



# RESOLUTIONS

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**RESOLUTIONS:**  
**Constitution & Bylaws Committee**

October 28-30, 2021

<b>C 1</b>	<p><b>Changes regarding defence fund amendments</b></p> <p><b>Constitution Article 9.10 Defence Fund</b></p> <p>MoveUP shall establish a Defence Fund for the use of MoveUP in accordance with the following conditions:</p> <ul style="list-style-type: none"><li>a) The money from the Defence Fund shall be maintained in a separate account apart from all other funds of MoveUP and all earnings on this account shall accrue to and form part of the Defence Fund.</li><li>b) The Defence Fund shall be derived <del>by payments made on a portion of monthly dues remitted from each Member as follows:</del> <u>by a per capita amount of \$1.50 per member per month. The per capita amount will come from total dues collected, unless modified by Article 9.6 (b).</u><ul style="list-style-type: none"><li><del>i) Defence Fund Balance \$0 to \$7,999,999 1/6 of dues received.</del></li><li><del>ii) Defence Fund Balance \$8,000,000 to \$11,999,999 1/8 of dues received.</del></li><li><del>iii) Defence Fund Balance \$12,000,000 to \$14,999,999 1/10 of dues received.</del></li><li><del>iv) Defence Fund Balance \$15,000,000 to \$19,999,999 1/20 of dues received.</del></li><li><del>v) Defence Fund Balance \$20,000,000 to \$29,999,999 1/40 of dues received.</del></li><li><del>vi) Defence Fund Balance over \$30,000,000 0% of dues received.</del></li></ul></li><li>c) Money from the Defence Fund will be dispersed as permitted by the Executive Council and/or the Bylaws for the purpose of providing financial assistance to Members of MoveUP affected by a labour dispute.</li><li>d) <del>Money from the Defence Fund will be used to fund the cost of Arbitrations undertaken on behalf of Members.</del> <u>Money from the Defence Fund may be used to fund the cost of job action initiatives that will support Members who may face or are facing a labour dispute. The funds will be dispersed as authorized by the Executive Board.</u></li></ul>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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## RESOLUTIONS: Constitution & Bylaws Committee

October 28-30, 2021

<p><b>C1 Cont.</b></p>	<p>e) <u>An amount up to the interest accrued in the previous year may be transferred to supplement revenue income of MoveUP's General Fund, provided such transfer is approved by the Executive Board and is subject to a ratification vote by the Executive Council. Money from the Defence Fund will be used to fund the cost of Arbitrations undertaken on behalf of Members.</u></p> <p>f) <u>In any year, an amount up to 5% of the balance of the Defence Fund on the previous December 31st, may be transferred by the Executive Board, subject to a ratification vote by the Executive Council, to the Membership Protection Reserve. When such a transfer of funds is executed, the amount transferred shall be accounted for, be reported in and form part of the annual budget for the current fiscal year. An amount up to the interest accrued in the previous year may be transferred to supplement revenue income of MoveUP's General Fund, provided such transfer is approved by the Executive Board and is subject to a ratification vote by the Executive Council.</u></p> <p>g) <u>The regulations governing the administration of this Defence Fund, including the investment of the Fund and the benefits to be paid there from, shall be established by the Executive Council and shall be a part of the Bylaws of MoveUP. In any year, an amount up to 5% of the balance of the Defence Fund on the previous December 31st, may be transferred by the Executive Board, subject to a ratification vote by the Executive Council, to the Membership Protection Reserve. When such a transfer of funds is executed, the amount transferred shall be accounted for, be reported in and form part of the annual budget for the current fiscal year.</u></p> <p>h) <u>The funding formulas in subsection (b) and disbursement in subsection (d) become effective January 1, 2016. The regulations governing the administration of this Defence Fund, including the investment of the Fund and the benefits to be paid there from, shall be established by the Executive Council and shall be a part of the Bylaws of MoveUP.</u></p> <p>i) <u>The funding formulas in subsection (b) and disbursement in subsection (d) become effective January 1, 2022.</u></p> <p>Submitted by: MoveUP Executive Board and Executive Council</p>	
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**RESOLUTIONS:**  
**Constitution & Bylaws Committee**

October 28-30, 2021

<p><b>C 2</b></p>	<p><b>Changes regarding defence fund amendments</b></p> <p><b>Constitution Article 9.6 - Dues</b></p> <p>a) The monthly dues charged to Members of MoveUP shall be at the rate of one and one half percent (1 ½ %) of regular gross monthly earnings (salary and commissions) paid plus one and one half percent (1 ½%) of overtime pay earned and any compensation arising out of the employment relationship paid pursuant to any agreement between MoveUP and an Employer.</p> <p>b) <u>Special Dues Contribution to the Defence Fund:</u></p> <p><u>If the fund falls below \$12,000,000 for three (3) consecutive months, a dues increase, paid directly by the members into the Defence Fund, of an additional one two thousandths of a percent (0.05%) of regular gross monthly earnings per member per month will be initiated and will stay in place until the Defence Fund reaches \$16,000,000 and maintains at least that amount for three (3) consecutive months.</u></p> <p><del>b</del>c) Minimum dues shall be established by the Executive Council. Dues do not apply to out-of-pocket employment expenses reimbursed by the employer. No member shall pay less than the minimum dues except for variations authorized by the Executive Council. Such variations shall apply to employer groups only, not individuals.</p> <p><del>e</del>d) In the case of new bargaining unit certifications membership dues are not assessable, nor payable, until ratification of a first collective agreement.</p> <p>Submitted by: MoveUP Executive Board and Executive Council</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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## RESOLUTIONS: Constitution & Bylaws Committee

October 28-30, 2021

C 3	<p><b>Changes regarding Prohibited Activities/Discipline</b></p> <p><b>Constitution Article 16 – <del>Discipline</del> Prohibited Activities</b></p> <p><u>In any case involving disciplinary action, there shall be no resort to a court of law until such recourse within MoveUP under its Constitution and within the National Union under its Constitution has been exhausted.</u></p> <p><u>The following procedures are inapplicable to any matter involving delinquency or failure to pay dues. MoveUP may provide in its Bylaws for automatic suspension of any Member who is delinquent a minimum of one (1) month in their dues, but in any event any Member of MoveUP who becomes three (3) months delinquent in their dues shall be automatically suspended.</u></p> <p><b>16.1 Charges-Complaint</b></p> <p>A <u>Member</u> who has reasonable grounds to believe that another Member has:</p> <ul style="list-style-type: none"> <li>a) Committed acts which are detrimental to the welfare of MoveUP;</li> <li>b) Violated any provision of this Constitution or the Constitution of <u>the National Union</u>;</li> <li>c) <u>Violated any provision of the Bylaws</u>;</li> <li>ed) Violated the Members oath of office or oath of Membership;</li> <li>de) Revealed confidential information about MoveUP to anyone not entitled to such information;</li> <li>ef) Crossed a union picket line;</li> <li>fg) Committed fraud or misrepresentation in connection with a MoveUP election;</li> <li>gh) Engaged in an activity or course of conduct which is detrimental to the welfare or best interests of MoveUP or a Union Member;</li> </ul> <p><u>May prefer a chargecomplaint against the Member not later than six months after the date on which the person making the chargecomplaint knew or ought to have known of the action or circumstances giving rise to the chargecomplaint in accordance with the procedure set out in this Article. may submit a complaint. The complaint must be filed with the President within ninety (90) days following the date on which the Member becomes aware or should have become aware of the circumstances or the actions which form the basis of the complaint. Notwithstanding the above, the President may prolong the aforementioned time limit provided the Complainant demonstrates suitable reasons for their delay. The Member making the complaint will be referred to as the Complainant. The Member being complained against will be referred to as the Respondent.</u></p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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## RESOLUTIONS: Constitution & Bylaws Committee

October 28-30, 2021

<p><b>C3 contd.</b></p> <p>Page 2</p>	<p><b>16.2 Form of Charges-Complaint</b></p> <p>a) <del>Any proceedings shall commence with a complaint filed with the President of MoveUP in writing who shall then submit it to the Executive Board of MoveUP. The President shall also notify, by mail, the charged Member that a complaint has been filed and the reasons thereof, unless adequate disposition of the complaint requires that the charged party not be informed of the filing of the complaint. To that effect, the President shall consider the seriousness of the prejudice the complaint may cause to MoveUP notably when an allegation is made with regards to the finances, fraud or falsification of documents or books. In the event the President of MoveUP is charged in the complaint filed, the Secretary-Treasurer of MoveUP shall replace them for the purpose of application of these procedures. These procedures apply only to Members and officers.</del></p> <p>b) All complaints should include the following:</p> <ol style="list-style-type: none"> <li>The name of the <del>charged member</del> Respondent;</li> <li>The date or dates of each alleged offense;</li> <li>The sections of the Bylaws or the Constitution of MoveUP, or the Constitution of the National Union which are alleged to have been violated;</li> <li>A brief statement of the facts describing each alleged violation;</li> <li>The printed name, Member ID (if requested by MoveUP), and the signature of the person filing the complaint <del>Complainant</del>.</li> </ol> <p>eb) Any <del>Officer or</del> Member in good standing is entitled to file complaints.</p> <p><b>16.3 - Disposition of Complaint</b></p> <p>a) <del>Any proceedings shall commence with a complaint filed with the President in writing who shall then submit it to the Executive Board. The President shall also notify, by mail, the Respondent that a complaint has been filed and the reasons thereof, unless adequate disposition of the complaint requires that the Respondent not be informed of the filing of the complaint. To that effect, the President shall consider the seriousness of the prejudice the complaint may cause to MoveUP notably when an allegation is made with regards to the finances, fraud or falsification of documents or books. In the event the President is named in the complaint filed, the Secretary-Treasurer shall replace them for the purpose of application of these procedures. These procedures apply only to Members and Officers.</del></p> <p>d) <del>In the event one any of the Members of the Executive Board of MoveUP is charged in the complaint filed, they shall refrain from participating in the disposition of the complaint.</del></p> <p>eb) The <del>charged Member</del> Respondent shall have the right to contest such complaint in writing by transmitting their statement to the MoveUP-President within fifteen (15) working days of the <del>charge complaint</del> being mailed to the Member-Respondent. The President shall transmit such statement to the Executive Board.</p>	
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## RESOLUTIONS: Constitution & Bylaws Committee

October 28-30, 2021

<p><b>C3</b> <b>contd.</b>  Page 3</p>	<p>f<del>c</del>) It is within the power of the Executive Board of MoveUP to decide, at its next meeting, to:</p> <ul style="list-style-type: none"> <li>i) Pursue the <del>field-filed</del> complaint by appointing a Trial Committee; or</li> <li>ii) Appoint an Investigator(s) to investigate the complaint and to <del>report</del> <u>recommend</u> to the Executive Board whether or not to pursue the complaint; or</li> <li>iii) Dismiss <del>the statement of</del> the complaint as unwarranted.</li> </ul> <p>d) <u>The Complainant, the Respondent, and material witness(es) shall refrain from participating in the Executive Board's disposition of the complaint under Article 16.3(c).</u></p> <p>e) <u>Written notification of any action taken shall be sent to the eComplainant and the charged party Respondent within fifteen (15) working days following the decision of the Executive Board.</u></p> <p><b>16.34 Trial</b></p> <p>a) <del>Where</del> <u>If an the Investigator(s) is appointed and</u> has determined <del>that the charges complaint</del> <u>has</u> sufficient merit to warrant a trial, the Executive Board <del>will</del> <u>may</u> appoint a Trial Committee <del>consisting of at least three Members to hear the charges.</del></p> <p>b) The Trial Committee <u>will consist of at least three (3) Members to hear the complaint and will hear and receive evidence in accordance with the following principles:</u></p> <ul style="list-style-type: none"> <li>i) <del>Members</del> <u>Respondents</u> have the right to know the <del>charges-complaint</del> against them and if necessary to have particulars of those <del>charges-complaint</del>;</li> <li>ii) <del>Members-Respondents</del> must be given reasonable notice of the <del>charges complaint</del> prior to any hearing and must be given reasonable notice of the hearing date;</li> <li>iii) The hearing must be conducted in substantial compliance with the intent and purpose of this Constitution and the National Constitution;</li> <li>iv) Members and persons bringing <del>charges-complaint</del> will have the right to call evidence, introduce documents, cross-examine witnesses and make submissions;</li> <li>v) The trial must be conducted in good faith and without actual bias;</li> <li>vi) The Trial Committee is not bound by the strict rules of evidence, however any verdict reached must be based on the actual evidence adduced and not influenced by any matters outside the scope of the evidence;</li> <li>vii) The parties have the right to call witnesses and to produce evidence relevant to the complaint and the right to cross-examine any witness. They also have the right to be represented by an advocate or legal counsel at their own expense.</li> </ul>	
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## RESOLUTIONS: Constitution & Bylaws Committee

October 28-30, 2021

<p><b>C3</b> <b>contd.</b>  Page 4</p>	<p><b>16.45 Decision</b></p> <p>a) Upon conclusion of the hearing the Trial Committee shall, as soon as <del>practical</del> <u>practicable</u>, publish a written decision and forward it to the Executive Board, the <del>Member bringing the charge and the Member charged parties.</del> <u>The written decision will set out detailed reasons for the Trial Committee's findings.</u></p> <p>b) The Trial Committee shall decide if the <del>charged Member</del> <u>Respondent</u> has given cause for some degree of discipline and if so, <u>determine</u> the appropriate level of discipline considering all of the circumstances. If appropriate the Trial Committee may seek further submissions from the parties before imposing any discipline. Discipline may include, <u>but is not limited to</u> any of the following:</p> <ul style="list-style-type: none"> <li>i) reprimand in writing;</li> <li>ii) fine;</li> <li>iii) suspension from membership for a specified period of time;</li> <li>iv) suspension of the right to hold office for a specified period of time;</li> <li>v) <del>expulsion from membership, or prohibition from holding office;</del></li> <li>vi) <del>any combination of the foregoing penalties; expulsion from membership;</del></li> <li>vii) <del>any combination of the foregoing penalties;</del></li> <li>viii) <u>any other disciplinary measures the Trial Committee deems appropriate.</u></li> </ul> <p>c) <u>The Executive Board is bound by the written findings of the Trial Committee and shall render its decision accordingly.</u></p> <p><b>16.56 Appeals</b></p> <p>a) <del>In the event of the Executive Board of MoveUP dismissing the complaint file, the complainant may, within a period of 15 days, address an appeal to the Nation Union Executive Board in writing directed to the National President with a written statement of the basis of such appeal. The National President will then notify the President of MoveUP of rights of MoveUP to submit a written statement that sets forth its position, with copy to the complainant. Upon receipt of those documents, the National President transmits the document to the National Executive which shall arrive at one of the decisions outlined in the preceding paragraph, with copy of the complainant, the Member and the President of MoveUP. In the event the National Executive decides to pursue the complaint, the proceedings shall be made in accordance with the procedure described hereinafter.</del> <b><u>Executive Board Dismissal of a Complaint</u></b></p> <p>i) <u>In the event of the Executive Board dismissing the complaint, the Complainant may, within a period of ninety (90) days, address the complaint to the National President under Article 15 of the National Constitution. All documents related to the complaint will be transmitted to the National Union upon request.</u></p> <p>b) <del>In the event a decision is made to pursue the complaint the President of MoveUP shall forward said decision by certified mail or by bailiff to the charged party.</del></p>	
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## RESOLUTIONS: Constitution & Bylaws Committee

October 28-30, 2021

<p><b>C3 contd.</b></p> <p>Page 5</p>	<p><del>d) In the event of the appointment of an Investigator, they shall meet with the interested parties and any witnesses that they may find suitable and report to the National Executive.</del></p> <p>-</p> <p><del>e) Refusal to meet with the Investigator or to answer their questions or refusing to produce documents requested by the Investigator shall be considered as misconduct against the best interests of MoveUP.</del></p> <p>-</p> <p><del>f) In the event the complaint is to be pursued, a copy of the decision of the National Executive shall be sent to the Region 4 Vice President who shall appoint a hearing officer to hear the dispute.</del></p> <p><del>g) If the Region 4 Vice President fails to appoint a hearing officer within a reasonable period of time or if the Region 4 Vice President has a conflict of interest, the appointment shall be made by the National President.</del></p> <p><del>h) If the National President fails to appoint a hearing officer within a reasonable period of time or if the National President has a conflict of interest, the appointment shall be made by the National Executive.</del></p> <p>-</p> <p><del>i) The hearing officer shall not have any conflict of interest.</del></p> <p>-</p> <p><del>j) The hearing officer shall hold a hearing at a suitable place and send written notice thereof, at least fifteen (15) days in advance, which shall specify the date, time and place of the hearing to all interested parties.</del></p> <p>-</p> <p><del>k) If a complainant fails to appear at the hearing when called by the hearing officer, the hearing officer has the authority to:</del></p> <p style="padding-left: 40px;"><del>i) dismiss the complaint;</del></p> <p style="padding-left: 40px;"><del>ii) postpone the hearing to a later date.</del></p> <p style="padding-left: 40px;"><del>If the charged party in the complaint fails to appear at the hearing when called by the hearing officer, the hearing officer has the authority to:</del></p> <p style="padding-left: 40px;"><del>i) proceed ex parte;</del></p> <p style="padding-left: 40px;"><del>ii) postpone the hearing to a later date.</del></p> <p><del>l) The hearing officer shall proceed in an orderly, fair and impartial manner, in accordance with the hearing proceedings and introduction of evidence they so choose and in accordance with the principles of natural justice and the duty of fairness.</del></p> <p><del>m) Onus of proof is on the complainant.</del></p> <p><del>n) The parties have the right to call witnesses and to produce evidence relevant to the complaint and the right to cross-examine any witness. They also have the right to be represented by an advocate or legal counsel at their own expense.</del></p>	
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## RESOLUTIONS: Constitution & Bylaws Committee

October 28-30, 2021

<p><b>C3 contd.</b></p> <p>Page 6</p>	<p>o) <del>The hearing officer shall render their decision in writing and decide on the validity of the complaint within forty five days of the close of the hearing. Should the complaint be deemed valid, they shall impose the penalty deemed to be fair and just:</del></p> <ul style="list-style-type: none"> <li><del>i) Reprimand in writing;</del></li> <li><del>ii) Fine;</del></li> <li><del>iii) Suspension from membership for a specified period of time;</del></li> <li><del>iv) Suspension of the right to hold office for a specified period of time;</del></li> <li><del>v) Expulsion from membership, or prohibition from holding office;</del></li> <li><del>vi) Any combination of the foregoing penalties.</del></li> </ul> <p>p) <del>The decision shall be forwarded to each party to the hearing, the President of MoveUP and the appointing officer.</del></p> <p>q) <del>Expenses and/or fees of the hearing officer shall be borne by MoveUP.</del></p> <p><u>b) Within twenty (20) days of the date the decision is received, the parties may appeal to the Executive Board of MoveUP in writing to the President of MoveUP setting forth the grounds for appeal, with copy to the other party. The opposing party has twenty (20) days to present their views in writing to the President of MoveUP, with copy to the appealing party.</u> <b><u>Appeal of the Trial Committee's Decision</u></b></p> <ul style="list-style-type: none"> <li><u>i) Within fifteen (15) working days of the date the decision is received, either party may appeal to the Executive Board in writing to the President setting forth the grounds for appeal, with copy to the other party. The opposing party has fifteen (15) working days to present their views in writing to the President, with copy to the appealing party.</u></li> <li><u>ii) An appeal filed in accordance with these rules will not defer the imposition of any penalty. A request for the suspension of any penalty must state the reasons supporting the request and shall be filed with the President with copy to the opposing party, who may choose to contest. The Executive Board shall decide, at its next meeting, on the validity of the request on the basis of the documents presented in support of the request. Suspension of penalty may be granted when the applicant appears to be entitled to it and it is considered to be necessary in order to avoid serious or irreparable injury to them, or a situation of such a nature as to render the judgment in appeal ineffectual. This decision is final.</u></li> <li><u>iii) Upon receipt of the documents mentioned in Article 16.6 (b)(i), the President shall transmit them to the Executive Board for decision at its next meeting. The Executive Board sitting in appeal shall render any decision that it considers just and reasonable in accordance with the Constitution.</u></li> <li><u>iv) The President shall forward the decision of the Executive Board to the parties.</u></li> </ul>	
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## RESOLUTIONS: Constitution & Bylaws Committee

October 28-30, 2021

<p><b>C3 contd.</b></p> <p>Page 7</p>	<p><u>v) The decision of the Executive Board is the final avenue of appeal within MoveUP.</u></p> <p><del>r) An appeal filed in accordance with these rules will not defer the imposition of any penalty. A request for the suspension of any penalty must state the reasons supporting the request and shall be filed with the President of MoveUP with copy to the opposing party, who may choose to contest. The Executive Board of MoveUP shall decide, at its next meeting, on the validity of the request on the basis of the documents presented in support of the request. Suspension of penalty may be granted when the applicant appears to be entitled to it and it is considered to be necessary in order to avoid serious or irreparable injury to them, or a situation of such a nature as to render the judgment in appeal ineffectual. This decision is final.</del></p> <p><del>s) Upon receipt of the documents mentioned in Article 16.5q, the President of MoveUP shall transmit them to the Executive Board of MoveUP for decision at its next meeting. The Executive Board of MoveUP sitting in appeal shall render any decision that it considers just and reasonable in accordance with the Constitution.</del></p> <p><del>t) The President of MoveUP shall forward copies of the decision of the Executive Board to the interested parties and to the Region 4 Vice President.</del></p> <p><del>u) Within twenty (20) days of the receipt of the decision, the parties may file an appeal in writing to the National Executive by forwarding to the National President a statement of reasons for the appeal, with copy to the opposing party. The opposing party has twenty (20) days to present its views in writing and forward them to the National President, with copy to the appellant. In the event of an appeal, a full record shall be transmitted to the National President by the President of MoveUP.</del></p> <p><del>-</del></p> <p><del>v) Upon receipt of the documents mentioned in the preceding paragraph, the National President shall submit them to the Executive Board for decision. The National Executive sitting in appeal may render any decision that it considers just and fair in accordance with the Constitution.</del></p> <p><del>-</del></p> <p><del>w) The National President shall forward a copy of the National Executive's decision to the interested parties, the President of MoveUP.</del></p> <p><del>x) Any decision may be appealed to the next regular convention of the National Union by filing a notice of such appeal in writing with the National President within thirty (30) days of the date the decision is received, with copy to the other party. The opposing party then has thirty (30) days to transmit its views in writing to the National Secretary-Treasurer, with copy to the appellant. The appeal will then be heard in conformity with the Constitution of the National Union.</del></p>	
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October 28-30, 2021

USW2009



# Breaking Barriers Embracing Diversity

CONVENTION 2021

## RESOLUTIONS: Constitution & Bylaws Committee

October 28-30, 2021

<b>C 4</b>	<p><b>Changes regarding Officer Compensation</b></p> <p><b>Constitution Article 4.2 – Election of President &amp; Secretary Treasurer</b></p> <p>The President and Secretary-Treasurer shall be elected at-large by and from the general membership of MoveUP.</p> <p><u>Incoming President and Secretary-Treasurer shall be installed and assume office immediately after being declared elected.</u></p> <p>Submitted by: MoveUP Executive Board and Executive Council</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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Breaking Barriers  
Embracing Diversity

CONVENTION 2021

**RESOLUTIONS:**  
**Constitution & Bylaws Committee**

October 28-30, 2021

<b>C 5</b>	<p><b>Changes regarding Officer Compensation</b></p> <p><b>Constitution Article 4.5 – Installation of Executive Board Members</b></p> <p><b>Article 4.5 Installation of <del>Officers</del> <u>Executive Board Members</u></b></p> <p>Incoming Executive Board members shall be installed and assume office at an Executive Board meeting held within 15 days of being declared elected.</p> <p>Submitted by: MoveUP Executive Board and Executive Council</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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**RESOLUTIONS:**  
**Constitution & Bylaws Committee**

October 28-30, 2021

<b>C 6</b>	<p><b>Changes regarding Officer Compensation</b></p> <p><b>Constitution Article 5.3 – Vice Presidents</b></p> <p><u>The Vice-Presidents shall be employed by MoveUP in a full-time position and remunerated as per the Bylaws.</u></p> <p>The Vice-Presidents shall have the following powers and duties:</p> <ul style="list-style-type: none"><li>a) Vice-Presidents shall assume the duties of the President when directed by the President as per Article 5.1(c).</li><li>b) Vice-Presidents will chair committees of <u>MoveUP</u> as assigned by the President;</li><li>c) Vice-Presidents may approve requests for Officers' time off to attend Job Steward, training meetings and/or to attend to <u>MoveUP</u> business;</li><li>d) Vice-Presidents may approve all communications media within <u>their</u> component upon authorization of the President;</li><li>e) Vice-Presidents shall co-ordinate officer communication within <u>their</u> component as well as report to the Executive Board regarding vacant officer positions within <u>their</u> component;</li><li>f) Vice-Presidents or their delegate shall chair Arbitration Review Committees and Job Steward Meetings for <u>their</u> component;</li><li>g) Vice-Presidents will be a delegate to inter-union occupational conventions for <u>their <del>Bargaining Unit</del> component</u> ;</li><li>h) Vice-Presidents shall carry out any special duties as may be conferred upon them by the President.</li><li>i) A member elected to the position of Vice-President within <u>MoveUP</u> who voluntarily ceases employment within the bargaining unit will be deemed to have resigned the elected position as of the last date of employment.</li></ul>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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## RESOLUTIONS: Constitution & Bylaws Committee

October 28-30, 2021

<b>C6 contd.</b>	<p>Bylaws Article 3 – Campaign Procedures</p> <p><b>E.</b> Other than the <del>President and Secretary-Treasurer Table Officers</del>, any employee of the Local who stands as candidate for office will take a leave of absence without pay for the duration of the election as of the closing date of nominations. Accrued time may be used in lieu if the candidate so desires.</p> <p>Submitted by: MoveUP Executive Board</p>	
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CONVENTION 2021

## RESOLUTIONS: Constitution & Bylaws Committee

October 28-30, 2021

<b>C 7</b>	<p><b>Changes regarding Officer Compensation</b></p> <p><b>Constitution Article 4.4 – Election of Vice-Presidents</b></p> <p>An Executive Board Member shall be elected Vice-President by secret ballot by delegates at the Convention. There shall be 3 Vice-Presidents elected and each shall represent at least 20% of the total membership. There shall be no more than one Vice-President from any single bargaining unit. The Constituencies shall be recommended by the Electoral Committee subject to the approval of the Executive Council. Only Executive Board Members, Councillors and Stewards for the Constituencies to be represented can vote for a Vice-President.</p> <p>i) Notwithstanding the above, if one unit has more than 60% of the members, there shall only be 2 Vice-Presidents, one from the largest unit and one from the remaining combined units.</p> <p><u>Incoming Vice-Presidents shall be installed and assume office at the conclusion of convention.</u></p> <p>Submitted by: MoveUP Executive Board and Executive Council</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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**RESOLUTIONS:**  
**Constitution & Bylaws Committee**

October 28-30, 2021

<p><b>C 8</b></p>	<p><b>Changes regarding election procedure</b></p> <p><b>ARTICLE 10 – ELECTION PROCEDURE</b></p> <p><b>10.1 General Elections</b></p> <p>a) There shall be a general election of officers: President, Secretary-Treasurer, Executive Board, and Executive Council every three years.</p> <p>b) <del>i)</del> Executive Council elections, referred to as the Executive Council Election, shall be counted and announced on or before May 1<sup>st</sup> of the election year. In conjunction with the Executive Council Election, Job Stewards shall be required to reaffirm their desire to remain a Job Steward.</p> <p><b><u>c) Executive Board</u></b></p> <p><del>i ii)</del> Nominations for Executive Board will be called one-hundred and twenty-two (122) days prior to Convention. Should the 122<sup>nd</sup> day fall on a non-work day, the last business day will be used. Nominations shall remain open for 21 days.</p> <p><del>ii iii)</del> Voting for Executive Board will begin twenty-one (21) days after the closing of nominations.</p> <p><del>iii iv)</del> Voting shall remain open for twenty-one (21) days. Should the 21<sup>st</sup> day fall on a non-business day, the next business day shall be used. Votes shall be counted on the next business day after voting closes.</p> <p><del>e-d)</del> For reference, 2005 is an election year.</p> <p>Submitted by: MoveUP Executive Board and Executive Council</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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# Breaking Barriers Embracing Diversity

CONVENTION 2021

## RESOLUTIONS: Constitution & Bylaws Committee

October 28-30, 2021

<b>C 9</b>	<p><b>Changes regarding election procedure</b></p> <p><b>Constitution Article 10.5 - Nominations</b></p> <p>a) In a year where Elections are to be held for Executive Officers, nominations shall be conducted as outlined in Article 10.5(b) through (g) below. <del>Nominations shall be concluded and deemed closed by the Returning Officer six (6) weeks prior to the date determined for the conduct of the election.</del></p> <p>b) Nominations of those Executive Officers who are elected at-large shall be made by a minimum of five (5) Members in good standing of MoveUP who shall sign the nomination form and attach it to the written consent of the nominee.</p> <p>c) Nominations for Executive Board Members shall be made by a minimum of five (5) Members in good standing, of the Employer Bargaining Unit(s) from which the Executive Board Member is to be elected, who shall sign the nomination form and attach it to the written consent of the nominee.</p> <p>d) Nominations for Vice-President shall be open for two weeks starting from one month from the start of Convention and shall be made by a minimum of two Job Stewards, Executive Councillors, or Board Members from the relevant Vice-Presidential area.</p> <p>e) Nominations for the Councillors shall be by a minimum of two (2) Members in good standing, within the Councillor area of the Employer Bargaining Unit(s) from which the Councillor is to be elected, who shall sign the nomination form and attach it to the written consent of the nominee.</p> <p>f) Nomination forms <u>for the Councillors</u> must be received by the Returning Officer at the MoveUP office not later than 4:30 p.m. six (6) weeks prior to the date determined for the conduction of the election. In the event this date falls on a weekend it shall be the Friday preceding the weekend that all nominations are closed.</p> <p>g) No Member may be nominated for more than one elected position. No Member shall hold more than (1) elected position at any one time except that a Member of the Executive Board shall nevertheless be a Member of the Executive Council.</p> <p>Submitted by: MoveUP Executive Board and Executive Council</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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# Breaking Barriers Embracing Diversity

CONVENTION 2021

## RESOLUTIONS: Constitution & Bylaws Committee

October 28-30, 2021

<b>C 10</b>	<p><b>Changes regarding election procedure</b></p> <p><b>Constitution Article 10.6 – Candidates Information</b></p> <ul style="list-style-type: none"><li>a) Candidates for any position are entitled to have access to MoveUP’s membership rolls and MoveUP’s voters list the first working day following the close of nominations as per Article <u>10.1(c)</u> and <u>10.5(f)</u> in an election year. Such access will be limited to the candidates’ prospective constituents and shall include their home addresses and contact information.</li><li>b) Duly nominated candidates for Vice-President are entitled to have access to the latest list of registered delegates for the relevant Vice-Presidential area and shall include their home addresses and contact information.</li><li>c) Candidates may prepare a personal profile limited to 150 words which may include a photograph. Where such profile is provided to the Returning Officer no later than the close of nominations deadline as specified in Article <u>10.1(c)</u> and <u>10.5(f)</u>, it will be published and distributed, by MoveUP, to the last known home address of each member entitled to vote for the candidate as well as the website no later than first working day after that date prescribed by the Returning Officer applicable to the election at hand.</li></ul> <p>Submitted by: MoveUP Executive Board and Executive Council</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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# Breaking Barriers Embracing Diversity

CONVENTION 2021

## RESOLUTIONS: Constitution & Bylaws Committee

October 28-30, 2021

<b>C 11</b>	<p><b>Changes regarding election procedure</b></p> <p><b>Bylaw 3 B (1)</b></p> <p><b>B. Notice of Poll and Balloting Procedure</b></p> <p>1) On or before April 1<sup>st</sup> in an Executive Council election year the Returning Officer may designate polling day(s) which shall be between April 5<sup>th</sup> and April 30<sup>th</sup>. <del>and shall be between 80 days and 50 days prior to Convention for the election of the Executive Board. For the election of the Executive Board, refer to Article 10.1 (c) of the Constitution.</del></p> <p>Submitted by: MoveUP Executive Board and Executive Council</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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# Breaking Barriers Embracing Diversity

CONVENTION 2021

## RESOLUTIONS: Constitution & Bylaws Committee

October 28-30, 2021

<b>C 12</b>	<p><b>Changes regarding election procedure</b></p> <p><b>Bylaw 3 B (4)(iv)</b></p> <p>iv) Ballots for the Executive Council election shall be mailed to eligible voters no earlier than April 5th and no later than April 9th in an Executive Council election year and will not be counted unless received by 4:30 p.m. on April 30th in an election year at the designated site as specified in 3 above. In the event that April 30th falls on a weekend the Friday preceding the date will apply (i.e. April 28th or 29th). For the Executive Board elections voting <del>for the Executive Board elections</del> shall open as per Article 10.1(c) of the <u>Constitution</u> <del>no earlier than eighty (80) days prior to Convention.</del> Votes will not be counted unless received by 4:30pm on the day voting closes. In the event that the last day of voting for the Executive Board falls on a non-business day, the next business day will apply.</p> <p>Submitted by: MoveUP Executive Board and Executive Council</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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**RESOLUTIONS:**  
**Constitution & Bylaws Committee**

October 28-30, 2021

<b>C 13</b>	<p><b>Changes regarding Balloting Process</b></p> <p><b>Constitution Article 10 – Election Procedure – Amend 10.8g</b></p> <p><b>10.8 Master Construction Trade Union Benefit Plan</b></p> <p>The Master Construction Trade Union Benefit Plan (“MCTUB”) is a trusteed hour bank plan providing extended health and dental benefits for MoveUP members working under the terms and conditions of the Construction Industry Affiliated Trade Unions (“CIATU”) collective agreement. It is administered by a Board of Trustees in accordance with the Trust Agreement.</p> <p>These trustees are elected by the membership working under the CIATU collective agreement, and this section outlines the procedure that shall apply.</p> <p>a) The number of trustees and the length of their term shall be as outlined in the MCTUB trust agreement.</p> <p>b) The election of these trustees shall be overseen by the Returning Officer, in accordance with Article 10.2.</p> <p>c) Nominations;</p> <p>i. In a year where elections are held for trustees, nominations shall be conducted as outlined in this article. Nominations shall be concluded and deemed closed by the Returning Officer six (6) weeks prior to the date determined for the conduct of the election.</p> <p>ii. Such notice shall only be sent to members working under the CIATU collective agreement.</p> <p>iii. A member shall need a minimum of 2 members in good standing from within this constituency to nominate them for the position of trustee.</p> <p>d) Article 10.3 in its entirety applies.</p> <p>e) Candidate’s Information.</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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## RESOLUTIONS: Constitution & Bylaws Committee

October 28-30, 2021

<b>C13 contd.</b>	<ul style="list-style-type: none"><li>i. Candidates for any position are entitled to have access to the Union's membership rolls and the Union's voters' list the first working day following the close of nominations in an election year. Such access will be limited to the candidates' prospective constituents and shall include their home addresses and contact information.</li><li>ii. Candidates may prepare a personal profile limited to 150 words which may include a photograph. Where such profile is provided to the Returning Officer no later than the close of nominations deadline, it will be published and distributed, by the Union, to the last known home address of each member entitled to vote for the candidate as well as the website no later than first working day after the date prescribed by the Returning Officer.</li><li>f) Balloting shall be by secret ballot.</li><li>g) Counting and Publication of Results <u>will be conducted as per Article 11.3.</u><ul style="list-style-type: none"><li><del>i. Upon completion of voting, the Returning Officer or the Officer's Deputies together with necessary Poll Clerks shall verify the ballot return envelopes against the voters' roll and then count the votes.</del></li><li><del>ii. Where more than one ballot return envelope is received in the name of the same Member it is the responsibility of the Returning Officer to determine which ballot is valid.</del></li><li><del>iii. Where the ballot return envelope is unsigned, the ballots contained in those envelopes shall be treated as spoiled and invalid.</del></li><li><del>iv. Upon completion of the vote counting, the Returning Officer shall report to the President in writing the results of the ballot, following the format outlined in Article 11.3 d). After receipt of the result of the ballots, the President shall announce the results.</del></li></ul></li></ul> <p>Submitted by: MoveUP Executive Board and Executive Council</p>	
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**RESOLUTIONS:**  
**Constitution & Bylaws Committee**

October 28-30, 2021

<p><b>C 14</b></p>	<p><b>Changes regarding Balloting Process</b></p> <p><b>Constitution Article 11 – Voting and Balloting Procedure</b></p> <p><b>11.1 Secret Ballot</b></p> <p>Where MoveUP is required to conduct a vote it shall conduct such votes by secret ballot (<u>paper or electronic</u>) in the manner described in this Article where such votes concern:</p> <ul style="list-style-type: none"> <li>a) Ratification of a proposed collective agreement.</li> <li>b) Strike vote.</li> <li>c) Matters requiring referendum pursuant to the Constitution and Bylaws.</li> </ul> <p><b>11.2 Strike Votes and Ratification of Collective Agreements</b></p> <ul style="list-style-type: none"> <li>a) A Collective Agreement covering Members of MoveUP shall not be signed until the proposed Agreement has been approved by the majority of the Members concerned voting in accordance with the procedures set out in this Article.</li> <li>b) A strike vote affecting members of MoveUP shall not be implemented until approved by the majority of members, in the affected bargaining unit, casting ballots is achieved.</li> <li>c) All votes taken during the bargaining process, such as contract ratification or job action votes, will require as much notice as possible for the membership, based on the recommendation of the bargaining committee as a whole.</li> </ul> <p><b>11.3 Counting and Publication of Results – <u>Paper Ballot</u></b></p> <ul style="list-style-type: none"> <li>a) Upon the completion of voting, the Returning Officer or the Officer's Deputies together with necessary Poll Clerks shall verify the ballot return envelopes against the voters' roll and then count the votes.</li> <li>b) Where more than one ballot return envelope is received in the name of the same Member it is the responsibility of the Returning Officer to determine which ballot is valid.</li> </ul>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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## RESOLUTIONS: Constitution & Bylaws Committee

October 28-30, 2021

<p><b>C 14 contd.</b></p>	<p>c) Where the ballot return envelope is unsigned, the ballots contained in those envelopes shall be treated as spoiled and invalid.</p> <p>d) Upon completion of the vote counting the Returning Officer shall report to the President in writing the results of the ballot in the following form:</p> <ul style="list-style-type: none"> <li>i) Motion....</li> <li>ii) Votes in favour....</li> <li>iii) Votes against....</li> <li>iv) Spoiled ballots....</li> <li>v) Result of ballots....</li> </ul> <p>e) The results of the vote(s) will be made available as per the Labour Code or any other applicable legislation. <u>After receipt of the result of the ballots the President shall announce the results as per Article 11.3(d)(v).</u></p> <p><b><u>11.4 Counting and Publication of Results – Electronic Ballot</u></b></p> <p>a) <u>Upon the completion of voting, the Returning Officer or the Officer's Deputies shall verify the ballot results against the voters' roll and then confirm the tabulation of votes.</u></p> <p>b) <u>Upon confirmation of the vote tabulation the Returning Officer shall report the results to the President in the following form:</u></p> <ul style="list-style-type: none"> <li>i) <u>Motion....</u></li> <li>ii) <u>Votes in favour....</u></li> <li>iii) <u>Votes against....</u></li> <li>iv) <u>Result of ballots....</u></li> </ul> <p>c) <u>The results fo the vote(s) will be made available as per the Labour Code or any other applicable legislation. After receipt of the result of the ballots the president shall announce the results as per Article 11.4(b)(iv).</u></p> <p>Submitted by: MoveUP Executive Board and Executive Council</p>	
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# Breaking Barriers Embracing Diversity

CONVENTION 2021

## RESOLUTIONS: Constitution & Bylaws Committee

October 28-30, 2021

<b>C 15</b>	<p><b>Changes regarding Balloting Process</b></p> <p><b>Bylaw 3 – CAMPAIGN PROCEDURES</b></p> <p><b>B. Notice of Poll and Balloting Procedure</b></p> <ol style="list-style-type: none"><li>1) On or before April 1st in an Executive Council election year the Returning Officer may designate polling day(s) which shall be between April 5th and April 30th and shall be between 80 days and 50 days prior to Convention for the election of the Executive Board.</li><li>2) On or before June 1 in election years as described in the Master Construction Trade Union Benefit Plan Trust Agreement, the Returning Officer may designate polling days which shall be between June 15 and July 15.</li><li>3) The Returning Officer shall designate a secure site for the return of <u>paper</u> ballots.</li><li>4) The Returning officer will, insofar as is practical, adopt the following procedure for the distribution and counting of <u>paper</u> ballots:<ol style="list-style-type: none"><li>i) Ballots shall list candidates in random order and where appropriate, the name of the Bargaining Unit.</li><li>ii) Ballots to be returned by mail will be accompanied by a ballot envelope and a return envelope.</li><li>iii) The Returning Officer shall distribute the ballots and related documents to each eligible voter at that person's last known home address or in any manner approved by the Executive Board or Executive Council.</li><li>iv) Ballots for the Executive Council election shall be mailed to eligible voters no earlier than April 5th and no later than April 9th in an Executive Council election year and will not be counted unless received by 4:30 p.m. on April 30th in an election year at the designated site as specified in 3 above. In the event that April 30th falls on a weekend the Friday preceding the date will apply (i.e. April 28th or 29th). For the Executive Board elections voting for the Executive Board elections shall open no earlier than eighty (80) days prior to Convention. Votes will not be counted unless received by 4:30pm on the day voting closes. In the event that the last</li></ol></li></ol>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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CONVENTION 2021

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October 28-30, 2021

<p><b>C 15 contd.</b></p>	<p>day of voting for the Executive Board falls on a non-business day, the next business day will apply.</p> <p>v) Ballots for the Master Construction Trade Union Benefit Plan will not be counted unless received by 4:30pm on July 15. In the event that July 15 falls on a weekend, the Friday preceding the date will apply.</p> <p>5. <u>The Returning officer will, insofar as is practical, adopt the following procedure for the distribution and counting of electronic ballots:</u></p> <p>i) <u>Ballots shall list candidates in random order and where appropriate, the name of the Bargaining Unit.</u></p> <p>ii) <u>The Returning Officer shall notify each eligible voter of the voting process at that person's last known home email address or in any manner approved by the Executive Board or Executive Council.</u></p> <p>iii) <u>Notification of Voting for the Executive Council elections shall be emailed to eligible voters no earlier than April 5th and no later than April 9th in an Executive Council election year. Tabulation of votes will be completed and counted at 4:31 p.m. on April 30th in an election year. The results are sent to the Returning Officer.</u></p> <p>iv) <u>Notification of Voting for the Executive Board elections shall be emailed to eligible voters no earlier than eighty (80) days prior to Convention. Tabulation of the votes will be completed and counted at 4:31pm on the day voting closes (as per Constitution Art. 10.1 b) iv)).</u></p> <p>5)6) The Returning Officer together with their deputies and such poll clerks as may be required will, forthwith after close of poll, count the ballots and report the results in writing to the President. It shall require a plurality of the respective votes cast to elect Union Officers and Master Construction Trade Union Benefit Plan trustees.</p> <p>Submitted by: MoveUP Executive Board and Executive Council</p>	
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# Breaking Barriers Embracing Diversity

CONVENTION 2021

## RESOLUTIONS: Constitution & Bylaws Committee

October 28-30, 2021

<b>C 16</b>	<p><b>Changes regarding Balloting Process</b></p> <p><b>Bylaw 3C (Voting) and 3D (Mail &amp; Electronic Ballots)</b> <b>Change Headings only</b></p> <p><b>3. CAMPAIGN PROCEDURES</b></p> <p><b>C. <u>Voting in Person</u></b></p> <p>Where votes are conducted at Membership Meetings the following procedure will be adopted:</p> <ol style="list-style-type: none"><li>1) The Returning Officer shall prepare and provide to the Presiding Officer of the meeting, sufficient ballot papers for the Members attending the meeting.</li><li>2) A Deputy Returning Officer will be appointed and will be in charge of balloting.</li><li>3) The Deputy Returning Officer at the meeting shall appoint scrutineers who shall issue ballots and ensure no Member receives more than one ballot.</li><li>4) Marked ballot papers shall be placed and sealed in envelopes marked "ballot" by the voting Members. The ballot envelope(s) shall in turn be enclosed and sealed in a ballot return envelope with the voter's name, home mailing address, Union Membership number and signature on the outside of the envelope. The ballot return envelopes shall be placed by the voting Members into ballot containers approved by the Returning Officer which shall be sealed by the scrutineers and handed to the Presiding Officer who shall sign for same.</li><li>5) The Presiding Officer shall return the sealed ballot container to the Returning Officer who shall keep such containers sealed until voting is completed at all meetings.</li></ol>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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**RESOLUTIONS:**  
**Constitution & Bylaws Committee**

October 28-30, 2021

<b>C16 contd.</b>	<p>6) Where practicable, members geographically unable (beyond 1 hour travel time each way from any meeting location) to attend the meetings may vote in accordance with D, by contacting the person(s) appointed by the President prior to the last scheduled meeting.</p> <p><b>D. <u>Voting by Mail and Electronic Ballots</u></b></p> <p>Where a ballot is to be conducted by mail or electronically the following procedure will be followed:</p> <ol style="list-style-type: none"><li>1) Members voting by mail shall follow the procedure set out in C(4) and will return the ballot to the Returning Officer.</li><li>2) The Returning Officer will maintain a mail ballot return box which shall be kept closed until the conclusion of voting.</li><li>3) Only those ballots received by the Returning Officer, on or before the designated post marked date, will be counted.</li><li>4) The Returning Officer shall supervise electronic balloting as approved by the Executive Board or Executive Council.</li></ol> <p>Submitted by: MoveUP Executive Board and Executive Council</p>	
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CONVENTION 2021

## RESOLUTIONS: Constitution & Bylaws Committee

October 28-30, 2021

<b>C 17</b>	<p><b>Changes regarding electronic preferred voting</b></p> <p><b>ARTICLE 11 – VOTING AND BALLOTING PROCEDURE</b></p> <p><u>Electronic ballots are preferred, however, paper ballots shall be available to any member upon request.</u></p> <p><b>11.1 Secret Ballot</b></p> <p>Where MoveUP is required to conduct a vote it shall conduct such votes by secret ballot in the manner described in this Article where such votes concern:</p> <ul style="list-style-type: none"><li>a) Ratification of a proposed collective agreement.</li><li>b) Strike vote.</li><li>c) Matters requiring referendum pursuant to the Constitution and Bylaws.</li></ul> <p>Submitted by: MoveUP Executive Board and Executive Council</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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CONVENTION 2021

## RESOLUTIONS: Constitution & Bylaws Committee

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<b>C 18</b>	<p><b>Changes regarding electronic preferred voting</b></p> <p><b>Bylaw – 3 D</b></p> <p><b>D. Mail and Electronic Ballots</b></p> <p><u>Electronic ballots are preferred, however, paper ballots shall be available to any member upon request.</u></p> <p>Where a ballot is to be conducted by mail or electronically the following procedure will be followed:</p> <ol style="list-style-type: none"><li>1) Members voting by mail shall follow the procedure set out in <u>3 C (4)</u> and will return the ballot to the Returning Officer.</li><li>2) The Returning Officer will maintain a mail ballot return box which shall be kept closed until the conclusion of voting.</li><li>3) Only those ballots received by the Returning Officer, on or before the designated post marked date, will be counted.</li><li>4) The Returning Officer shall supervise electronic balloting as approved by the Executive Board or Executive Council.</li></ol> <p>Submitted by: MoveUP Executive Board and Executive Council</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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# Breaking Barriers Embracing Diversity

CONVENTION 2021

## RESOLUTIONS: Constitution & Bylaws Committee

October 28-30, 2021

<b>C 19</b>	<p><b>Changes regarding All EC and EB act as Job Stewards</b></p> <p><b>Constitution Article 4 – Executive Board (preamble)</b></p> <p>All Members of the Executive Board shall be elected for a three (3) year term by a secret ballot of the membership in good standing in accordance with the provisions as set out in the succeeding paragraphs of this Article. The Executive Board shall be representative of the industrial and geographic diversity of MoveUP and of the Bargaining Units certified to MoveUP. To ensure such representation, the number and composition of Executive Board components shall be established by the Electoral Committee in compliance with the Bylaws and approved by the Executive Council. <u>Once elected, all members of the Executive Board will be a Job Steward.</u></p> <p>Submitted by: MoveUP Executive Board and Executive Council</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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# Breaking Barriers Embracing Diversity

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## RESOLUTIONS: Constitution & Bylaws Committee

October 28-30, 2021

<b>C 20</b>	<p><b>Changes regarding All EC and EB act as Job Stewards</b></p> <p><b>Constitution Article 6.2 – Duties of the Executive Board</b></p> <p>The Executive Board shall have the following powers and duties:</p> <p>At the first meeting following the election of the Executive Board they shall elect (from among their number) a Recording Secretary who shall ensure that accurate records are kept of the proceedings of all Executive Board and Executive Council meetings. The Recording Secretary will provide the National President and National Secretary-Treasurer with the names and contact information of all the Local Union officers as well as any changes to that information. In the absence of the Recording Secretary at any of the above-mentioned meetings, and/or at meetings other than those described immediately above, the presiding officer of the meeting shall appoint an Acting Recording Secretary.</p> <ul style="list-style-type: none"><li>a) The Executive Board will be responsible for the ongoing operation of MoveUP and shall make recommendations to, and report to the Executive Council;</li><li>b) The Executive Board shall have the authority to call a strike when any group of Members of MoveUP have voted for strike action against their Employer as provided for in the National Constitution;</li><li>c) The Executive Board may approve expenditures of up to \$5,000 for any one item, in addition to expenditures of an operational nature;</li><li>d) The Executive Board will authorize the employment of staff subject to having obtained prior financial approval for the position from the Executive Council;</li><li>e) The Executive Board shall have the authority to approve the hiring of temporary employees as advised by the President except that the President shall be authorized to hire such temporary employees without approval for short term emergent requirements.</li><li>f) Executive Board members will be elected or appointed as delegates to conventions, conferences, seminars, and similar meetings;</li></ul>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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# Breaking Barriers Embracing Diversity

CONVENTION 2021

## RESOLUTIONS: Constitution & Bylaws Committee

October 28-30, 2021

**C 20  
contd.**

g) Executive Board Members will assume the duties and responsibilities of a Job Steward.

*(renumber remainder)*

g h) The Executive Board shall approve the appointment of Job Stewards and may appoint Job Stewards where necessary;

h i) Executive Board Members will serve on their Bargaining Unit's Negotiating Committee unless they decline in writing;

i j) The Executive Board may propose Bylaws which are consistent with the provisions of the Constitution. Such Bylaws must be ratified by the Executive Council;

j k) The Executive Board shall ratify contracts negotiated with MoveUP representing Employees of MoveUP.

k l) If an Executive Board member shall absent themselves from more than 50% of regular scheduled meetings without reason deemed sufficient by the Executive Council, the Executive Board Member will be considered in default and action will be initiated to fill the vacancy.

l m) A member elected to the position of Executive ~~Director~~ Board Member within MoveUP who voluntarily ceases employment within the bargaining unit will be deemed to have resigned the elected position as of the last date of employment.

Submitted by: MoveUP Executive Board



# Breaking Barriers Embracing Diversity

CONVENTION 2021

## RESOLUTIONS: Constitution & Bylaws Committee

October 28-30, 2021

<b>C 21</b>	<p><b>Changes regarding All EC and EB act as Job Stewards</b></p> <p><b>Constitution Article 7 – Executive Council (preamble)</b></p> <p>The Executive Council is the governing body of MoveUP between conventions, unless otherwise set out by this Constitution. The Council shall govern in a manner consistent with the policies established by the convention. <u>Once elected, all Members of the Executive Council will be a Job Steward.</u></p> <p>Submitted by: MoveUP Executive Board and Executive Council</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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**RESOLUTIONS:**  
**Constitution & Bylaws Committee**

October 28-30, 2021

<b>C 22</b>	<p><b>Changes regarding All EC and EB act as Job Stewards</b></p> <p><b>Constitution Article 7.4 – Duties of the Executive Council</b></p> <p>The Executive Council shall have the following powers and duties:</p> <ul style="list-style-type: none"><li>a) The Executive Council shall be a legislative body with the power to make, revise and amend the Bylaws of MoveUP in the interests of all Members.</li><li>b) The Executive Council will act as an assembly to discuss and rule on matters pertaining to the welfare of the Members and upholding of the objective of the purposes and aims of MoveUP as outlined in Article 2.</li><li>c) The Executive Council shall approve the operating budget of MoveUP as well as any non-operating expenditures over \$5,000. In no case shall total expenditures in any fiscal year exceed the total funds available in the general fund from revenue and other authorized sources.</li><li>d) After the end of each fiscal year surplus funds accrued in that year, in amounts to be determined by the Executive Council, shall be transferred to the Defence Fund, Contingency Fund, Reserve Fund, and/or carried over to the General Fund in the current fiscal year, on a two-thirds majority vote in favour by the Executive Council.</li><li>e) The Executive Council shall receive reports of all committees of MoveUP.</li><li>f) When Executive Board Members are unable to act or do not have sufficient numbers to meet the required amount of delegates to conventions, conferences, seminars and similar meetings, Executive Councillors may be elected or appointed as delegates to such conventions or meetings.</li><li>g) If a Councillor shall absent himself or herself from more than 50% of regular scheduled meetings without reason deemed sufficient by the Executive Council, the Councillor will be considered in default and action will be initiated to fill the vacancy.</li></ul>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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# Breaking Barriers Embracing Diversity

CONVENTION 2021

## RESOLUTIONS: Constitution & Bylaws Committee

October 28-30, 2021

**C 22  
contd**

- h) The Executive Councillors will be responsible for the welfare of the individual Members in the groups they represent, and to the full extent and meaning of the Constitution.
- i) Executive Councillors will assume the duties and responsibilities of a Job Steward.
- i j) A member elected to the position of Executive Councillor within MoveUP who voluntarily ceases employment within the bargaining unit will be deemed to have resigned the elected position as of the last date of employment.

Submitted by: MoveUP Executive Board and Executive Council



# Breaking Barriers Embracing Diversity

CONVENTION 2021

## RESOLUTIONS: Constitution & Bylaws Committee

October 28-30, 2021

<b>C 23</b>	<p><b>Changes regarding All EC and EB act as Job Stewards</b></p> <p><b>Constitution Article 8.2 - Election of Stewards</b></p> <ul style="list-style-type: none"><li>a) Job Stewards may be elected, recalled, acclaimed or appointed by any process approved by the President or Vice-President and endorsed by the Executive Board.</li><li>b) A member elected to the position of Job Steward within <u>MoveUP</u> who voluntarily ceases employment within the bargaining unit will be deemed to have resigned the elected position as of the last date of employment.</li><li>c) Job Stewards take office at the Executive Council election and hold office until the next Executive Council election, they resign or they are removed from office <del>for cause</del> <u>under Article 16</u>.</li></ul> <p>Job Steward positions may be filled at any time between elections through the process above.</p> <li>d) There is no fixed limit on the number of Job Stewards.</li> <p>Submitted by: MoveUP Executive Board and Executive Council</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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## RESOLUTIONS: Constitution & Bylaws Committee

October 28-30, 2021

<p><b>C 24</b></p>	<p><b>Changes regarding Special Assessments</b></p> <p><b>Constitution Article 9.9 - Assessments</b></p> <p>a) <u>Assessments related to Specific Bargaining Units</u></p> <p>    a) i) Members in any Employer Bargaining Unit may set and levy an assessment on their membership to raise revenues for any purpose considered to be in the interests of MoveUP, on the condition that such assessment has been approved by the Executive Board and by a majority of Members voting in the Bargaining Unit. Any such assessments will be maintained in a separate fund and will be used only for the purpose for which it was established unless otherwise approved by a majority of the Members voting in the Bargaining Unit.</p> <p>    ii) <u>The level of assessment will be as close as possible to the benefit requirements under this section and any excess monies from an assessment shall be maintained in a separate fund to meet future obligations.</u></p> <p>b) <u>Benefits related to respecting picket lines of other unions</u></p> <p>    b) i) Members who suffer a loss of salary respecting picket lines of another union will be reimbursed for such losses in accordance with the Bylaws. However, if the Executive Board is of the opinion that the Defence Fund does not have sufficient funds to cover the losses, it may, subject to the following conditions, impose an assessment in order that all Members share the losses experienced by the Members respecting the picket line of other unions.</p> <p>    c) ii) In order to qualify for benefits under this section, Members or other representatives must contact the MoveUP office immediately they are confronted by a picket line to determine that the picket line conforms with this section.</p> <p>    d) iii) Members who lose pay for respecting picket lines in conformity with this section will receive benefits from the assessment fund as per the Bylaws for each full half day that the Member lost pay for respecting such picket line. Benefits will normally be paid after the dispute which generated the picket line is resolved and after the assessment is collected. The Executive Board will total all losses incurred and determine the amount of assessment required to meet the benefits under this section.</p> <p>    e) iv) The level of assessment will be as close as possible to the benefit requirements under this section and any excess monies from an assessment shall be maintained in a separate fund to meet future obligations.</p> <p>Submitted by: MoveUP Executive Board and Executive Council</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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# Breaking Barriers Embracing Diversity

CONVENTION 2021

## RESOLUTIONS: Constitution & Bylaws Committee

October 28-30, 2021

<b>C 25</b>	<p><b>Changes regarding eligibility to attend convention</b></p> <p><b>Constitution Article 12.3 - Eligibility and Representation</b></p> <p>a) <u>Eligibility will be based upon the most recent monthly per capita membership numbers no later than 100 days from the start of Convention.</u></p> <p>ab) All Executive Board Members are delegates to Convention. Councillors and members are eligible to attend the Convention as delegates subject to the following conditions Each Council position will be entitled to the following number of delegates:</p> <p>i) for a Council position with up to 33 members – the Executive Councillor.</p> <p>ii) for a Council position with 34 to 66 members – the Executive Councillor and one Job Steward. No single employer bargaining unit of the combined membership group shall have more than one (1) delegate to convention.</p> <p>iii) for a Council position with more than 66 members – the Executive Councillor and two Job Stewards. No single employer bargaining unit of the combined membership group shall have more than one (1) delegate to convention, unless the combined council position only has two bargaining units, in which case at least one delegate will be from each unit.</p> <p>iv) any bargaining unit not otherwise represented in i), ii) or iii) above, shall be entitled to one member at convention.</p> <p><b>** Renumber remainder of Article</b></p> <p><b>Submitted by: MoveUP Executive Board and Executive Council</b></p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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**RESOLUTIONS:**  
**Constitution & Bylaws Committee**

October 28-30, 2021

<p><b>C 26</b></p>	<p><b>Changes regarding Recording Secretary Role</b></p> <p><b>Amend Constitution Article 6.2 and new 5.2(k)</b></p> <p><b>6.2 Duties of the Executive Board</b></p> <p>The Executive Board shall have the following powers and duties:</p> <p><del>At the first meeting following the election of the Executive Board they shall elect (from among their number) a Recording Secretary who shall ensure that accurate records are kept of the proceedings of all Executive Board and Executive Council meetings. The Recording Secretary will provide the National President and National Secretary Treasurer with the names and contact information of all the Local Union officers as well as any changes to that information. In the absence of the Recording Secretary at any of the above mentioned meetings, and/or at meetings other than those described immediately above, the presiding officer of the meeting shall appoint an Acting Recording Secretary.</del></p> <ul style="list-style-type: none"> <li>a) The Executive Board will be responsible for the ongoing operation of MoveUP and shall make recommendations to, and report to the Executive Council;</li> <li>b) The Executive Board shall have the authority to call a strike when any group of Members of MoveUP have voted for strike action against their Employer as provided for in the National Constitution;</li> <li>c) The Executive Board may approve expenditures of up to \$5,000 for any one item, in addition to expenditures of an operational nature;</li> <li>d) The Executive Board will authorize the employment of staff subject to having obtained prior financial approval for the position from the Executive Council;</li> <li>e) The Executive Board shall have the authority to approve the hiring of temporary employees as advised by the President except that the President shall be authorized to hire such temporary employees without approval for short term emergent requirements.</li> <li>f) Executive Board members will be elected or appointed as delegates to conventions, conferences, seminars, and similar meetings;</li> </ul>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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## RESOLUTIONS: Constitution & Bylaws Committee

October 28-30, 2021

<p><b>C26 contd.</b></p>	<ul style="list-style-type: none"> <li>g) The Executive Board shall approve the appointment of Job Stewards and may appoint Job Stewards where necessary;</li> <li>h) Executive Board Members will serve on their Bargaining Unit's Negotiating Committee unless they decline in writing;</li> <li>i) The Executive Board may propose Bylaws which are consistent with the provisions of the Constitution. Such Bylaws must be ratified by the Executive Council;</li> <li>j) The Executive Board shall ratify contracts negotiated with MoveUP representing Employees of MoveUP.</li> <li>k) If an Executive Board member shall absent themselves from more than 50% of regular scheduled meetings without reason deemed sufficient by the Executive Council, the Executive Board Member will be considered in default and action will be initiated to fill the vacancy.</li> <li>l) A member elected to the position of Executive Director within MoveUP who voluntarily ceases employment within the bargaining unit will be deemed to have resigned the elected position as of the last date of employment.</li> </ul>	
	<p><b>5.2 Secretary-Treasurer</b></p> <p>The Secretary-Treasurer shall be employed by MoveUP in a full time position and remunerated as per the Bylaws.</p> <p>The Secretary-Treasurer shall have the following powers and duties:</p> <ul style="list-style-type: none"> <li>a) The Secretary-Treasurer shall receive all funds of MoveUP and shall maintain accounts in a chartered bank or other financial institution approved by the Executive Council;</li> <li>b) The Secretary-Treasurer or designate shall make such payments as authorized by the Executive Council or the Executive Board and shall provide statements of accounts for each Executive Board and Executive Council meeting. As well the Secretary-Treasurer will report annually the audited statements of MoveUP to the members as a whole.</li> <li>c) The Secretary-Treasurer shall develop and adhere to the Financial Policy as approved by the Executive Board and Executive Council. The Secretary-Treasurer shall develop short and long range financial planning and forecasting.</li> <li>d) The Secretary-Treasurer will be responsible to create the annual budget, to explain budgetary processes to Executive Board and</li> </ul>	



# Breaking Barriers Embracing Diversity

CONVENTION 2021

## RESOLUTIONS: Constitution & Bylaws Committee

October 28-30, 2021

<p><b>C26 contd.</b></p>	<p>Executive Council and members when required, and present the Annual Budget at Executive Board and Executive Council meetings. The Secretary-Treasurer will work with MoveUP committees on their annual budget.</p> <ul style="list-style-type: none"> <li>e) The Secretary-Treasurer shall chair any budgetary, financial, or pension committees, except the Audit Committee.</li> <li>f) Financial staff shall report directly to the Secretary-Treasurer on financial matters. The President shall have full access to all financial information of MoveUP.</li> <li>g) The Secretary-Treasurer shall assume the duties of the President when so directed by the President as per Article 5.1(c).</li> <li>h) The Secretary-Treasurer will carry out any special duties as may be conferred upon them by the President.</li> <li>i) A member elected to the position of Secretary-Treasurer within MoveUP who voluntarily ceases employment within the bargaining unit will be deemed to have resigned the elected position as of the last date of employment.</li> <li>j) The Secretary-Treasurer shall submit to the National Secretary-Treasurer all relevant information pertaining to those bank accounts (name of the institution, full address, account number, ...). The Treasurer shall endeavor to deposit such funds in unionized financial institutions.</li> <li>k) <u>The Secretary-Treasurer shall assume the responsibilities of Recording Secretary, as mandated in the National Constitution. The Recording Secretary shall ensure that accurate records are kept of the proceedings of all Executive Board and Executive Council meetings. The Recording Secretary will provide the National President and National Secretary-Treasurer with the names and contact information of all the Local Union officers as well as any changes to that information. These duties may be delegated by the Secretary Treasurer, in consultation with the President.</u></li> </ul> <p>Submitted by: MoveUP Executive Board and Executive Council</p>	
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# Breaking Barriers Embracing Diversity

CONVENTION 2021

## RESOLUTIONS: Constitution & Bylaws Committee

October 28-30, 2021

<b>C 27</b>	<p><b>Housekeeping</b></p> <p>Constitution Article 4.3 – Election of Executive Board</p> <p>4.3 e) Notwithstanding Article 4.3(a) and in accordance with Bylaw-<del>(1 E (3)</del> the Electoral Committee may add bargaining units of less than five hundred one (501) members to a single bargaining unit of five hundred one (501) or more members. In such cases where the combined membership is greater than one thousand (1000) members Article 4.3(d) would not apply.</p> <p>Submitted by: MoveUP Executive Board and Executive Council</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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# Breaking Barriers Embracing Diversity

CONVENTION 2021

## RESOLUTIONS: Constitution & Bylaws Committee

October 28-30, 2021

<b>C 28</b>	<p><b>Housekeeping</b></p> <p>Constitution Article 7.2 – Election of Councillors</p> <p>7.2 (b) (iii)</p> <p>iii) Notwithstanding Article 7.2(b) (i) and in accordance with Article 7.2(a) and Bylaw <u>1</u> E (3) the Electoral Committee may add bargaining units of less than fifty (50) members to a single bargaining unit of fifty (50) or more members. In such cases where the combined membership is greater than one hundred fifty (150) members Article 7.2(b) (ii) would not apply.</p> <p>Submitted by: MoveUP Executive Board and Executive Council</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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# Breaking Barriers Embracing Diversity

CONVENTION 2021

## RESOLUTIONS: Constitution & Bylaws Committee

October 28-30, 2021

<b>C 29</b>	<p><b>Housekeeping</b></p> <p><b>ARTICLE 13 – AMENDMENTS TO THE CONSTITUTION</b></p> <p><b><u>13.4</u></b></p> <p><u>Notwithstanding Article 13.1, 13.2 and 13.3, if there are any spelling, grammatical, formatting mistakes that does not materially affect the context/meaning of the Constitution, they can be amended in consultation with the president without going to Convention.</u></p> <p>Submitted by: MoveUP Executive Board</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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# Breaking Barriers Embracing Diversity

CONVENTION 2021

## RESOLUTIONS: Constitution & Bylaws Committee

October 28-30, 2021

<b>C 30</b>	<p><b>Housekeeping</b></p> <p><b>Article 10.7 - Vacancies</b></p> <p>c) Vice-President:</p> <ul style="list-style-type: none"><li>i) The process in Article 10.7(b) shall occur first to replace the vacant Executive Board position.</li><li>ii) When the process contemplated in Article 10.7(b) has been completed, the members of the Executive Council for the unit will then elect a Vice-President from the Board members for the unit at the earliest possible scheduled meeting of the Executive Council.</li><li>iii) If there is no <del>Director</del> <u>Executive Board Member</u> elected per Article 10.7(c) (1), then the Vice-President for the unit shall be elected from the remaining members of the Executive Board for the unit.</li></ul> <p>Submitted by: MoveUP Executive Board</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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# Breaking Barriers Embracing Diversity

CONVENTION 2021

## RESOLUTIONS: MOVEUP

October 28-30, 2021

<p><b>HR 1</b></p>	<p><b>Unmarked graves</b></p> <p><b>Whereas,</b> Canada's Indian Residential School System was a cruel, inhumane and evil institution set up to purposely destroy Indigenous families and communities;</p> <p><b>Whereas,</b> with the recent discovery of almost 2000 unmarked graves on the grounds of former Indian Residential Schools across the country</p> <p><b>Whereas,</b> the Canadian Government has not followed through on the call to action #72 to allocate resources for the purpose of creating and maintaining the National Residential School Death Registry</p> <p><b>Whereas,</b> local Indigenous Communities are paying with their own funds to explore the former residential school grounds</p> <p><b>Whereas,</b> the relatives of the lost children deserve to have closure and mourn their loss in their traditional ways and values</p> <p><b>Therefore,</b> MoveUP will write to both the provincial and federal governments demanding the immediate implementation of the 2015 Truth and Reconciliation Commission of Canada's 94 Calls to Action prioritizing Calls 72 through 76 which focuses on Missing Children and Burial Information; and</p> <p><b>Therefore,</b> be it further resolved that MoveUP will demand the federal government immediately cease and desist any legal action against Indigenous children and residential school survivors over compensation awarded; and</p> <p><b>Therefore,</b> be it further resolved that MoveUP will provide resources and support for Indigenous union members, their family members and survivors of the residential school system, while continuing to create educational sessions for our members exploring the harmful legacy of the Indian Residential School System and the path towards truth and reconciliation for all allies.</p> <p>Submitted by: Darshan Andrews, Anderson Charles, Surinder Cheema, Brenda Chu, Tom David, Rowyn DeVito, Bryan Finstad, Vivian Ho, Jessica Hou, Rikki-Lee Itterman, Janice Krieger, Sheela Kumar, Tosha Lheritier, Kyle McNeil, Eddie Mishra, Judy Ng, Colleen Rayner, Nathan Schmidtke, Gunter Seifert, Umie Shalma, Christy Slusarenko, Annette Toth, Stephanie Villeneuve, Mohammad Zahid, Elizabeth Zlot.</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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# Breaking Barriers Embracing Diversity

CONVENTION 2021

## RESOLUTIONS: MOVEUP

October 28-30, 2021

<p><b>HR 2</b></p>	<p><b>Ending Femicide</b></p> <p><b>Whereas,</b> 92 women and girls have been murdered, mostly by men, in the first half of 2021 in Canada</p> <p><b>Whereas,</b> this is 14 more than the same time frame in 2020, and 32 more than the first half of 2019</p> <p><b>Whereas,</b> 37 percent of all these murders were committed by their intimate partner</p> <p><b>Whereas,</b> Indigenous women make up 5 percent of the population, they represent more than double at 12 percent of these murders</p> <p><b>Therefore,</b> it be resolved that MoveUP will continue our efforts and support of the 10 paid days of leave for domestic intimate partner violence</p> <p><b>Therefore,</b> MoveUP will continue to negotiate the 10 paid days of leave into all of our collective agreements</p> <p><b>Therefore,</b> MoveUP will be active in the purple scarf campaigns, as a way to end the stigma, trauma and suffering of the victims.</p> <p>Submitted by: Darshan Andrews, Anderson Charles, Surinder Cheema, Brenda Chu, Tom David, Rowyn DeVito, Bryan Finstad, Vivian Ho, Jessica Hou, Rikki-Lee Itterman, Janice Krieger, Sheela Kumar, Tosha Lheritier, Kyle McNeil, Eddie Mishra, Judy Ng, Colleen Rayner, Nathan Schmidtke, Gunter Seifert, Umie Shalma, Christy Slusarenko, Annette Toth, Stephanie Villeneuve, Mohammad Zahid, Elizabeth Zlot, Cenen Bagon, Jennifer Bari, Carol Brown, Chika Buston, Antara Deb, Melanie Greenlaw, Natalie Hoedel, Deborah Johnson, Shelly Johnston, Patricia Kim, Milena Kollay, Janice Krieger, Dawn Lentsch, Kimberley McInroy, Carrie Michels, Amelia Peterson, Colleen Rayner, Andrea Stephens, Alene Stolle, Lori Watt, Susan Wills, Dora Wong, Marisha Zuckerman.</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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# Breaking Barriers Embracing Diversity

CONVENTION 2021

## RESOLUTIONS: MOVEUP

October 28-30, 2021

<b>HR 3</b>	<p><b>Ending the blood ban</b></p> <p><b>Whereas,</b> the federal Liberal government made a promise in their last federal election campaign to end the blood ban against men who have sex with men and transgender women</p> <p><b>Whereas,</b> the Canadian Blood Services (CBS) and <i>HEMA Quebec</i> discriminates against men who have sex with men and transgender women without scientific evidence that they will be a danger to the blood supply</p> <p><b>Whereas,</b> the CBS tests all blood donations to keep our blood supply safe</p> <p><b>Whereas,</b> there is a blood supply shortage, and the CBS with the federal government, restricts large, equity-seeking groups the ability to provide healthy blood donations</p> <p><b>Therefore,</b> MoveUP will continue to write letters to the locals, councils, and other affiliates to participate in the campaign to end the blood ban</p> <p><b>Therefore,</b> MoveUP will continue to speak out about the discriminatory practices and, through the CLC, lobby the federal Liberals and Canadian Blood Services to end the ban</p> <p><b>Therefore,</b> MoveUP will encourage the participation of the "Blood Ban Coalition" to our affiliates</p> <p>Submitted by: Darshan Andrews, Anderson Charles, Surinder Cheema, Brenda Chu, Tom David, Rowyn DeVito, Bryan Finstad, Vivian Ho, Jessica Hou, Rikki-Lee Itterman, Janice Krieger, Sheela Kumar, Tosha Lheritier, Kyle McNeil, Eddie Mishra, Judy Ng, Colleen Rayner, Nathan Schmidtke, Gunter Seifert, Umie Shalma, Christy Slusarenko, Annette Toth, Stephanie Villeneuve, Mohammad Zahid, Elizabeth Zlot.</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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# Breaking Barriers Embracing Diversity

CONVENTION 2021

## RESOLUTIONS: MOVEUP

October 28-30, 2021

<b>HR 4</b>	<p><b>Acknowledging Systemic Racism in the Labour Movement</b></p> <p><b>Whereas,</b> systemic racism is being exposed in all parts of our society; and</p> <p><b>Whereas,</b> the labour movement calls out and upon governments, police, religious groups, and other institutions who have contributed to the systemic racism in our society without acknowledging our own history of racism</p> <p><b>Therefore,</b> MoveUP will continue to create educational sessions for our membership on topics such as truth and reconciliation, Black Lives Matter, and other relevant topics which fit with our vision, mission and goals</p> <p><b>Therefore,</b> MoveUP will participate and support the work of the CLC and BCFED in creating training programs or courses that will teach true union contribution of systemic racism within the labour movement</p> <p>Submitted by: Darshan Andrews, Anderson Charles, Surinder Cheema, Brenda Chu, Tom David, Rowyn DeVito, Bryan Finstad, Vivian Ho, Jessica Hou, Rikki-Lee Itterman, Janice Krieger, Sheela Kumar, Tosha Lheritier, Kyle McNeil, Eddie Mishra, Judy Ng, Colleen Rayner, Nathan Schmidtke, Gunter Seifert, Umie Shalma, Christy Slusarenko, Annette Toth, Stephanie Villeneuve, Mohammad Zahid, Elizabeth Zlot.</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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# Breaking Barriers Embracing Diversity

CONVENTION 2021

## RESOLUTIONS: MOVEUP

October 28-30, 2021

<b>HS 1</b>	<p><b>Psychological Trauma</b></p> <p><b>Whereas,</b> Psychological trauma and injuries are becoming more commonplace in today's age. Workers are facing or dealing with more violence and harassment in the workplace whether it be from clients the public or coworkers. Barriers to compensation for psychological injuries suffered in the workplace are steep often meaning workers cannot get help when they most need it or meaning they do not seek help at all.</p> <p><b>Therefore, be it resolved,</b> the MoveUP through the Health and Safety Committee will endeavor to bring awareness to psychological injuries in the workplace (including bullying &amp; harassment and post traumatic event disorders) through a campaign, bulletin, or other means.</p> <p><b>Therefore, be it further resolved,</b> the health and safety committee will endeavor to lobby government and WorkSafeBC to expand upon its "presumptive coverage" offered to some professions in Part 4 Division 1 – 135 of the Workers Compensation Act to a broader base of professions and front-line workers.</p> <p>Submitted by: Anderson Charles, Patrick Coghlan, Rysa Kronebusch, Brian Martens, Andrea McKenzie, Vayia Platko, Annette Toth</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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# Breaking Barriers Embracing Diversity

CONVENTION 2021

## RESOLUTIONS: MOVEUP

October 28-30, 2021

<p><b>HS 2</b></p>	<p><b>Lack of Mental Health and Rehabilitation Services</b></p> <p><b>Whereas,</b> our provinces lack availability for proper mental health and rehabilitation services for those who use illicit substances to self-medicate; whereas the government allow unregulated rehab houses to collect money without providing proper care; and</p> <p><b>Whereas,</b> our government has accepted facilities where these people are mixed in with elderly care homes; and</p> <p><b>Whereas,</b> private facilities exist and are financially out of reach to those requiring services; and</p> <p><b>Whereas,</b> we must find an alternative to better manage the allocation of funding and regulations must be more strenuous to offer proper healthcare and rehabilitation services for those in the loop of addiction.</p> <p><b>Therefore, be it resolved</b> MoveUP work alongside other affiliates and the BC Federation of Labour to re-unionize these facilities and ensure the care given is the best quality care,</p> <p><b>Therefore, be it further resolved</b> that MoveUP work to ensure these regulations include stringent provisions for rehab houses to commit to providing qualified on-site medical/healthcare staff,</p> <p><b>Therefore, be it further resolved</b> where facilities that operate to service elderly, mental health, and patients with substance abuse issues no longer operate in a mixed facility.,</p> <p><b>Therefore, be it further resolved</b> that MoveUP continue to work with other affiliates and the BC Federation and the CLC to ensure, all levels of government recognize, that substance abuse is a detriment to our communities, and we must allocate resources to resolve and rehabilitate the members of our community to the best of our ability.</p> <p>Submitted by: Anderson Charles, Patrick Coghlan, Rysa Kronebusch, Brian Martens, Andrea McKenzie, Vayia Platko, Annette Toth</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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# Breaking Barriers Embracing Diversity

CONVENTION 2021

## RESOLUTIONS: MOVEUP

October 28-30, 2021

<b>HS 3</b>	<p><b>Decriminalize Sex Work</b></p> <p><b>Whereas,</b> MoveUP being the first union to publicly support the movement to decriminalize sex work and</p> <p><b>Whereas,</b> full decriminalization of sex work includes decriminalization for sex workers who are not citizens or permanent residents and</p> <p><b>Whereas,</b> current prostitution, trafficking, and immigration laws, in addition to municipal bylaws, migrant sex workers are under surveillance and harassment by police and bylaws officers, they continue to be under the threat of detention and deportation by Canada Border Services Agency and</p> <p><b>Whereas,</b> immigrant sex workers who report violence to authorities also risk becoming the target of trafficking investigations, due to over-broad prostitution and trafficking laws which do not differentiate sex work and trafficking, and</p> <p><b>Whereas,</b> an overwhelming majority of police officers who themselves do not understand the difference between sex work and trafficking and</p> <p><b>Whereas,</b> often trans and two-spirited persons, racialized sex workers, male sex workers, migrant sex workers, sex workers who use drugs, sex workers living with HIV are not include when discussions to decriminalize sex work and these are the most marginalized workers.</p> <p><b>Therefore, be it resolved</b> that MoveUP start an internal member to member campaign to educate our membership on these discriminatory actions that impact those who are, Indigenous persons, trans and two-spirited persons, racialized sex workers, male sex workers, immigrants and migrant sex workers who risk deportation.</p> <p><b>Therefore, be it further resolved,</b> that MoveUP publicly support these organizations who are working towards the full decriminalization of sex work and publicly support these organizations who are working to ensure government implement mechanisms to enable these workers participate meaningfully in the law reform discussions,</p> <p><b>Therefore, be it further resolved,</b> that MoveUP challenge government to understand that true, truth and reconciliation is not just words but action, it may be necessary to decolonize the process, by allowing sex workers themselves to determine the appropriate protocols.</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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# Breaking Barriers Embracing Diversity

CONVENTION 2021

## RESOLUTIONS: MOVEUP

October 28-30, 2021

### HS 3 contd.

Submitted by: Darshan Andrews, Anderson Charles, Surinder Cheema, Brenda Chu, Tom David, Rowyn DeVito, Bryan Finstad, Vivian Ho, Jessica Hou, Rikki-Lee Itterman, Janice Krieger, Sheela Kumar, Tosha Lheritier, Kyle McNeil, Eddie Mishra, Judy Ng, Colleen Rayner, Nathan Schmidtke, Gunter Seifert, Umie Shalma, Christy Slusarenko, Annette Toth, Stephanie Villeneuve, Mohammad Zahid, Elizabeth Zlot, Patrick Coghlan, Rysa Kronebusch, Brian Martens, Andrea McKenzie, Vayia Platko, Cenen Bagon, Jennifer Bari, Carol Brown, Chika Buston, Antara Deb, Melanie Greenlaw, Natalie Hoedel, Deborah Johnson, Shelly Johnston, Patricia Kim, Milena Kollay, Janice Krieger, Dawn Lentsch, Kimberley McInroy, Carrie Michels, Amelia Peterson, Colleen Rayner, Andrea Stephens, Alene Stolle, Lori Watt, Susan Wills, Dora Wong, Marisha Zuckerman.



# Breaking Barriers Embracing Diversity

CONVENTION 2021

## RESOLUTIONS: MOVEUP

October 28-30, 2021

<b>R 1</b>	<p><b>Defunding the Police</b></p> <p><b>Whereas,</b> the police perpetuate state violence against marginalized people including but not limited to black and indigenous people, and</p> <p><b>Whereas,</b> MoveUP describes itself as a “progressive union” that states that it “pursues social justice” to “promote solidarity” and “build a more just society”, and</p> <p><b>Whereas,</b> any support of the police as-is is tacit acceptance of the their racist, violent role in society, and</p> <p><b>Whereas,</b> David Black has noted the “tremendous impact that workers have in affecting change” regarding police brutality and racial injustice</p> <p><b>Therefore be it resolved,</b> that MoveUP formally support defunding the police, and</p> <p>BIFRT MoveUP join or create a campaign to defund the police, and</p> <p>BIFRT MoveUP announce to its members that it supports defunding the police, and</p> <p>BIFRT MoveUP formally request that the Canadian Office and Professional Employees Union (COPE-SEPB) also formally support defunding the police and support a campaign with that aim.</p> <p>Submitted by: Ricardo Bortolon</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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# Breaking Barriers Embracing Diversity

CONVENTION 2021

## RESOLUTIONS: MOVEUP

October 28-30, 2021

<b>R 2</b>	<p><b>Work from Home</b></p> <p><b>Whereas,</b> many/all employees have to travel to work; and</p> <p><b>Whereas,</b> inequitable access to affordable housing and transit can be large costs to employees; and</p> <p><b>Whereas,</b> travel time varies greatly from region to region, with round trips up to 4 hours to/from work; and</p> <p><b>Whereas,</b> ICBC has shown it is capable of supplying equipment and infrastructure to work from home, and</p> <p><b>Whereas,</b> we are in a climate emergency and need to reduce greenhouse gases as much as possible,</p> <p><b>Therefore be it resolved,</b> MoveUP will demand that employees who live beyond a reasonable commuting distance will be given reasonable opportunity to work from home full time</p> <p><b>Therefore be it further resolved,</b> MoveUP will bargain for employees who are forced to travel beyond a reasonable distance to/from their HQ for work are provided with a Km based premium to their pay, in recognition to the loss of free time, the cost of commuting to work, and damages to work/life balance resulting from large commutes.</p> <p>Submitted by: Cam Fairweather</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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# Breaking Barriers Embracing Diversity

CONVENTION 2021

## RESOLUTIONS: MOVEUP

October 28-30, 2021

<b>R 3</b>	<p><b>Seniority Lists</b></p> <p><b>Whereas,</b> the BC Hydro MoveUP members are not permitted to see their Seniority List which causes distrust in the Union when Seniority is not transparent to all members. Whereas members are forced to trust what they are provided by a MoveUP Union staff member. This is the only Union that I am aware of that does not display a Seniority List for all it's members to see to assist them in identifying if a potential grievance may be called for. Whereas the member must send an email to request information regarding seniority of a successful applicant for a job in which that member also interviewed for and the member must wait for the email response resulting in possible delay in potential action. Whereas hiding the Seniority List from it's BC Hydro MoveUP members leads to all our members having absolutely no way to ensure it is accurate and are forced to rely on someone telling them it is accurate or by knowing approximately when another member was hired on with BC Hydro.</p> <p><b>Therefore, be it resolved,</b> that MoveUP be entirely transparent to all it's BC Hydro members by providing a monthly Seniority List which is date/time stamped along with a clear/bold statement regarding the accuracy being only confirmed as of the date/time stamped on the Seniority List. If any member looks after that date/time that they take into consideration that Seniority could have changed for a multitude of reasons and an inquiry would be necessary.</p> <p>Submitted by: Colleen Fox, BC Hydro</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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# Breaking Barriers Embracing Diversity

CONVENTION 2021

## RESOLUTIONS: MOVEUP

October 28-30, 2021

<p><b>R 4</b></p>	<p><b>Food Insecurity</b></p> <p><b>Whereas,</b> the gaps revealed by the COVID-19 pandemic point to an opportunity for a more equitable and healthier food system. People on social assistance represent more than half of food bank usage. Insufficient welfare rates were cited as the number one reason for accessing a food bank. Improving incomes across the poorest households is a meaningfully way of addressing food security in BC.</p> <p><b>Whereas,</b> Food banks do what they can but do not offer any specific dietary needs people may have for instance, cultural, those with food allergies or people with diabetes.</p> <p><b>Whereas,</b> the UWLM has over 150 Food Hubs across the Metro Vancouver area, they offer food to purchase and supplement if the shopper is unable to afford to purchase.</p> <p><b>Whereas,</b> the British Columbia Centre for Disease Control estimates the cost of a nutritious diet for BC households. For example, they estimated the cost of a nutritious diet (in 2017) at \$517 per month for a single-parent household. By comparison, BC's inadequate social assistance provides only \$526 in the (non-shelter) support rate for single parent households—which is supposed to pay for all costs other than rent, food, clothing, toiletries, transit, etc. The cost of a nutritious basket for a family of four was \$1,019 per month, several hundred dollars higher than the support rates provided under social assistance.</p> <p><b>Whereas,</b> PROOF Food insecurity policy research conducted a study that examines the effects of provincial policies and economic environment of food insecurity. The research showed that a one dollar and hour increase in the minimum wage was associated to 5% lower odds of experiencing food insecurity. Adding 1,000 dollar increase in annual welfare income was associated with 5% lower odds of severe food insecurity and a 1%-point increase in the income tax rate for the lowest income households was associated with 9% higher odds of food insecurity.</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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# Breaking Barriers Embracing Diversity

CONVENTION 2021

## RESOLUTIONS: MOVEUP

October 28-30, 2021

<b>R4 contd.</b>	<p><b>Therefore, be it resolved,</b> the MoveUP lobby government to create a policy to address the growing need and impact of food insecurity in our province.</p> <p><b>Therefore, be it further resolved,</b> that MoveUP continue to support the BC Federation of Labour and the CLC campaign to increase minimum wage in not only our province but Canada.</p> <p><b>Therefore, be it further resolved,</b> that MoveUP lobby government to increase the income assistance to ensure no one must choose between food or rent.</p> <p><b>Therefore, be it further resolved,</b> that MoveUP continue to support and work with organization, societies and the UWLM that address the growing need for food security.</p> <p>Submitted by Rysa Kronebusch, BC Hydro</p>	
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# Breaking Barriers Embracing Diversity

CONVENTION 2021

## RESOLUTIONS: MOVEUP

October 28-30, 2021

<b>R 5</b>	<p><b>First Nations Bursary</b></p> <p><b>Whereas,</b></p> <ul style="list-style-type: none"><li>• The Indian Residential Schools Program, which ran in Canada from roughly 1880 to 1996, is a tragedy in Canadian history.</li><li>• In 2016, there were 270,585 Aboriginal people in British Columbia, making up 5.9% of the population. ... Of the Aboriginal population in British Columbia, 63.8% (172,520) were First Nations people, 33.0% (89,405) were Métis, and 0.6% (1,615) were Inuit.</li><li>• According to the CWB (Community Well-Being) index, the 2016 gap in average scores between First Nations and non-Indigenous communities was substantial. It was 19.1 points lower than the average score for non-Indigenous communities. The gap in education specifically was 15.5.</li><li>• Students can work up to 20 hours per week during their studies and 40 hours per week during vacation. They can earn approximately C\$ 8 - C\$ 10 per hour, amounting to C\$ 400 to C\$ 1,000 per month. The monthly cost of living in Vancouver for a single person is estimated at around 1,180 CAD. In Victoria, 951\$ per month. In Kelowna, 903\$ per month.</li></ul> <p>The average cost of attendance at any 4-year institution is \$25,362. The weighted average to study at a BC public post-secondary institution is \$3,132 in 2021. Since 2005, Government policy has limited tuition fee increases to 2% annually.</p> <p><b>Therefore be it resolved,</b></p> <ul style="list-style-type: none"><li>• MoveUP set up a fund for First Nations bursaries, available for applications from BC resident students, both union members and non-union members, attending a BC post-secondary institution</li><li>• Exact application requirements, selection criteria, and amount annually disbursed to be determined by the Education Committee.</li><li>• MoveUP will advise BC School Districts, The BC Federation of Labour, City Councils and Labour Districts of the fund, and of annual applications once ready.</li></ul> <p>Submitted by: Dawn Lentsch</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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# Breaking Barriers Embracing Diversity

CONVENTION 2021

## RESOLUTIONS: MOVEUP

October 28-30, 2021

<b>R 6</b>	<p><b>Public Sector Compensation</b></p> <p><b>Whereas</b>, public workers are not always compensated at the same rate as their private sector counterparts and, at times, the difference can amount to tens of thousands of dollars in compensation annually;</p> <p><b>Whereas</b>, this can result in the employer attracting and taking advantage of disadvantaged employees, such as those who are new to Canada and require Canadian work experience or those who have underlying health issues which require strong benefits plans. Essentially, this puts those members in a position where they must accept less than fair market value for their skills.</p> <p><b>Therefore, be it resolved</b>, that MoveUP will take all possible to steps during bargaining, and through any other means available, to ensure that public sector employees receive compensation at least commensurate with their private sector peers.</p> <p>Submitted by: Sorch MacDonal, Capilano University</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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# Breaking Barriers Embracing Diversity

CONVENTION 2021

## RESOLUTIONS: MOVEUP

October 28-30, 2021

<b>R 7</b>	<p><b>Foreign Policy Committee</b></p> <p><b>Whereas</b>, Canada is home to immigrants from all walks of life, they have seen true democracy once they have landed in Canada. More can be done by Canada who is also a G7 partner to call out on countries on Human right's issues, without having to effecting the countries sovereignty.</p> <p><b>Therefore be it resolved</b>, We set up a foreign policy committee as a branch of the political committee to address issues beyond Canada's Borders. This committee would look at issues from Human rights, Global climate change, and also define Canada's true trading partners.</p> <p><b>Therefore be it resolved</b>, that MoveUP along with other Union's encourage the Government to hold foreign governments accountable. Notably China's ignorance on the peaceful protests in Hongkong by the Hongkong students, and the farmers protests in India, and Military involvement with governments affecting democracy.</p> <p><b>Therefore be it resolved</b>, Canada demands the release of it's diplomats who have been held hostage on foreign soil without a lawyer, violating The Vienna convention on diplomatic relations (1961) violating articles 22 and Article 29.</p> <p>Submitted by: Bosco Misquitta, BC Hydro</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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# Breaking Barriers Embracing Diversity

CONVENTION 2021

## RESOLUTIONS: MOVEUP

October 28-30, 2021

<b>R 8</b>	<p><b>Housing Insurance</b></p> <p><b>Whereas,</b> We have all seen the rise in costs in Condo insurance, it has taken everyone by surprise on the steep increase in Insurance. The re-insurance was held by private companies overseas notably through the Lloyds of London. Today if BC needs to bring back the reserve held overseas to the domestic market, it will not be able to do so.</p> <p><b>Therefore be it resolved,</b> that BC government directs sale of Condo insurance to be issued via ICBC and regulated by BCUC.</p> <p>Submitted by: Bosco Misquitta, BC Hydro</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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# Breaking Barriers Embracing Diversity

CONVENTION 2021

## RESOLUTIONS: MOVEUP

October 28-30, 2021

<b>R 9</b>	<p><b>Affordable BC</b></p> <p><b>Whereas,</b> it is said that 70% of British Columbian's don't have a house of their own. Homes are a necessity and have been left in the hands of the free economy. A person who earns 90K cannot afford a home, if 60% of their income is on consumption and 20% goes towards taxes.</p> <p><b>Therefore, be it resolved,</b> MoveUP ask the BC government to set a price ceiling for houses being sold at 10% of the cost, removing any form of home bidding wars.</p> <p><b>Therefore, be it resolved,</b> increase the vacancy tax to 60% as these homes are not only taking way the resources but are also an environmental hazard.</p> <p>Submitted by: Bosco Misquitta, BC Hydro</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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# Breaking Barriers Embracing Diversity

CONVENTION 2021

## RESOLUTIONS: MOVEUP

October 28-30, 2021

<b>R 10</b>	<p><b>Penalty on Bad Management Practice</b></p> <p><b>Whereas</b>, there have been several cases of abuse of power by managers. Managers have failed on basic civility in their job role. There is nothing by law that holds them accountable, but yet they are rewarded with high bonuses and high pension plans at the end of the year. In a pension system both the employer and the employee contribute to the pension plan. However, if for any reason a manager fails to behave with basic civility all they are given is a warning letter, which is ink on paper. But yet are awarded financially.</p> <p><b>Therefore, be it resolved</b>, any senior person found to violate basic human right, their privileges are revoked and the person's perks should be suspended for the period of 6 month. Ie bonus and Pension payouts. I would like this to incorporated into our collective agreement.</p> <p>Submitted by: Bosco Misquitta, BC Hydro</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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# Breaking Barriers Embracing Diversity

CONVENTION 2021

## RESOLUTIONS: MOVEUP

October 28-30, 2021

<b>R 11</b>	<p><b>Work from Home</b></p> <p><b>Whereas</b>, the pandemic has taught us several things, a good lesson we all learned was that we are more efficient and effective when working from home. There is a cost to travel to the office, time wasted in delayed commute, and the cost of unwinding at home after a long day at work.</p> <p><b>Therefore be it resolved</b>, in the next round of collective agreement with an employer is to ask for more number of work from home days for employees. With the assurity that the employer does not exceed the number of working hours, limit the VPN time to max of 8 hrs per day.</p> <p>Submitted by: Bosco Misquitta, BC Hydro</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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# Breaking Barriers Embracing Diversity

CONVENTION 2021

## RESOLUTIONS: MOVEUP

October 28-30, 2021

<b>R 12</b>	<p><b>BC Hydro Attendance Support Program</b></p> <p><b>Whereas,</b> BC Hydro/Powertech has implemented the Attendance Support Program on March 2019. This program is intended to address what the employer deems as “above average absenteeism over a rolling 12-month period.”</p> <p>It is disguised as a support program for staff with the intent of care, guidance, and remedy, but is actually a form of adamant reprimand singling out employees with high absenteeism. The employee is called in to meet with managers to discuss underlying reasons explaining his/her absences. MoveUp has suggested bringing a steward to these meetings. I believe that this action alone is insufficient as it does not address the fact that this is an organizational form of intimidation and bullying by the employer and therefore should require a major policy change.</p> <p>In a pandemic-stricken workplace, the need for absences (with advance notice or otherwise) is often unavoidable and necessary to suit fundamental human needs. These range from quarantine periods, familial obligations, disabilities, addiction, child care, poverty, etc. This Attendance Support Program targets employees who have a high number of absences regardless of whether or not that employee is undergoing hardship.</p> <p>Although I understand the impact of absenteeism upon a business, this Attendance Support Program attempts to filter out employees who management deems and tags as ‘lazy’ or ‘insubordinate’. In effect, it is a careless and discriminating blanket solution that causes more harm as it seems to also punish honest, hardworking employees who are experiencing hardships for the sake of profit derived from improved staff attendance. Additionally, the lasting stigma of being placed in the program not only humiliates the employee but also leaves a prolonged sensation of being closely watched attendance-wise. This makes seeking approval for RWWL days or calling in sick more stressful than it should. Should two MoveUp members ask for time off, the one referred to the Attendance Support Program would more likely be denied by a manager than the other who isn’t. Should an employee be called to these meetings and be made to explain absences, it could very well be a breach of privacy and confidentiality as it forces the employee to disclose private and/or personal matters that led to those absences. Everyone should have the right to choose not to disclose any private information especially when questioned by an employer.</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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# Breaking Barriers Embracing Diversity

CONVENTION 2021

## RESOLUTIONS: MOVEUP

October 28-30, 2021

**R12  
contd.**

### **Therefore, be it resolved**

For a while now, other unions such as HEU and BCNU have deemed such programs as an intimidation tactic and bullying by the employer to which they have protective policies for. I implore MoveUp to see this Attendance Support Program the same way, and make policy changes accordingly to protect BCHydro/Powertech staff as well.

I would like to see an official statement similar to this: MoveUp has decided that the Attendance Support Program to be in violation of employees' rights and therefore instruct its members to refuse invitations to these meetings without fear of repercussions. Members should also immediately inform MoveUp when referred to this program, or pressured into these meetings.

Submitted by: Cornelius Orquiola, Powertech Labs



# Breaking Barriers Embracing Diversity

CONVENTION 2021

## RESOLUTIONS: MOVEUP

October 28-30, 2021

<p><b>R 13</b></p>	<p><b>MoveUP Policy – Duty to Accommodate</b></p> <p><b>Whereas,</b> Duty accommodation or job reassignment due to medical conditions involves MoveUp to seek an alternate position or reasonable accommodation within the workplace once. After that one and only search, MoveUp is no longer obligated to seek a second time. Upon which, the employee is not allowed to refuse that reasonable accommodation or alternate position.</p> <p>Definition of Reasonable: Clear factors should be stated particularly if the basis is on medical limitations, salary, qualifications, seniority, location, etc. to determine a humane solution where the employee can still do dignified and meaningful work. For instance, are there measures to protect a Group 8 Technician who has 15 years of service who now requires a wheelchair, to be reassigned to a Group 6 custodial position in a site 3 hours away from home?</p> <p>Single attempt: A one and only search seems insufficient – why one? Three seems fair. Should that single search fail to acquire reasonable accommodation or a suitable reassignment, is termination (be it layoff or resignation) the only option for the employee? Also, can that search look into the company's subsidiaries as well, so long as it has MoveUp membership (ie. BChydro/PowerTech/Powerex)?</p> <p>Probationary period in new position: Say a successful job reassignment has been acquired and the employee is subjected to a 6-month probationary period. If the new job doesn't work out –whether by employee feedback or employer feedback – would he/she be summarily let go? Are there measures that protect that employee such as being allowed to get his/her original position back? Can seniority be utilized as a favourable factor?</p> <p><b>Therefore, be it resolved</b> I am requesting a thorough policy change/addendum that helps and protects members who are afflicted by medical conditions or disabilities that suddenly make them unfit to do their jobs.</p> <p>For members who are returning from LTD and unfit to do their occupation to its full scale, there is a protective policy that details what is reasonable, that would search thrice for suitable duty accommodation or job reassignment including MoveUp positions throughout the company's subsidiaries, and compassionately protects the employee who is unsuccessful in passing the probationary period.</p> <p>Submitted by: Cornelius Orquiola, PowerTech Labs</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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# Breaking Barriers Embracing Diversity

CONVENTION 2021

## RESOLUTIONS: MOVEUP

October 28-30, 2021

<b>R 14</b>	<p><b>Election of Vice President Combined</b></p> <p><b>Whereas</b> Executive Board Members are presently elected from among their combined memberships (as per Article 4.3) and Vice Presidents must be elected from the sitting Board Members (Article 4.4)</p> <p><b>Therefore, be it resolved</b> that the union commence a study of a proposed constitutional change such that the position of Executive Board Member and the position of Vice President would become mutually exclusive.</p> <p>That is, a person would be elected directly to the role of Vice President without first being elected to the Executive Board.</p> <p>We propose to study this change for 18 months, at which time a Special Convention be held to further discuss the findings of the study, and to vote on any recommended constitutional changes that arise.</p> <p>Submitted by: Eric Roberts, Capilano University</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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# Breaking Barriers Embracing Diversity

CONVENTION 2021

## RESOLUTIONS: MOVEUP

October 28-30, 2021

<b>R 15</b>	<p><b>Systemic Discrimination</b></p> <p><b>Whereas</b> systemic discrimination and racism exists in all aspects of our society including our union and our workplaces, and</p> <p><b>Whereas</b> such systemic discrimination can be a barrier to many of our members and future members, and</p> <p><b>Whereas</b> our employers are often unaware that their policies, hiring and promoting practices, are often steeped in systems of oppression and discrimination.</p> <p><b>Therefore, be it Resolved</b> that MoveUP will identify and address systems of discrimination, oppression and racism within its own policies, practices and procedures,</p> <p><b>And Be it Further Resolved</b> that MoveUP will develop ways to dismantle such systems of discrimination, oppression and racism,</p> <p><b>And Be it Finally Resolved</b> that MoveUP will address similar systems of discrimination, oppression and racism with our employers at the bargaining table and beyond, finding meaningful ways to tear down these barriers and to create more inclusive and supportive workplaces.</p> <p>Submitted by: Annette Toth, ICBC</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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# Breaking Barriers Embracing Diversity

CONVENTION 2021

## RESOLUTIONS: MOVEUP

October 28-30, 2021

<b>R 16</b>	<p><b>BC Transit Pro Pass</b></p> <p><b>Whereas,</b> we propose that we have ICBC increase the subsidization of the BC Transit Pro Pass for employees enrolled in the program. We currently pay \$72.96 monthly so the current subsidization is only \$12.04 which is not much less than the current regular monthly rate of \$85.00. We feel as well as others that this does not offer much incentive to join the program especially if you have time-off at any given time as it works out to be cheaper to just get the bus tickets at times. We should be encouraging our own employees to live a greener lifestyle by getting more vehicles off the road for the commute back and forth to work. This would also reduce the risk of crashes etc. meaning less claims which is a win/win. By offering a greater discount of at least \$25.00 off the cost of the regular monthly fee then we think we would have more of an uptake by employees.</p> <p><b>Therefore be it resolved,</b> that the union approaches ICBC to increase the subsidization to at least \$25.00 or more (preferably more) so \$60.00 or less (preferably less) monthly for employees enrolled in the BC Transit Pro Pass program. We also propose that if this is successful that you the union and ICBC run a campaign to bolster enrollment in the new improved program stating all of the benefits of it. We know that BC Transit announced recently an improvement to have more Rapid bus lines to aid in the commute times for riders.</p> <p><b>Therefore be it further resolved,</b> that in the interest of reducing our carbon footprint, and given the limited time to reverse the effects of Climate Change that the union encourage employers to make the reduction of climate harm a part of their culture, and that MoveUP encourage this language to be included in all contract negotiations.</p> <p>Submitted by: Gina Young, ICBC</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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# Breaking Barriers Embracing Diversity

CONVENTION 2021

## RESOLUTIONS: MOVEUP

October 28-30, 2021

<p><b>W 1</b></p>	<p><b>Childcare</b></p> <p><b>Whereas,</b> the provincial government has made progress in creating more childcare spaces, and testing the \$10aday program in several children's centres</p> <p><b>Whereas,</b> the Covid19 pandemic showed our communities how valuable the Early Childhood Educators are and that they should be compensated with equitable wages</p> <p><b>Whereas,</b> there still is a need for full government funded universal childcare for all Canadians</p> <p><b>Whereas,</b> the Indigenous, Metis, and First Nations Peoples should be able to design and develop and deliver their own early care and learning services to meet their needs as established in the Indigenous Early Learning and Child Care Framework.</p> <p><b>Therefore, be it resolved,</b> MoveUP will continue to endorse and advocate for the \$10aday campaign</p> <p><b>Therefore, be it further resolved,</b> MoveUP will \$1200 in each of 2021, 2022 and 2023.</p> <p><b>Therefore, be it further resolved,</b> MoveUP will support and advocate the new Bi-lateral agreement as created by the \$10aday roadmap</p> <p>Submitted by: Cenen Bagon, Jennifer Bari, Carol Brown, Chika Buston, Antara Deb, Melanie Greenlaw, Vivian Ho, Natalie Hoedel, Rikki-Lee Itterman, Deborah Johnson, Shelly Johnston, Patricia Kim, Milena Kollay, Janice Krieger, Rysa Kronebusch, Dawn Lentsch, Kimberley McInroy, Andrea McKenzie, Carrie Michels, Amelia Peterson, Colleen Rayner, Christy Slusarenko, Andrea Stephens, Alene Stolle, Lori Watt, Susan Wills, Dora Wong, Elizabeth Zlot, Marisha Zuckerman</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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# Breaking Barriers Embracing Diversity

CONVENTION 2021

## RESOLUTIONS: MOVEUP

October 28-30, 2021

<b>W 2</b>	<p><b>Improved Cell Coverage</b></p> <p><b>Whereas,</b> one of the most effective personal safety devices is a cell phone with the ability to call 911 in an emergency situation such as a personal attack; and</p> <p><b>Whereas,</b> the lack of cell-service in northern and remote areas of British Columbia has denied women living in these communities the ability to call for help in an emergency situation</p> <p><b>Therefore, be it further resolved,</b> MoveUP will advocate to the provincial government that cell phone service will become available in all communities and regions of British Columbia, regardless of how remote they may be and ensure free access for calling in 911 emergencies.</p> <p>Submitted by: Cenen Bagon, Jennifer Bari, Carol Brown, Chika Buston, Antara Deb, Melanie Greenlaw, Vivian Ho, Natalie Hoedel, Rikki-Lee Itterman, Deborah Johnson, Shelly Johnston, Patricia Kim, Milena Kollay, Janice Krieger, Rysa Kronebusch, Dawn Lentsch, Kimberley McInroy, Andrea McKenzie, Carrie Michels, Amelia Peterson, Colleen Rayner, Christy Slusarenko, Andrea Stephens, Alene Stolle, Lori Watt, Susan Wills, Dora Wong, Elizabeth Zlot, Marisha Zuckerman</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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# Breaking Barriers Embracing Diversity

CONVENTION 2021

## RESOLUTIONS: MOVEUP

October 28-30, 2021

<p><b>W 3</b></p>	<p><b>Remote and Northern Community Access to Safe Transportation</b></p> <p><b>Whereas,</b> Greyhound cancelled bus service in the northern and remote regions of BC, it significantly increasing the risk factor for women who are forced to either walk or take their chances hitch-hiking</p> <p><b>Whereas,</b> walking in remote areas can be dangerous, especially for women; these dangers include both two and four legged predators.</p> <p><b>Whereas,</b> the Highway of Tears is still claiming victims especially from the Indigenous communities along its route</p> <p><b>Therefore, be it resolved,</b> MoveUP will continue efforts lobbying through the Canadian Labour Congress to the Provincial and Federal Governments to create a permanent solution addressing the need for inexpensive or free public transit in the northern regions of British Columbia to alleviate the crisis created by Greyhound's cancellation of service in these communities and regions and ensure free access for calling 911.</p> <p>Submitted by: Cenen Bagon, Jennifer Bari, Carol Brown, Chika Buston, Antara Deb, Melanie Greenlaw, Vivian Ho, Natalie Hoedel, Rikki-Lee Itterman, Deborah Johnson, Shelly Johnston, Patricia Kim, Milena Kollay, Janice Krieger, Rysa Kronebusch, Dawn Lentsch, Kimberley McInroy, Andrea McKenzie, Carrie Michels, Amelia Peterson, Colleen Rayner, Christy Slusarenko, Andrea Stephens, Alene Stolle, Lori Watt, Susan Wills, Dora Wong, Elizabeth Zlot, Marisha Zuckerman</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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# Breaking Barriers Embracing Diversity

CONVENTION 2021

## RESOLUTIONS: MOVEUP

October 28-30, 2021

<p><b>W 4</b></p>	<p><b>Missing Murdered Indigenous Women, Girls and Two Spirit Peoples</b></p> <p><b>Whereas,</b> Indigenous women in Canada are 12 times more likely to experience violence than any other racialized group; and</p> <p><b>Whereas,</b> Indigenous women make up 4% of Canada's total female population, but they represent 10% of all missing women in Canada; and</p> <p><b>Whereas,</b> it took a National inquiry to investigate and report on the systemic causes of all forms of violence against Indigenous women, girls and 2 spirit people; and</p> <p><b>Whereas,</b> the federal government has not addressed concerns or actions as called upon by the National Inquiry into MMIWG2S</p> <p><b>Whereas,</b> the need for the labour movement to examine the underlying social, economic, cultural, institutional and historic causes that contribute to the ongoing violence and genocide of Indigenous women, girls and 2 spirit people.</p> <p><b>Therefore,</b> MoveUP will host workshops addressing the 231 calls for justice from the Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls focusing on the following:</p> <ol style="list-style-type: none"> <li>1. Denouncing and speaking out against violence against Indigenous Women, girls and LGBTQ2+ people;</li> <li>2. Decolonizing the true history of Indigenous Peoples and Canadian Government</li> <li>3. Developing a deeper knowledge by reading the final report</li> <li>4. To educate members on how to become a stronger ally</li> <li>5. Help hold all government accountable to act on the calls for justice.</li> </ol> <p><b>Therefore,</b> MoveUP will become active participants in initiatives and events that honour the victims, survivors and their families while creating a greater awareness of this continual and unnecessary tragedy</p> <p>Submitted by: Cenen Bagon, Jennifer Bari, Carol Brown, Chika Buston, Antara Deb, Melanie Greenlaw, Vivian Ho, Natalie Hoedel, Rikki-Lee Itterman, Deborah Johnson, Shelly Johnston, Patricia Kim, Milena Kollay, Janice Krieger, Rysa Kronebusch, Dawn Lentsch, Kimberley McInroy, Andrea McKenzie, Carrie Michels, Amelia Peterson, Colleen Rayner, Christy Slusarenko, Andrea Stephens, Alene Stolle, Lori Watt, Susan Wills, Dora Wong, Elizabeth Zlot, Marisha Zuckerman</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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## RESOLUTIONS: MOVEUP

October 28-30, 2021

<b>W 5</b>	<p><b>Supporting Women in Politics</b></p> <p><b>Whereas,</b> once women are elected into a leadership role, their battle is far from being over, it continues to be a fight to remain in the leadership role and to be respected in that role; and</p> <p><b>Whereas,</b> women tend to focus on the struggle for success in their leadership role rather than caring for themselves; and</p> <p><b>Whereas,</b> female leaders face different challenges and stigmas than their male counterparts when it comes to their work vs their family life</p> <p><b>Therefore,</b> MoveUP will encourage and sponsor members to participate in educational opportunities such as "Our Future, Your Path" and the "Feminist Campaign School"</p> <p><b>Therefore,</b> MoveUP will endorse female and self identifying female candidates when appropriate and continue to supporting them in their leadership roles.</p> <p>Submitted by: Cenen Bagon, Jennifer Bari, Carol Brown, Chika Buston, Antara Deb, Melanie Greenlaw, Vivian Ho, Natalie Hoedel, Rikki-Lee Itterman, Deborah Johnson, Shelly Johnston, Patricia Kim, Milena Kollay, Janice Krieger, Rysa Kronebusch, Dawn Lentsch, Kimberley McInroy, Andrea McKenzie, Carrie Michels, Amelia Peterson, Colleen Rayner, Christy Slusarenko, Andrea Stephens, Alene Stolle, Lori Watt, Susan Wills, Dora Wong, Elizabeth Zlot, Marisha Zuckerman</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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