

Union of Postal
Communications Employees



Syndicat des employés
des postes et communications

Local 80100

BYLAWS

As adopted September 12, 2018

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Bylaw 1

Precedence

Legislation, the PSAC Constitution, and the UPCE National Bylaws have precedence over the local bylaws set forth in this document. If changes made to any of the above, as applicable, render null and void any provisions of these local by-laws, the remaining provisions shall remain in effect.

Bylaw 2

Name

The name of this Local shall be Local 80100 of the Union of Postal Communications Employees of the Public Service Alliance of Canada. Herein after referred to as "the Local".

"Component" where used in these bylaws shall mean the Union of Postal Communications Employees (UPCE).

"Alliance" where used in these bylaws shall mean the Public Service Alliance of Canada (PSAC).

Bylaw 3

Objectives

To unite all employees of the Canada Post Corporation in a single organization capable of acting on their behalf by obtain through democratic means, for all employees of the Canada Post Corporation, the best possible standards and wages, salaries and other conditions of employment. And to protect the interests, rights and privileges of all such employees.

To subscribe to the aims and objectives outlined in the Constitution of the Public Service Alliance of Canada.



Bylaw 4

Representation

The Local has the right to make representation, through its Executive, to the authorities of the Canada Post Corporation. The President or officially appointed representatives shall discuss matters and issues in the name of the Local. All appointees shall report to the Executive.

Matters which cannot be settled by the Local shall be submitted in a full report to the Component.

Bylaw 5

Local Dues

The Local dues shall be of \$9.75 per member, per month and may be revised:

- a) At any General Membership Meeting of the Local at which there is a quorum, by a simple majority vote of the members in attendance, provided a notice of motion has been made;
- b) At any Special General Membership Meeting called for that purpose by a simple majority vote of the members in attendance;
- c) By way of referendum, as authorized by the Executive, by a simple majority of the votes received.

Bylaw 6

Local Executive

The executive will be composed of at least 1 President and 2 additional Executive Officers elected at a AGM for a 3-year term of office in accordance with the National UPCE bylaws.

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The Executive positions are as follows:

President
Vice President
Treasurer / Secretary
Chief Shop Steward

Bylaw 7

Loss of Wages

- a) The President will be paid loss of wages from the Local when on leave from work for Local Union business, and during regular business hours.
- b) The Local executive officers will be paid loss of wages when on leave from work for Local Union business, and during regular hours when previously approved by the President.
- c) Any other payment of wages shall be by approval of the majority of the local executive.

Bylaw 8

Executive Meetings

The Executive shall meet at regular intervals or as needed, at the call of the President or upon request by a majority of the Executive.

Bylaw 9

Membership Meetings

The Local shall hold at least two (2) General Membership Meetings each calendar year.

The first shall be in the spring at which time the Financial Report must be presented to the membership and shall be considered the Annual General Membership Meeting. The other meeting shall be in the fall in order to present the proposed budget for the upcoming fiscal year. The membership shall be notified of regular General Membership Meetings not less



than 10 calendar days in advance.

Bylaw 10

Financial Review

The financial reports will be prepared, reviewed by a third-party, and approved by the Local Executive. The reports will be subsequently presented at the Spring AGM, approved by a majority of the membership, and filed with the UPCE National Office in accordance with the UPCE National bylaws.

Bylaw 11

Reimbursement of Expenses

Elected or appointed officials of the Local shall be reimbursed reasonable expenses incurred in the discharging of their duties, in accordance with the UPCE travel and allowance policies, upon submission of a claim, in a format prescribed by the Local Executive, to the Treasurer.

Bylaw 12

Stewardship

Shop Stewards may be appointed by the Local Executive as required.

Bylaw 13

Discipline

All discipline shall be conducted in accordance with the PSAC Constitution and UPCE National Bylaws.

Union of Postal
Communications Employees



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des postes et communications

Bylaw 14

Amendments and Approvals

The bylaws may be amended by a two-thirds (2/3) majority vote at any meeting of the membership, provided ten (10) calendar days written notice of the proposed change(s) has been provided to the membership.

Unless expressly provided otherwise in these bylaws, all decisions requiring a vote shall be decided by a simple majority.