

BYLAWS

PUBLIC SERVICE ALLIANCE OF CANADA, LOCAL NO. 22000

ARTICLE I - NAME AND JURISDICTION

1. The name of this organization will be Public Service Alliance of Canada, Local No. 22000 (Directly Chartered), it being chartered as Local 22000 of the Public Service Alliance of Canada, affiliated with the Canadian Labour Congress. The Public Service Alliance of Canada, Local 22000 (Directly Chartered), hereinafter referred to as the "Local Union", shall be governed by the following Bylaws and by the *Constitution and Regulations of the Public Service Alliance of Canada* to which these Bylaws are supplemental and subordinate, except insofar as is required in order to maintain the trade union status of the Local Union under the *BC Labour Relations Code*.

ARTICLE II - OBJECTS

1. The purpose and objects of the Local Union are:
 - a) The regulation in British Columbia of relations between First Nations Health Authority and its employees through collective bargaining,
 - b) To unite all workers within a single, democratic organization.
 - c) To obtain for all workers the best standards of compensation and other conditions of employment and to protect the rights and interests of all workers.
 - d) To maintain and defend the right to strike.

ARTICLE III - STRUCTURE

1. The membership meeting of the Local Union shall be the supreme authority of the Local Union.
2. Between general meetings of the Local Union, its governing body shall be the Executive, which shall administer the affairs of the Local Union but shall make no decisions permanently establishing the general policies of the Local Union.

ARTICLE IV MEMBERSHIP APPLICATIONS

1. Applications for membership **shall be made in full in the form required by the Local Union.**
2. Applications for membership **are to be sent to a PSAC B.C. Regional Office.**

ARTICLE V MEMBERSHIP MEETINGS

1. **The Annual General Meeting, including, if applicable, the elections and installations of officers, and one additional general membership meeting shall each be held annually at a time and place established by the Executive.**
2. Additional meetings of the membership of the Local Union may be held whenever warranted, subject to the provisions of these Bylaws.
3. Meetings of the membership of the Local Union must be called in the following manner:
 - a) The **Local Executive** shall give not less than five (5) days' notice to the membership in advance of every membership meeting.
4. In the event of an emergency, the Executive may call a special membership meeting on less than five (5) days' notice.
5. **The Executive may call a special membership meeting, or one shall be called upon receipt of** a written petition signed by not fewer than ten percent (10%) of the membership in good standing at the time of filing of the petition.
6. **Simple majority, (50% plus 1 of all votes cast, not including spoiled ballots) is required to decide an issue.** Voting by proxy shall not be allowed.
7. A member not in good standing shall not be permitted to vote, offer or second a motion or nominate or be nominated for office; but a member not in good standing shall remain under the obligation of membership during his or her period of such suspension. A member not in good standing, suspended otherwise than for the specific reason in delinquency in dues payments may not attend meetings of the Local Union; or speak at such meetings, except by permission of the meeting.

8. Quorum at meetings of the membership shall consist of the President (or their designate) and a minimum of five members in good standing.

ARTICLE VI - EXECUTIVE

1. The Executive shall consist of the elected officers of the Local Union, namely:
 - a) President
 - b) 1st Vice-President - Secretary
 - c) 2nd Vice President
 - d) Treasurer
2. The Executive shall meet as often as necessary, but not less than once every two (2) months.
3. Special meetings of the Executive shall be called by the President, or the Vice-President acting in the absence of the President. A quorum at any meeting of the Executive shall consist of **three (3)** of its members including the President **or their delegate**.
4. The Executive committee shall administer the affairs of the Local Union subject to the decisions of the membership and shall supervise the handling of all Local Union funds. The signing officers for the Local Union shall be the **Treasurer** and **at least two (2)** other **members** of the Executive as determined from time- to-time by the Executive.
5. **Cheques reimbursing an Executive member shall be countersigned by two other Executive members.**
6. The Executive shall be responsible for engaging any administrative and secretarial personnel and representatives and may fix salaries and working conditions for such personnel.
7. The members of the Executive shall oversee the annual audit of the books of the Local Union.

ARTICLE VII - DUTIES OF OFFICERS

1. **President:** The President shall preside at all membership meetings of the Local Union and at meetings of the Executive and he or she shall supervise other officers in the exercise of the respective duties. The President shall be an ex **officio member** of all standing and special

committees; he or she shall, with the approval of the Executive, appoint all committee chairs and committee members; including the chairs of the negotiating committee of the Local. He or she shall sign all membership cards after applications for membership have been processed in accordance with the provisions of these Bylaws and such signatures shall constitute admission of a member into the Local Union.

2. The Vice-**Presidents**: **one of the Vice-**Presidents**** shall perform the duties of the President in the absence of that officer and any other duties delegated to the Vice-**Presidents** by the President.
3. **The 1st Vice-President/Secretary: In addition to their duties as Vice-President, this position shall keep a correct, full and impartial account of the proceedings of each meeting of the Local Union, and shall undertake such other additional duties as are assigned from time-to-time by the President or Executive.**
4. **Treasurer:** The **Treasurer** shall receive and give receipts for all monies due to the Local Union and shall deposit such monies in such bank or banks as the Local Union may direct, in the name of the Local Union. The **Treasurer** shall pay all bills authorized for payment by the Local Union, or Executive, except that no authorization shall be required for routine office expenses and routine transmission of funds to the Public Service Alliance of Canada. The **Treasurer** shall keep complete and accurate records of accounts and membership dues payments and shall report on the Local's finances, and the good standing of members at all regular meetings of the Local Union and whenever called upon by the Executive or by the Local Union, and shall present his or her accounts for audit any time the Executive or the Local Union requires.

ARTICLE VIII – NOMINATION AND ELECTION OF OFFICERS

1.
 - a) Any member of the Local Union in good standing at the time of the nominations may nominate or be nominated for office in the Local Union, except as provided in (b) and (c) below. The member nominated shall become a candidate only after accepting such nomination, either in person or in writing, at the nomination meeting. In the event that after acceptance for such nomination a member wishes to withdraw his or her name, he or she must so inform the elections committee in writing, which shall then remove that name from the list of nominees.
 - b) No member shall nominate, accept nomination for, or hold office in more than one position simultaneously on the Executive, except in

the circumstances described in section 2(b).

- c) No employee of the Local Union may nominate, be nominated for or hold any elected office in the Local Union.
2. a) The President, **1st Vice-President/Secretary, 2nd Vice-President and Treasurer** shall be elected by secret ballot membership referendum. All officers shall be elected and hold office for a period of two (2) years.
 - b) If a vacancy occurs in the post of any Local Union officer, an acting officer shall be appointed by the President from within the Executive with the consent of the Executive member so named. **The vacancy shall be filled by election at the next membership meeting which shall be held within sixty days of the acting appointment.**

ARTICLE IX - COLLECTIVE BARGAINING AND STRIKE ACTION

1. Collective bargaining and strike action shall be conducted in accordance with the *Constitution and Bylaws of the Public Service Alliance of Canada* including but not limited to Regulation 15 thereof, unless otherwise required by law in order to ensure that the Local Union maintains trade union status under the *BC Labour Relations Code*. The Local Union shall be party and signatory to all collective agreements entered into with the employer.

ARTICLE X - DUES AND ASSESSMENT

1. PSAC membership dues shall be deducted and paid monthly in accordance with section 24 of the *Constitution and Bylaws of the Public Service Alliance of Canada* and in such amount as is determined by the National Triennial Convention of the PSAC.
2. The Local Union shall be entitled to establish in addition a Local Dues rate at a meeting of the membership, with such amount to be paid monthly by employees represented by the Local Union, in accordance with these Bylaws and the *Constitution and Bylaws of the Public Service Alliance of Canada*.

ARTICLE XI - GRIEVANCES AND ARBITRATION

1. The Local Union shall process grievances involving itself or its members in accordance with the *Constitution and Bylaws of the Public Service Alliance of Canada*, and in particular Section 11 thereof, unless otherwise required by law in order to ensure that the Local Union maintains trade union status under the *BC Labour Relations Code*.

ARTICLE XII - FUNDS AND PROPERTY

1. The funds and other property of the Local Union shall not be divided in any manner among members individually. All monies collected on behalf of the Local Union or in the name of the Union, except those collected on behalf of the Public Service Alliance of Canada, shall be the property of the Local Union.

ARTICLE XII - AMENDMENTS TO BYLAWS

1. These Bylaws may be amended by any membership meeting. **Amendments proposed** by the Executive on its own motion, or by petition signed by not less than twenty percent (20%) of the membership in good standing at the time of the petition shall be mailed **by regular or electronic mail** to the membership not less than **five (5)** days prior to the meeting with notice of the time and place of meeting.
2. **Any amendment of, deletion from, or addition to these by-laws shall become effective by approval of two-thirds (2/3) of the members voting at the membership meeting.**

ARTICLE XIII - INTERPRETATION

1. These Bylaws shall be interpreted by the Executive and subject to appeal to the membership meeting and to the Public Service Alliance of Canada.
2. Questions of procedure which are not included in these Bylaws or in the *Constitution and Bylaws of the Public Service Alliance of Canada* shall be governed by the **Bourinot's** Rules of Order.

First adopted and signed on 14 August 2013.
 Amended at Local 22000 AGM 14 March 2016.
 Amended at Local 2200 GM 19 February 2018.