

PSAC YO25
General Meeting
April 24th, 2019
6-730pm

Agenda

1. By-law changes; proposed language attached (vote needs to be a 2/3 approval of those in attendance in order to adopt)
2. Approval of proposed budget
3. Appointment to Sec/Tres position (if By-law passed to separate into two positions)

Proposed Bylaw Changes

1. By-law 4, Section 1

Add at bottom of section 1: The position of Secretary/Treasurer can be combined into one position or may be separated into two positions.

Rationale: allows for more flexibility when filling positions on the Executive. Sometimes not enough people or someone would rather only take on one duty and some prefer to take on both.

Add Director, Watson Lake Hospital to the list of Executive members

Rationale: this position was never added following the amalgamation of Watson Lake Hospital.

2. By-law 4, Section 13

Add a new section 13: Members of the Executive Committee will be paid a per-diem of \$150 per meeting day to attend a minimum of 4 and a maximum of 6 Executive Committee meetings annually. In order to qualify for the per-diem Executive members must attend meetings on a regular basis and actively participate in their role on the Executive Team. Per-diems would be paid out twice per year.

Rationale: historically we have been unable to maintain our executive team. Every year we are faced with the prospect of losing our local union representation in the workplace. Without a local we would be absorbed by YEU. YEU would be unable to provide the same presence in the workplace that having a local does. The employer would have more freedom if their activities were not routinely monitored and we would have far less leverage when it comes to things such as bargaining our contract. \$150 is in line with what other non-profits and various Boards/Committees pay. By stipulating executive members must attend meetings routinely, actively participate and by paying twice per year we would be able to eliminate those who do not have a vested interest in actively participating in the local.

If approved would be retroactive to Sept 12th 2018 AGM

3. By-law 4, Section 13-17

Remove this entire section and add a new By-law #15 with the following language

Discipline

Discipline of elected Executive members, Local Executives, Shop Stewards and other members will be dealt with pursuant to the principles and procedures expressed in the PSAC Constitution and Regulations.

Section 1 – Grounds for Discipline

A PSAC, Regional Council, Component, Local, Area Council officer or member, who violates the following provisions, is guilty of an offence:

- a) violates any of the provisions of the PSAC Constitution or these bylaws;
- b) obtains membership or solicits membership by misrepresentation;
- c) institutes, urges or advocates that a member institute action in a court of law against the PSAC, any of its constituent parts or any of their officers without first exhausting all remedies through appeal within the PSAC;
- d) other than through proper Component channels, advocates or attempts to bring about the withdrawal from the PSAC, its Regional Councils, Components or Locals of any member or group of members;
- e) publishes or circulates among the members, false reports or misrepresentations;
- f) works in the interest of a rival organization;
- g) slanders, libels or willfully wrongs an officer of the PSAC, its Regional Councils, Components, Locals or Area Councils;
- h) uses abusive language or disturbs the peace of any meeting or around any office or meeting place of the PSAC, its Regional Councils, Components, Locals or Area Councils;
- i) fraudulently receives or misappropriates any monies due to the PSAC, its Regional Councils, Components, Locals or Area Councils;
- j) uses the name of the PSAC for soliciting funds or advertising without the consent of the AEC; .
- k) furnishes without prior authority a list or any information on the membership of the PSAC, its Regional Councils, Components or Locals, to any person or persons other than those whose official position in the PSAC, its Regional Councils, Components or Locals, would entitle them to have such information;
- l) deliberately interferes with an official of the PSAC or its Components, in the discharge of duties;
- m) engages in any other conduct prejudicial to the good order and discipline of the PSAC;
- n) is a worker in a legal strike position, who either crosses the picket line or is paid by the employer not to participate in strike action, or performs work for the employer, unless required to do so by law, or who voluntarily performs struck work;
- o) being a PSAC, Regional Council, Component or Local Officer who willfully does not initiate disciplinary action against scabs as defined in paragraph (n) of this Section; or
- p) sexually or personally harasses another member.

Section 2 - Complaints

Complaints must be in writing and must be presented to the appropriate body for consideration:

Allegations Against	Appropriate Receiving Body	Appropriate Validating Body	Deciding Body-Membership Suspension	Deciding Body Removal from Office	Deciding Body Removal from all PSAC Offices
Member	Local President	Component	NBoD	Component National Executive	NBoD
Local President	Local 1 st Vice President***	Component	NBoD	Component National Executive	NBoD
Directly Chartered Local (DCL) member	Local President	Regional Executive Vice-President	NBoD	Regional Council	NBoD
Regional Councils/Committees	Regional Executive Vice-President	Regional Council	NBoD	Regional Council	NBoD
Alliance Executive Committees (AEC)	PSAC National President	NBoD	NBoD	NBoD	NBoD
Component President	Component 1 st or National Vice-President	Component National Executive	NBoD	Component National Executive	NBoD
Component National Officers	Component President	Component National Executive	NBoD	Component National Executive	NBoD
NBoD	PSAC National President	NBoD	NBoD	NBoD	NBoD
PSAC National President	PSAC National Executive Vice-President	Alliance Executive Committee	NBoD	NBoD	NBoD

***if the 1st Vice-President is named in the allegations, the next Local Executive Officer not named in the allegations.

Section 3 – Investigation and Disciplinary Procedure

Every complaint filed shall be handled pursuant to the procedures laid out in the PSAC Constitution and Regulations.

Rationale: our language needs to conform to the language that was adopted nationally by PSAC.

