**[Proposed Bylaw Update 2022](C:\\Users\\mholdbro\\OneDrive - City of Guelph\\FileShare\\CofG Documents\\Union\\Collective Agreements & Bylaws\\Bylaws\\CUPE 973 Bylaw - 2021 Revision.docx)**

[**Current Bylaw Approved by National in 2019**](file:///C:\Users\mholdbro\OneDrive%20-%20City%20of%20Guelph\FileShare\CofG%20Documents\Union\Collective%20Agreements%20&%20Bylaws\Bylaws\CUPE%20973%20Bylaws%20APPROVED%20by%20National%202019.docx)

**Added to Section 5 – Voting of Funds**

Any operating expenses not exceeding seven hundred fifty (750) dollars shall not require prior membership approval.

**Added to Section 6 – Duties of Officers and Stewards (and removed from Section 14 – Committees)**

The Wellness Coordinators shall:

Provide members with appropriate tokens of condolences, sympathy, congratulations or well wishes, depending on the member’s situation as per the below scenarios:

Retirement

~~The amount of $10.00 will be contributed for each year of service in the Local. Additionally, our Union will match the monetary denomination in the form of a gift up to the maximum dollar amount for each year of service to the Local;~~

Ensure that members who retire receive a gift in the amount of $20.00 per year of service at their date of retirement.

Years of Service

~~For 20, 25, 30, 35 (and so forth) years of service, members will receive a $50 gift card for a restaurant. Seniority list highlighting member to be attached to request.~~

Following the below list, provide members with a gift card in appreciation of their years of service. The seniority list highlighting the member and their seniority start date is to be attached to the request.

For 20 years - $50

For 25 years - $75

For 30 years - $100

For 35 years - $125

For 40 years - $150

**Added to Section 9 – Honorariums and Reimbursements**

Wellness Coordinators- **$50** per month

**Update to Section 10 – Fees, Dues and Assessments**

## Monthly Dues

The monthly dues shall be ~~a half (0.5)~~ one (1) percent over what CUPE National and Ontario (combined) charges for per capita tax and any additional levy’s, of gross pay.

**Update to Section 13 – Delegates to Conventions**

Travel Expenses

Mileage will be paid at the current ~~‘City of Guelph’~~ Canada Revenue Agency (CRA) rate for all union business. When several members are traveling from the same location to the same location, car-pooling is encouraged.

**Added to Section 14 – Committees**

Mobilization Committee:

This Committee shall consist of three (3) or four (4) members selected by the Executive Board prior to the start of negotiations. The purpose of this committee is to engage members during the bargaining of a new collective agreement and to show unity between the Negotiating Committee and the members.

The Committee will provide the Bargaining Committee feedback from members about what issues are important to them to bring to the bargaining table.

The Committee will prepare members for the possibility of a strike and will have a strike plan in place if a strike cannot be avoided. The Mobilization Committee will be the member’s liaison between the members and the Bargaining Committee and the bargaining process.

Kids Christmas Party:

The City and County will provide a Christmas party for members and their children either separately or jointly. If separately, the Committees shall comprise between two (2) and four (4) members and if jointly, the Committee shall comprise between four (4) and eight (8) members and may appoint a secretary-treasurer from among its members.