

# CUPE 391 Constitution and By-Laws Survey

The Union reviews its constitution and by-laws every few years to make sure that the document is relevant and practical for the membership. Since the constitution was last modified in January 2004, there have been several changes to our organization which have had repercussions for our union. For example, the increase in service hours at Central and Area Branches have made it challenging to schedule our Annual General Meeting (AGM) at a time when 90% of the membership is not working. The following survey will provide information to our Constitution Committee to see where, if any, changes should be proposed. Changes made to our constitution require a two-thirds majority vote at a General Meeting, and the approval of CUPE National.

You can find a copy of our current constitution on our website under “Business”, [www.cupe391.ca](http://www.cupe391.ca), and a print copy has been sent to each worksite with this survey.

**Please send completed surveys to the Union office (internal mail in an envelope marked “Union”)**

## **Special Meetings – referring to by-law 1c**

Special Meetings should be scheduled when the following percentage of the membership is *not* scheduled to work:

- 50%
- 70%
- Other: \_\_\_\_\_

## **AGM – referring to by-law 1e**

The AGM should be scheduled when the following percentage of the membership is *not* scheduled to work:

- 60%
- 70%
- 80%
- 90%
- Other: \_\_\_\_\_

## **Elections – referring to by-laws 1d, 2 and 3**

Elections for the union executive and other officers should be held in the following manner:

- At the AGM
- By a mail-in ballot
- At an all day polling station
- On-line
- Other: \_\_\_\_\_

## **All-Candidates meeting – referring to by-laws 2 and 3**

The nominated candidate should be able to share her/his platform with the membership:

- At the AGM
- At an all-candidates meeting
- At the union’s website
- Other: \_\_\_\_\_

**Nominating Committee – referring to by-law 8d**

Membership of the Nominating Committee should be:

- Voted on in the same manner as the Union Executive and Trustees
- Appointed by the Union Executive
- Other: \_\_\_\_\_

**Bargaining Committee – referring to by-law 8e**

Membership of the Bargaining Committee should be:

- Voted on in the same manner as the Union Executive and Trustees
- Appointed by the Union Executive
- Other: \_\_\_\_\_

**Grievance Committee – referring to by-law 8f**

Membership of the Grievance Committee should be:

- Voted on in the same manner as the Union Executive and Trustees
- Appointed by the Union Executive
- Other: \_\_\_\_\_

**Occupational Health and Safety Committee – referring to by-law 8a**

Membership of the OH&S Committee should be:

- Voted on in the same manner as the Union Executive and Trustees
- Appointed by the Union Executive
- Other: \_\_\_\_\_

**Parties and gifts – referring to by-laws 11a, 11b, and 11c**

The amounts expended for parties and gifts should:

- Increase
- Remain the same
- Decrease

**Delegation expenses – referring to by-law 11d**

The amounts expended for members to attend union related work should:

- Increase
- Remain the same
- Decrease

**Charitable Donations – referring to by-law 12**

The Union should add making an annual donation to an “International Relief Fund” as well as to the defined “Charitable Organizations Fund” and “Labour Organizations Fund”. (The amount donated is determined annually at the AGM – in the past we have donated a total of \$750 to various charities.)

- Yes
- No

**Other issues for the Constitution Committee to consider:** \_\_\_\_\_

\_\_\_\_\_

**Thank You!**

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