

BYLAW RESOLUTIONS

BYLAW 2019-01

WHEREAS:

In 1998 a resolution was passed adding Article 3.10 to the Bylaws;

AND WHEREAS:

The Bylaw Resolution as passed in 1998 referred to a “Holding Society” to own title to real property;

AND WHEREAS:

In April 1999, the Union Treasurer at the time in consultation with a solicitor set up an incorporated company rather than a society;

AND WHEREAS:

Changing to a society at this point would result in needless expense and offer no benefit;

THEREFORE, BE IT RESOLVED:

That Article 3.10 be deleted and replaced with the following new Article 3.10:

Article 3.10 Holding Corporation

The Ambulance Paramedics of BC (Local 873) Holding Corporation means a corporation which includes as one of its purposes the holding of real property in trust for the benefit of the members of the Union, and which has the Union as its sole shareholder.

Submitted by: Lorraine Till
Seconded by: Dave Deines

CARRIED

DEFEATED

BYLAW 2019-02

WHEREAS:

At Convention 2018 a bylaw resolution passed to change regional elections to April.

THEREFORE, BE IT RESOLVED:

Bylaw 13.b(5) be amended to read:

The elections of all Regional Officers and Regional Committees shall be held biennially in April.

Submitted by: Jessica Chilton

Seconded by: Cameron Eby

CARRIED

DEFEATED

BYLAW 2019-03

WHEREAS:

Bylaws 14.2 still refers to Regional Vice Presidents and the Chairperson of 873-02 appointing returning officers for their regions/sub-unit delegate elections;

AND WHEREAS:

With the online voting for delegates the elections are no longer handled by the regions/sub-unit;

THEREFORE, BE IT RESOLVED:

That Bylaw 14.2 be amended to read:

14.2 Elections officer

The Provincial Recording Secretary shall be the Elections (Returning) Officer responsible for carrying out the election of delegates to Convention

Submitted by: Lorraine Till

Seconded by: Jessica Chilton

CARRIED

DEFEATED

BYLAW 2019-04

WHEREAS:

At Convention 2018 a Bylaw resolution was passed to change regional elections to April;

THEREFORE, BE IT RESOLVED:

That Bylaw 15.b2(a)(ii) be amended to read; “One (1) Regional director per region to be elected biennially during the regional executive elections in April.”

Submitted by: Lorraine Till

Seconded by: Jessica Chilton

CARRIED

DEFEATED

BYLAW 2019-05

WHEREAS:

At convention 2018 the Directors of Health and Wellness, Safety, Public Education, and CISM were included as voting members of the Provincial Executive Board;

AND WHEREAS:

Bylaw 4.7 (b) sets out the quorum for Provincial Executive Board Meetings;

AND WHEREAS:

Bylaw 4.7(b) only makes reference to Regional Vice-Presidents as forming the quorum;

THEREFORE, BE IT RESOLVED:

That bylaw 4.7(b) be amended to read:

(b) A quorum for the Provincial Executive Board meeting shall not be fewer than three (3) of the Provincial Executive Committee members, and a majority of the other voting members of the Provincial Executive Board or their assigned designates.

Submitted by: Lorraine Till
Seconded by: Dave Deines

CARRIED

DEFEATED

BYLAW 2019-06

WHEREAS:

The role of Critical Incident Stress Coordinator has changed since its implementation;

AND WHEREAS:

The title and responsibilities of the role as outline in the bylaws require amendment to reflect the work being completed;

THEREFORE, BE IT RESOLVED:

That Bylaw 15.b12 be amended as follows:

MENTAL HEALTH AND WELLNESS COORDINATOR

The mental health and wellness coordinator shall:

- (a) Be elected biennially at Convention
- (b) Assist members in preparing and processing WSBC claims and navigating the Duty to Accommodate process in conjunction with the Director of Health and Wellness
- (c) Represent the membership on matters of mental health and psychological injury, also to ensure the membership has a high level of awareness in matters relating to Critical Incident stress
- (d) Assisting the Director of Health and Wellness as required or requested
- (e) Undertake studies or projects as directed by the Provincial Executive Committee or Board
- (f) Participate in relevant training as approved by the Executive Committee or Board

FURTHER BE IT RESOLVED:

That any other areas of the bylaws that mention Critical Incident Stress Coordinator be amended to read; Mental Health and Wellness Coordinator

Submitted by: Melanie Stephens

Seconded by: Cameron Eby

CARRIED

DEFEATED

BYLAW 2019-07

WHEREAS:

The 873 Negotiations Committee members serve four-year fixed terms, regardless of when the collective bargaining may occur;

AND WHEREAS:

Elections may occur during active bargaining and a change in committee members at the table could have a negative impact on the progress and outcome.

THEREFORE, BE IT RESOLVED:

Bylaw 15.b(1) be amended to read:

15.b(1) Negotiations Committee

(a) There shall be one (1) Negotiating Committee who shall function under the direction of the Provincial Executive Board. The function of this committee is to prepare collective bargaining proposals and to negotiate collective agreements and amendments to Collective Agreements. The committee shall be responsible for the content of any proposed contract settlement presented to the membership

(b) A chairperson of the committee shall be elected from within the committee by committee members

(c) Three (3) members shall be elected biennially for a four (4) year term

(d) The negotiating Committee shall be comprised of six (6) members, three (3) from full time, and three (3) from on call ranks.

(e) Sub-Unit 873-02 shall elect three (3) of their members in good standing to their Negotiating Committee. The term of the office shall expire upon ratification of a collective agreement. The Provincial President or their designate (who must be a member of the Provincial Executive Committee) and the chairperson of Sub unit 873-02 shall be members of the Negotiating committee ex-officio. The Negotiating Committee shall, under the direction of the Provincial Executive Committee, establish procedures for seeking input from their members, as well as negotiating and ratifying collective agreements. The CUPE National Representative assigned to the sub unit shall be consulted in all matters regarding or related or relating to collective bargaining with the employer prior to ratification.

(f) Should the term for a committee member or members contemplated in (c) above end during an active round of collective bargaining, the change of office for this/these committee member(s) will occur on the completion of the active collective bargaining. Completion of the active collective bargaining will be considered the successful ratification of the tentative agreement being negotiated.

Resolutions to Convention 2019

Submitted by: Cameron Eby
Seconded by: Dave Deines

CARRIED

DEFEATED

BYLAW 2019-08

WHEREAS:

The rate for Union Shift Coverage hasn't increased in two years;

AND WHEREAS:

There is a need for the Union Shift Coverage rate to match the employer's pay rates in order to attract members to fill the shifts;

AND WHEREAS:

This will result in approximately a 25% increase in the cost of shift coverage;

THEREFORE, BE IT RESOLVED:

That Bylaws 10.5(d) and (e) be combined and amended as follows:

(d) Any member who voluntarily works a union switch shift for another member to engage in authorized Union business will be paid either the following rate or their regular rate of pay as determined by the dues check off list, whichever is less:

EMR/PCP/PCPIV	\$33.34
UC EMR/PCP/PCPIV	\$37.54
EMCT	\$32.86
EMD	\$37.59
EMD – CHARGE/DS/DO	\$42.97
ACP	\$40.38
ACP UC	\$44.57
ITT/CCP	\$46.58
ITT/CCP UC	\$50.76

Submitted by: Lorraine Till
Seconded by: Dave Deines

CARRIED

DEFEATED

BYLAW 2019-09

WHEREAS:

The current rates of pay offered to members providing union coverage is significantly less than most APBC member's normal hourly rate of pay, thus creating a situation where finding union coverage is increasingly difficult. By increasing the union rates, members may be more willing to provide union coverage.

THEREFORE, BE IT RESOLVED:

That Bylaw 10.5(d) be amended to read:

Any member who voluntarily works a regularly scheduled shift for another to attend any official Union function be paid at the following hourly rate:

PCP	\$33.34
PCP - UC/DS	\$37.54
EMD	\$37.59
EMD - Charge/DS	\$41.89
ACP	\$40.38
ACP - UC/DS	\$44.57
ITT/PPP	\$46.58
ITT/PPP - US/DS	\$50.76

Submitted by: Ted Harrison

Seconded by: Andrew Hilland

CARRIED

DEFEATED

BYLAW 2019-10

WHEREAS:

The rate for Union Shift Coverage hasn't increased in two years;

AND WHEREAS:

There is a need for the Union Shift Coverage rate to match the employer's pay rates in order to attract members to fill the shifts;

AND WHEREAS:

This will result in approximately a 25% increase in the cost of shift coverage;

THEREFORE, BE IT RESOLVED:

That Bylaws 10.5(d) and (e) be combined and amended as follows:

(d) Any member who voluntarily works a union switch shift for another member to engage in authorized Union business will be paid either the following rate or their regular rate of pay as determined by the dues check off list, whichever is less:

EMR/PCP/PCPIV	\$33.00
UC PCP/PCPIV	\$37.00
EMCT	\$32.00
EMD	\$37.00
EMD Charge/DS/DO	\$42.00
ACP	\$40.00
ACP UC	\$44.00
ITT/ CPP	\$46.00
ITT/ CPP UC	\$50.00

Submitted by: Lorraine Till
Seconded by: Dave Deines

CARRIED

DEFEATED

BYLAW 2019-11

WHEREAS:

The rate for Union Shift Coverage hasn't increased in two years;

AND WHEREAS:

There is a need for the Union Shift Coverage rate to match the employer's pay rates in order to attract members to fill the shifts;

AND WHEREAS:

This will result in approximately a 25% increase in the cost of shift coverage;

THEREFORE, BE IT RESOLVED:

That Bylaws 10.5(d) and (e) be combined and amended as follows:

(d) Any member who voluntarily works a union switch shift for another member to engage in authorized Union business will be paid either the following rate or their regular rate of pay as determined by the dues check off list, whichever is less:

EMR/PCP/PCPIV	\$32.00
UC PCP/PCPIV	\$35.00
EMCT	\$30.00
EMD	\$35.00
EMD Charge/DS/DO	\$40.00
ACP	\$38.00
ACP UC	\$42.00
ITT/ CPP	\$44.00
ITT/ CPP UC	\$48.00

Submitted by: Lorraine Till
Seconded by: Dave Deines

CARRIED

DEFEATED

BYLAW 2019-12

WHEREAS:

10.5–Shift Coverage(a) The Union shall be responsible for the cost of shift coverage for travel time up to a 24 hour period before and after any meeting that may be set up by the Provincial Union Executive, and shall reimburse part time members on Union business at their regular rate of pay, not to exceed 84 hours combined Union and Employer hours. Call out reimbursement will not exceed the 16 hour maximum, per 24 hour period. (b)Any member who voluntarily works a regularly scheduled shift for another to attend any official Union function be paid the following hourly rate:
PCP \$27.00PCP -UC/DS\$30.50EMD\$30.00EMD -CHARGE/DS. \$34.00ACP \$32.75ACP -UC/DS\$36.00ITT/CCP\$37.00ITT/CCP -UC/DS \$41.0

THEREFORE, BE IT RESOLVED:

That Bylaw 10.5 be amended as follows.

10.5–Shift Coverage

(a) The Union shall be responsible for the cost of shift coverage for travel time up to a 24 hour period before and after any meeting that may be set up by the Provincial Union Executive, and shall reimburse part time members on Union business at their regular rate of pay, not to exceed 84 hours combined Union and Employer hours. Call out reimbursement will not exceed the 16 hour maximum, per 24 hour period.

(b)Any member who voluntarily works a regularly scheduled shift for another to attend any official Union function be paid the following hourly rate:

PCP	\$32.00
PCP-UC/DS	\$35.50
EMD	\$35.00
EMD-CHARGE/DS	\$39.00
ACP	\$36.75
ACP-UC/DS	\$40.00
ITT/CCP	\$41.00
ITT/CCP-UC/DS	\$44.00

Submitted by: Scott Sywake
Seconded by: Kathy Sywake

CARRIED

DEFEATED

BYLAW 2019-13

WHEREAS:

The current rates of pay offered to members providing union coverage is significantly less than most APBC member's normal hourly rate of pay, thus creating a situation where finding union coverage is increasingly difficult. By increasing the union rates, members may be more willing to provide union coverage.

THEREFORE, BE IT RESOLVED:

That Bylaw 10.5(d) be amended to read:

Any member who voluntarily works a regularly scheduled shift for another to attend any official Union function be paid at the following hourly rate:

PCP	\$29.00
PCP - UC/DS	\$32.50
EMD	\$32.00
EMD - Charge/DS	\$36.00
ACP	\$34.75
ACP - UC/DS	\$38.00
ITT/CPP	\$39.00
ITT/CPP - US/DS	\$43.00

Submitted by: Ted Harrison
Seconded by: Andrew Hilland

CARRIED

DEFEATED

BYLAW 2019-14

WHEREAS:

Bylaw 14.5 requires delegates to complete a written report to the membership at regional meetings.

AND WHEREAS:

Attendance at regional meetings is typically low, and this bylaw is often not enforced.

THEREFORE, BE IT RESOLVED:

Bylaw 14.5 be amended to read:

All delegates to Convention and Seminars shall provide a complete written report to be submitted to the Provincial Recording Secretary no later than one month following the event. The report will be posted on the APBC or EDBC website.

Submitted by: Jessica Chilton

Seconded by: Cameron Eby

CARRIED

DEFEATED

BYLAW 2019-15

WHEREAS:

Region 2 West Public Education events have grown exponentially faster than anticipated and requests for Paramedics and Dispatchers to attend have also increased.

AND WHEREAS:

The workload for one Regional Director in 2 West has become unmanageable for such a large area.

THEREFORE, BE IT RESOLVED:

Article 15.b2 subsection (a) ii. Be written to state:

One (1) Regional director in regions 1 North, 1 South, 2 east, 3, 4 and 5-8

iii. Region 2 West contain two (2) regional directors splitting region 2 west into 2-NorthWest and 2-West. Region 2 West directors would share events in Vancouver and work closely with the Provincial Public Education Director for larger scale events.

iv. Region 2-NorthWest director handles Sea to Sky, Burnaby, North & West Van, Richmond. Region 2-West director handles Surrey, Langley, New West, Pitt Meadows, Port Moody, POCO, White Rock and Ladner.

Submitted by: Megan Nelson

Seconded by: Jordan Lawrence

CARRIED

DEFEATED

BYLAW 2019-16

WHEREAS:

The last paragraph of Bylaw 14.3(a) reads “Members must reside in the region where they run and are elected. Members who move out of the region prior to Annual Convention will be replaced by alternates”;

AND WHEREAS:

The words “reside” and “move” don’t accurately convey the intent that members are to be elected for the region they are attached to for their full time/regular part time station or on call primary operator;

AND WHEREAS

We have many members who are commuters;

THEREFORE, BE IT RESOLVED:

That the last paragraph of Bylaw 14.3(a) be amended to read: “Members must have their station/post (for full time/regular part time) or primary operator (for on call) in the region where they run and are elected. Delegates who report for a posting or lateral out of the region prior to Annual Convention will be replaced by alternates.”

Submitted by: Lorraine Till

Seconded by: Jessica Chilton

CARRIED

DEFEATED

BYLAW 2019-17

WHEREAS:

9.10 – Shop Stewards

The Shop Stewards shall:

(a) Have positions established as follows:

ii. In the case of Sub-Unit 873-02, be a minimum of one (1) and a maximum of two (2) per Operations Call Centre (OCC) or worksite. If a OCC or worksite is comprised of more than 100 employees, then be a minimum of four (4) and a maximum of ten (10). Sub-unit 873-02 Shop Stewards will be elected at the Annual General Membership meeting for Sub-unit 873-02, or at any point deemed necessary by the Chairperson of Sub-Unit 873- 02 in an election by the members of the relevant OCC or worksite only, in accordance with these Bylaws.

THEREFORE, BE IT RESOLVED:

9.10 – Shop Stewards

The Shop Stewards shall:

(a) Have positions established as follows:

ii. In the case of Sub-Unit 873-02, be a minimum of two (2) and a maximum of four (4) per Operations Call Centre (OCC) or worksite. If a OCC or worksite is comprised of more than 100 employees, then be a minimum of four (4) and a maximum of ten (10). Sub-unit 873-02 Shop Stewards will be elected at the Annual General Membership meeting for Sub-unit 873-02, or at any point deemed necessary by the Chairperson of Sub-Unit 873- 02 in an election by the members of the relevant OCC or worksite only, in accordance with these Bylaws.

Submitted by: Matthew Bordewick

Seconded by: Ashton Paradis

CARRIED

DEFEATED

BYLAW 2019-18

WHEREAS:

The CUPE sets out the authorization process for expenditures;

AND WHEREAS:

Other CUPE locals reiterate the Constitution requirements in their bylaws for clarity;

AND WHEREAS:

Our bylaws are not clear as to the authorization for how union monies are to be spent;

AND WHEREAS:

The process should be clear and transparent to the membership;

AND WHEREAS:

The original Bylaw 5.1(b) had a comma after the word “meeting’ and before the word “no sum,” and that in subsequent versions it was replaced with a period, even though that created a first sentence that made no sense;

THEREFORE, BE IT RESOLVED:

That Bylaw 5.1 be amended to renumber 5.1(b) and 5.1(c) to 5.1(d) and 5.1(e), and to add a new 5.1(b) as follows:

- (b) The Local Union will pay out funds under the following circumstances:
 - (i) When the expenditure has received prior authorization through an approved budget;
 - (ii) When these Bylaws approve the expenditure; or
 - (iii) Through a motion made and carried at Convention, a Provincial Executive Board Meeting, or a Provincial Executive Committee meeting;
 - (iv) Authorization to pay per capita tax to CUPE National, CUPE BC Division, or any labour organization the Local Union is affiliated with, is not required.
- (c) No member of Local 873 or 873-02 will be allowed to spend any Local Union funds without first having received authorization under Bylaw 5.1(b).
- (d) Except for ordinary expenses and bills, as approved by the members of Local 873 at regional membership meetings, no sum over fifty dollars (\$50.00) shall be voted at the regional level for the purpose of a grant or contribution to a member or any cause outside C.U.P.E., except by a notice of motion given in writing and dealt with at the following Provincial Executive Board meeting.
- (e) The provisions of (a), (b), (c) and (d) above apply to Sub-Unit 873-02, except that any motion to expend funds must be approved by the Provincial Executive Committee prior to the funds being expended.

Resolutions to Convention 2019

Submitted by: Lorraine Till
Seconded by: Dave Deines

CARRIED

DEFEATED

BYLAW 2019-19

WHEREAS:

Bylaw 10.1(a) sets out the meal allowances payable by the union;

AND WHEREAS:

The amounts set out therein have not been updated since 2010;

AND WHEREAS:

This resolution proposes only a \$5.00 increase in the total amount for a whole day;

AND WHEREAS:

The meal allowance policy has not been linked to the Bylaws;

THEREFORE, BE IT RESOLVED:

That Bylaw 10.1(a) be amended to read as follows:

- (a) A member engaged in union business shall be entitled to a meal allowance, following the guidelines set out in Policy 5.10 or such other Policy as may be created from time to time, the amount to be the greater of the rates set out in the current Collective Agreement, or the following rates: Breakfast \$16.50, Lunch \$18.50, Dinner \$30.00. Receipts are not required to be submitted when claiming the meal allowance or less, but should be retained should Canada Revenue Agency request them.

Submitted by: Lorraine Till

Seconded by: Cameron Eby

CARRIED

DEFEATED

BYLAW 2019-20

WHEREAS:

The mileage allowance set by CUPE is \$0.58 per Kilometer

AND WHEREAS:

We have historically matched the amount of the CUPE mileage rate or the Collective Agreement mileage rate;

THEREFORE, BE IT RESOLVED:

That Bylaw 10.7 – Vehicle Allowance be amended as follows:

10.7 Members, while driving on Union business shall be entitled to vehicle allowance in accordance with the rate established in the current Collective Agreement, or fifty-eight (58) cents per kilometer, or the rate set by CUPE BC, whichever is greater, using the formula by Revenue Canada.

Submitted by: Lorraine Till

Seconded by: Cameron Eby

CARRIED

DEFEATED

BYLAW 2019-21

WHEREAS:

Bylaw 10.8 provides that expenses are to be submitted within 30 days;

AND WHEREAS:

Expense claims are being submitted for expenses up to a year later;

AND WHEREAS:

It becomes difficult to verify the reason for expenses when they are submitted after a significant gap in time;

THEREFORE, BE IT RESOLVED:

That Bylaw 10.8 Expenses be amended to read:

10.8 Expenses

The above expenses should be submitted within one (1) month on a standard expense voucher to the Provincial Secretary-Treasurer. The Secretary-Treasurer is authorized to approve claims for expenses incurred more than three (3) months prior under extraordinary circumstances only.

Submitted by: Lorraine Till

Seconded by: Dave Deines

CARRIED

DEFEATED

BYLAW 2019-22

WHEREAS:

In 2009 the dues were decreased from 1.4% to 1.25%;

AND WHEREAS:

The cost of shift coverage is having to increase to match the employers' rate in order to attract people to work union shifts, and in many cases the Union is having to resort to bill back coverage;

AND WHEREAS:

There are increasing costs associated with arbitrations;

AND WHEREAS:

The cost of maintaining and running the union office has increased—staff wages, utilities, property taxes, strata maintenance fees, cost of supplies and equipment;

AND WHEREAS:

The Union need to perform the work to protect our members' Collective Agreement rights;

THEREFORE, BE IT RESOLVED:

That Bylaw 11.03 be amended to read as follows:

11.3 Dues

The bi-weekly dues shall be 1.4% of total wages plus the percentage of per capita tax payable to CUPE National.

Submitted by: Lorraine Till

Seconded by: Cameron Eby

CARRIED

DEFEATED

BYLAW 2019-23

WHEREAS:

Bylaw 15.b15 Social Media Director was copied from the wording for the Website Administrator;

AND WHEREAS:

Not all terminology was amended to read Social Media Director in Bylaw 15.b15(i);

THEREFORE, BE IT RESOLVED:

That any reference to Website Administrator in Bylaw 15.b15(i) be amended to read Social Media Director

Submitted by: Lorraine Till

Seconded by: Dave Deines

CARRIED

DEFEATED

BYLAW 2019-24

WHEREAS:

The 2019-2021 Strategic Plan 2.2.3 includes the development of a charitable giving strategy, for the purpose of raising awareness of APBC and CUPE 873/873-02 amongst the public, with the additional benefit of giving our members the opportunity to engage with the public;

AND WHEREAS:

The implementation and administration of a charitable giving strategy requires a significant amount of work to maintain, update and enhance;

AND WHEREAS:

Charitable giving provides a great opportunity for Paramedics and Dispatchers to connect with the public, however, must be done in a responsible manner;

AND WHEREAS:

There is currently no official union position for this role.

THEREFORE, BE IT RESOLVED:

That a new position be established, with the creation of bylaw 15.b18, which reads:

15.b18 – Charitable Giving Director

The Charitable Giving Director shall:

(a) Be selected through the following process:

i. An expression of interest (EOI) for the number of positions required will be posted and open to all members in good standing of CUPE 873, 873-02 and 873-03. The EOI will list the prerequisites and requirements of the role. The EOI will allow for no less than twenty-one (21) days for applicants to be received.

ii. The Provincial Executive Committee shall consider all applicants, based on qualifications and suitability for the role, and appoint to fill the vacant position(s). If no qualified applicants are found, the Provincial Executive Committee may consider an external contractor to fill the role.

iii. Appointments will be for a two-year term, starting on February 1, 2020.

(b) Treat all information and accounts he/she has access to and stewardship over as confidential, and not disclose this information or provide access to any other unauthorized person(s).

(c) Perform all duties in accordance with Union Policies on public communications and the principles outlined in the Union Strategic Plan.

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(d) Work closely with the Union Public Education Committee to optimize the Union's public presence.

(e) Perform other work at the direction of the Provincial Executive Committee and/or Board.

(f) Participate in relevant training as approved by the Executive Committee or Board.

(g) A member may be removed from the Charitable Giving Director position by the Provincial Executive Board at any time for any reason provided; however, the member must be advised of the Board's intention prior to removal and given reasonable opportunity to appear before the Board. If a member is removed, then he/she is no longer a Charitable Giving Director once they have received notice of their removal. A member may appeal his/her removal to the Board, within ninety (90) days of removal.

(h) At the end of term, orientate and provide all materials and information to his/her successor.

Submitted by: Sarah Patch
Seconded by: Megan Nelson

CARRIED

DEFEATED