith Story Sen # 43957 RTC

*New ByLaw*

18:48 The Property Reps or any member substituting the above shall be compensated one point two (1.2) 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 ½) paid hours per day. The reimbursement will only be applicable when the above mentioned reps are on union business on their respective properties.

MOTION 38:

Submitted by Greg Fairleigh Sen # 72071 VTC and Colin Wormworth Sen # 74624 RTC

*New ByLaw*

18:48 (f) All property reps & CJS's shall drive for minimum Two (2) days and minimum 15 hrs per week unless approved by 2 Executive Officers.



MOTION 39:

Submitted by Raj Purewal Sen # 45346 VTC

*Existing ByLaw*

18.71 Death Benefit Fund

A levy of two dollars (\$2.00) per member, per month based upon the membership list provided by the Employer shall be set aside in a Death Benefit Fund. The levy shall be in addition to the dues set out in the Unifor National Constitution. The sole purpose of this fund shall be to provide a two thousand dollar (\$2000.00) benefit to the designated beneficiary of a member who has passed on. It is payable to the beneficiaries of those members who have contributed to the Fund since February 18, 2000. (A copy of the death certificate must be submitted.)

***Be Amended to Read:***

18.71 Death Benefit Fund

A levy of One dollar and fifty cents (\$1.50) per member, per month based upon the membership list provided by the Employer shall be set aside in a Death Benefit Fund. The levy shall be in addition to the dues set out in the Unifor National Constitution. The sole purpose of this fund shall be to provide a two thousand dollar (\$2000.00) benefit to the designated beneficiary of a member who has passed on. It is payable to the beneficiaries of those members who have contributed to the Fund since February 18, 2000. (A copy of the death certificate must be submitted.)

MOTION 40:

Submitted by Raj Purewal Sen # 45346 VTC

*Existing ByLaw*

18.72 Gift and Retirement Fund

(a) A levy of One dollar and fifty cents (\$1.50) per member, per month based upon the monthly dues list shall be set aside in a Gift and Retirement Fund. The levy shall be in addition to the dues set out in the Unifor National Constitution.

***Be Amended to Read:***

18.72 Gift and Retirement Fund

(a) A levy of Two dollars (\$2.00) per member, per month based upon the monthly dues list shall be set aside in a Gift and Retirement Fund. The levy shall be in addition to the dues set out in the Unifor National Constitution.

MOTION 41:

Submitted by Raj Purewal Sen # 45346 VTC

*Existing ByLaw*

18.73 Union in Politics Fund

(a) A levy of two dollars (\$2.00) per member, per month based upon the monthly dues list shall be set aside in a Union in Politics Fund. The levy shall be in addition to the dues set out in the Unifor National Constitution.

***Be Amended to Read:***

18.73 Union in Politics Fund

(a) A levy of One dollar (\$1.00) per member, per month based upon the monthly dues list shall be set aside in a Union in Politics Fund. The levy shall be in addition to the dues set out in the Unifor National Constitution.

MOTION 42:

Submitted by Dave Dhillon Sen # 51130 STC and Jas Paul Sen # 82134 VTC

*New ByLaw*

18.91 (c) List of all elected/unelected booked off on union leave shall be made available to membership at every general meeting.

MOTION 43:

*Submitted by Bylaws Committee*

At the end of the Bylaws Meeting, Bylaws Committee will have right to renumber the existing Bylaws in order to accommodate the new Bylaws as part of House Keeping.

### 3) NOTICES OF MOTION

(a) Balkar Sandhu (82778) submits a Notice of Motion for a donation of \$500.00 for the VTC Pool Tournament. The money covers the cost of the Tournament and prizes. This tournament has been in place and successful in bringing Members together in Solidarity for many years.

Submitted by Balkar Sandhu VTC #82778

(b) I, Manzoor Ahmed Wani (82966) move that Unifor Local 111 proceed to request the membership to vote to take my termination of my employment on August 22, 2018 to Arbitration.

Submitted by Manzoor Ahmed Wani #82778

### 4) DONATIONS

### 5) OFFICERS' REPORT

### 6) TRUSTEES REPORT – 4<sup>th</sup> Quarter 2019

### 7) NEW BUSINESS

The next Executive Board meeting will be held on **March 5th 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](mailto:RecSec@Unifor111.com)



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