



CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 374

Oak Bay, North Saanich, Sidney, Colwood, Metchosin, Esquimalt, and Sooke Municipal Employees,
Abilities Community Services, Together Against Poverty Society and BC Healthy Communities Society

GENERAL MEMBERSHIP MEETING MINUTES

April 03, 2024

Electronic Meeting via Zoom

In accordance with CUPE National Directive of March 19, 2020 and April 8, 2020.

CALL TO ORDER

The meeting was called to order at 7:02 pm by President Shireen Clark, Chair.

MOTION: THAT the agenda be approved as presented.

M/S/C

RECOGNITION OF TERRITORY

Shireen Clark, President, acknowledged the land on which we gathered that is within the traditional territories of the Lkwungen, Esquimalt, and Songhees, Malahat, Pacheedaht, Scia'new, T'Sou-ke and WSÁNEĆ peoples.

ROLL CALL OF OFFICERS

Present:	
President	Shireen Clark
Treasurer	Sarah Monaghan-Covacic
Recording Secretary	Rachel Mason
Vice President – Abilities Community Services	Mike Brassard
Vice President – Colwood	Shaun Bradley
Vice President – Metchosin	Jennifer Miller
Vice President – Oak Bay	Simon Vickers
Vice President – Sidney	Ron Green
Vice President - Sooke	Andrew McNeill
Vice President – North Saanich	Sarah Fairbrass
Vice President – Together Against Poverty Society	Gillian Gaffney
Absent:	
Vice President – BC Healthy Communities Society	Stacy Chappel (excused)
Vice President – Esquimalt	Steve Migliarese (excused)
CUPE Members:	
5	Parminder Lalari
	Debbie Liske
	Simone Manchip
	Jill Preston
	Mike Porter

READING OF THE EQUALITY STATEMENT

The Equality Statement was read by Shireen Clark, President.

VOTING ON NEW MEMBERS

Abilities - 4

Esquimalt - 3

North Saanich - 3

MOTION: THAT the new members be received.

M/S/C

GUEST SPEAKERS

None

READING OF MINUTES

General Membership Meeting November 15, 2023

MOTION: THAT the minutes of the General Membership Meeting November 15, 2023, be adopted as presented.

M/S/C

MATTERS ARISING FROM THE MINUTES

There were no matters arising from the minutes.

TREASURER'S REPORT

The Treasurer presented her report and shared the income statement. She spoke about the income statement that shows revenue and expenses for the year and discussed operating expenses in detail. She noted that received donations for Seekins family, about \$25,000, were recorded in and out of the chequing account.

CUPE LOCAL 374
INCOME STATEMENT
For the Year Ended December 31, 2023

Revenue

Union Dues	\$ 852,204.42	
Other Income	69,532.96	
Net Income		\$ 921,737.38

Expenses

Operating	\$ 81,833.50	
CUPE Per Capita Fees	400,752.29	
Affiliation Fees	103,214.27	
Wages	230,911.18	
Training & Development	38,134.77	
Total Expenses		\$ 854,846.01
Net Operating Income		\$ 66,891.37

Membership Secured Investments

Community Savings Credit Union:

Term Deposit 1 Oct 2024	\$ 107,691.60	2.4%
Term Deposit 2 Apr 2025	29,200.09	4.4%
Term Deposit 3 Jan 2024	56,253.91	4.4%
Savings Account	187,279.96	
Total		\$ 380,425.56

Seamark Investments:

Pooled Balanced Fund	\$ 35,094.53	
Total		\$ 35,094.53

Total Investments \$ 415,520.09

Approved by the Local President and Treasurer on March 26, 2024



Shireen Clark, President

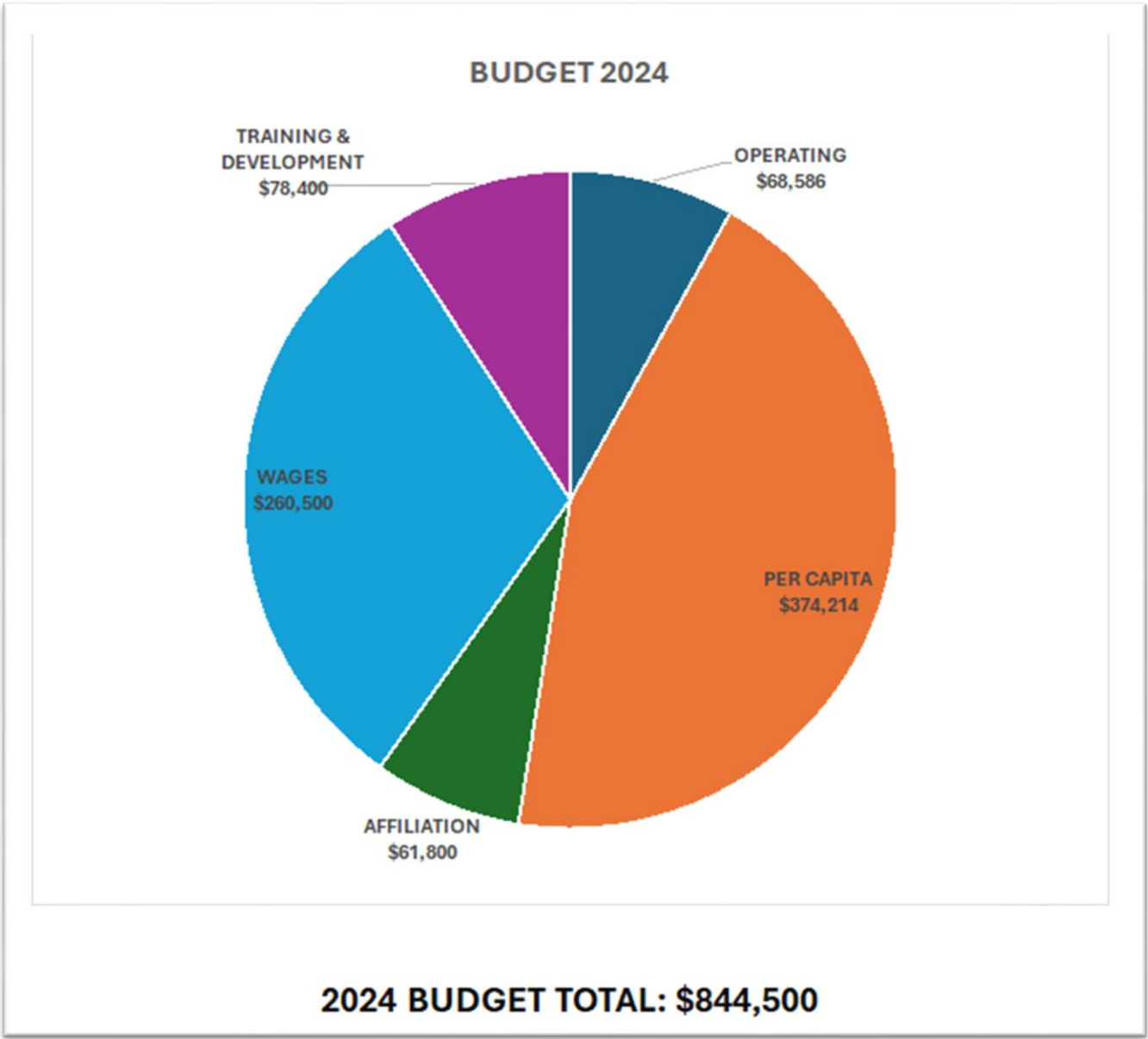


Sarah Monaghan-Covacic, Treasurer

MOTION: THAT the Treasurer's Report be received as presented.

M/S/C

The 2024 Budget report was presented. There is a \$66,000 surplus being carried over from 2023. Operating expenses were discussed, and it was noted that rent will decrease due to sharing space with another local.



CUPE LOCAL 374 BUDGET 2024

Revenue	2023		2024
	Budget	Actual	Budget
Union Dues	\$ 739,432.88	\$ 852,204.42	\$ 772,500.00
Other Income	40,700.00	69,532.96	72,000.00
Total Income	\$ 780,132.88	\$ 921,737.38	\$ 844,500.00
Expenses			
Operating	\$ 32,324.84	\$ 81,833.50	\$ 68,585.71
CUPE Per Capita Fees	364,901.90	400,752.29	375,214.29
Affiliation Fees	55,956.14	103,214.27	61,800.00
Wages	252,600.00	230,911.18	260,500.00
Training & Development	74,350.00	38,134.77	78,400.00
Total Expenses	\$ 780,132.88	\$ 854,846.01	\$ 844,500.00
Surplus/Defecit	\$ -	\$ 66,891.37	\$ -

Approved by the Local President and Treasurer on March 26, 2024



Shireen Clark, President



Sarah Monaghan-Covacic, Treasurer

MOTION: THAT the 2024 Budget report be accepted as presented.

M/S/C

COMMUNICATIONS

There were no communications to present.

EXECUTIVE COMMITTEE REPORTS

Executive Board

The local has had a lot of change since the last quarter of 2023. We have 5 brand new executive board members (4 VPs and 1 recording secretary). Welcome to everyone. We have been trying to get everyone to education as quickly as everyone's schedules allow.

Bargaining

The local will be in bargaining with 1 unit this year as the first CA for BC Healthy Communities expired March 31st of this year. We will also be preparing for bargaining for the 6 other municipalities that are part of the GVLRA. However, a recent update; Colwood has given notice to leave the GVLRA, so that will decrease the size of our bargaining table with the GVLRA. Bargaining surveys will be coming out in the next few weeks to prepare. The Sooke CA was bargained for 5 years and doesn't end till December 2026, we were able to increase 2023 by 2% and have put in a request for the CAO to take to council to improve the wage increases for 2024 to 2026.

Grievances

We currently have 5 active grievances outstanding. We have had to file several since last October and were able to resolve 3 so far. Our long-term grievance involving our LTD Trust is almost resolved and while the President is included in correspondence it has been handled by CUPE BC lawyers.

Our 1 community services group has proven to be quite challenging and time consuming. The local is moving the outstanding grievances to arbitration hoping an arbitrator can hold this employer accountable.

GRIEVANCES	4th QTR	1st QTR
NEW	6	1
ACTIVE	7	6
RESOLVED	2	1
TOTAL ACTIVE	5	5

Annual Scholarships

Annually the Local awards 4 Scholarships of \$500 to dependants of our members. There will be a notice sent out in this month for application timelines. The awards are randomly selected at the General Meeting on June 12th.

LTD Plan (for Colwood, Esquimalt, Metchosin, North Saanich, Oak Bay & Sidney)

For the units in the GVLRA, the LTD Trust will be reviewing finances with the actuary in June and reviewing the current status of financials. The reduction in coverage will be a discussion in upcoming bargaining.

CUPE BC Convention

CUPE BC Convention will be in-person this year and held in Vancouver at the end of April. We have 7 delegates attending.

MOTION: THAT the executive committee report be received.

M/S/C

REPORTS OF COMMITTEES AND DELEGATES

VANCOUVER ISLAND DISTRICT COUNCIL REPORT

Sarah Fairbrass, Vice President, CUPE Vancouver Island District Council

The next Council meeting will be held in Victoria on Saturday May 4, 2024. The General meeting starts at 1 PM at Chateau Victoria.

The CUPE National Cost-Share Campaign – to develop Awareness and Outreach for the Council has been launched. You may have heard adds on the radio or seen billboards on the highways.

VICTORIA LABOUR COUNCIL

Vacant

No Report Received

Shireen Clark, President, noted that we are looking to fill this position and to reach out to her for a delegation form.

National Convention Reports

None

UNFINISHED BUSINESS

None

NEW BUSINESS

Changes to the Bylaws (attached at end) were voted on:

1. Approved
2. Approved
3. Approved
4. Approved
5. Approved
6. Approved
7. Approved
8. Approved
9. Approved
10. Approved
11. Approved
12. Approved
13. Approved
14. Approved
15. Approved
16. Approved
17. Approved
18. Approved
19. Approved
20. Approved
21. Approved
22. Approved
23. Approved
24. Approved
25. Approved

- 26. Approved
- 27. Approved
- 28. Approved
- 29. Approved
- 30. Approved

M/S/C

GOOD OF THE UNION

None

NOMINATIONS, ELECTIONS OR OATH OF OFFICE

Debbie Liske was nominated for the position of Trustee. She accepted (acclaimed) and read the Oath of Office.

ADJOURNMENT

Meeting was adjourned at 7:58 pm.



Shireen Clark, President



Rachel Mason, Recording Secretary

Preliminary Signed by existing signors acknowledging minutes represent what took place at the general membership meeting November 15, 2023. Minutes to be passed at the next general membership meeting.



Shireen Clark, President



Rachel Mason, Recording Secretary

CONSTITUTIONAL CHANGE

Review #1

Are you in favour of the change in the Introduction?

The following Bylaws are adopted by Local 374 in accordance with the CUPE National Constitution (Articles 13.3 and B.5.1), to protect the rights of all members, to provide for responsible governance of the Local Union, and to involve as many members of the Local Union as possible through the sharing of duties and responsibilities.

CUPE chartered organizations shall respect and apply the CUPE National Equality Statement to all of the chartered organizations' activities. The CUPE National Equality Statement can be found in ~~Appendix "A" to these bylaws.~~

in the CUPE National Constitution. In addition, CUPE 374 has a Respect in the Workplace Policy. Both links can be found on the CUPE 374 website.

In accordance with the National Constitution, Appendix E, the National Code of Conduct, as it may be amended from time to time, applies to all Local 374 meetings and functions. A link can be found on the CUPE 374 website.

REMOVAL OF APPENDIX A AND F

Review #2

*Are you in favour of the addition of acronyms and our newest unit in
SECTION 1 – NAME?*

SECTION 1 – NAME

The name of this Local Union shall be Canadian Union of Public Employees,
Local 374.

Local 374 consists of the following units:

The Corporation of the District of Oak Bay, The Corporation of the Township of Esquimalt, Town of Sidney, District of North Saanich, City of Colwood, District of Sooke, District of Metchosin, Abilities Community Services (**ACS**), Together Against Poverty Society (**TAPS**) and **BC Healthy Communities (BCHC)**.

NATIONAL RECOMMENDATION

Review #3

Are you in favour of the change of language in SECTION 2 – OBJECTIVES (d) to match the language in our collective agreements?

SECTION 2 – OBJECTIVES

The objectives of Local 374 are to:

- (d) Eliminate bullying, harassment and discrimination of any sort or on any basis, for the equality of treatment regardless of class, ~~race, colour, nationality, age, sex/gender, language, sexual orientation, place of origin, ancestry, religious beliefs, or mental and physical disability,~~ **Indigenous identity, race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity or expression, or age of that person or because that person has been convicted of a criminal or summary conviction offence that is unrelated to the employment or to the intended employment of that person;** and the active opposition of discrimination of same wherever it occurs or appears.

CONSTITUTIONAL CHANGE

Review #4

**Are you in favour of the addition of article (a) in SECTION 5 –
REGULAR AND SPECIAL MEMBERSHIP MEETINGS?**

SECTION 5 – REGULAR AND SPECIAL MEMBERSHIP MEETINGS

(a) The Local Union may hold membership meetings in person and/or virtually. Where virtual meetings are held, all voting will be conducted electronically provided secrecy can be maintained, where mandated.

NATIONAL RECOMMENDATION

Review #5

Are you in favour of the addition of article (a) in SECTION 6 – UNIT, REGION, OR SITE MEETINGS?

SECTION 6 –UNIT, REGION, or SITE MEETINGS

**(a)The Local Union may hold unit meetings in person and/or virtually.
Where virtual meetings are held, all voting will be conducted
electronically provided secrecy can be maintained, where mandated.**

Review #6

Are you in favour of the change in officer position names and number for the Local in SECTION 7 – OFFICERS?

SECTION 7 – OFFICERS

The Officers of Local 374 shall be the President, Treasurer, Recording Secretary and one (1) Unit Vice President from each bargaining unit and three (3) Trustees. The Unit Vice Presidents will elect from among themselves, ~~one (1) person~~ **two (2) people** to serve as ~~Executive~~ **General** Vice President(s) in addition to their position of Unit Vice President.

If approved, Executive Vice President will be changed to General Vice Presidents throughout the document.

CONSTITUTIONAL RECOMMENDATION

Review #7

Are you in favour of the change in meeting times to align with the National Constitution requirements in SECTION 8 (C) – EXECUTIVE BOARD?

SECTION 8 – EXECUTIVE BOARD

Members of the Executive Board shall act in a manner to promote solidarity, unification, and cooperation between the bargaining units to create a strong union local which benefits all members.

- (c) The Executive Board shall meet at least ~~ten (10)~~ **eight (8)** times per year.

Review #8

Are you in favour of the change to the alternate vice president in
SECTION 8 (E) – EXECUTIVE BOARD?

- (e) **The Executive Board may determine that** ~~Each Bargaining Unit shall be entitled to one (1) Alternate Unit~~ **Second** Vice President **is required from an individual bargaining unit,** who may sit on the Executive Board with voice but no vote. The Alternate Unit **Second** Vice President must be elected by the members of the bargaining unit.

If approved, Alternate Unit Vice President will be changed to Unit Second Vice President throughout the document.

NATIONAL RECOMMENDATION

Review #9

*Are you in favour of the addition of titles in the heading of SECTION 9
– DUTIES OF OFFICERS?*

**SECTION 9 – DUTIES OF OFFICERS AND UNIT SECOND VICE
PRESIDENTS**

NATIONAL RECOMMENDATIONS

Review #10

Are you in favour of the changes to the duties of President in
SECTION 9(a) – DUTIES OF OFFICERS?

(a) The President shall:

- **The President is the lead executive officer of the Local Union.**
- The President shall preside at all meetings of the Local Union; **preserve order**, sign each order on the treasury only as authorized and ordered by the Local Union; appoint all committees not otherwise ordered; and transact such other business as may of right pertain to the office of President, and which may be necessary for the proper functioning of the Local Union.
- **Interpret these bylaws as required.**
- **Decide all points of order and procedure (subject always to appeal to the membership).**
- Have a vote on all matters (except appeals against the President's rulings). ~~and in case of a tie vote in any matter while chairing, including elections, have the right to cast an additional vote to break the tie.~~

NATIONAL RECOMMENDATIONS

Review #11

Are you in favour of the changes to the duties and names of Secretary Treasurer in SECTION 9(b) – DUTIES OF OFFICERS?

(b) The ~~Secretary-Treasurer~~ shall:

- **The Treasurer is the lead administrative officer of the Local Union. In the absence of the President, the Treasurer will assume the role of lead executive officer.**
- Ensure that per capita tax is paid by direct remittance, or where per capita is not paid by direct remittance, prepare all CUPE National per capita tax forms and remit payment, ~~including \$1.00 of each initiation fee on all members admitted~~, no later than the last day of the following month.
- Be bonded through the master bond held by CUPE National. Any ~~Secretary-Treasurer~~ who cannot qualify for the bond shall be disqualified from office.
- Notify all ~~members~~ **employers** who are one month in arrears and report to the Executive Board all ~~members~~ **employers** two or more months in arrears in the payment of union dues.

If approved, Secretary Treasurer will be changed to Treasurer throughout the document.

Review #12

Are you in favour of the changes to the name and duties of Executive Vice President in SECTION 9(c) – DUTIES OF OFFICERS?

(c) The ~~Executive~~ **General** Vice President(s) shall:

- Perform all the duties of the President, ~~Secretary~~-Treasurer or Recording Secretary in their absence.
- **Each General Vice President will be assigned equal units for the duration of their term.**

Review #13

Are you in favour of the changes in article (a) of SECTION 10 – NOMINATION, ELECTION, AND INSTALLATION OF OFFICERS?

(a)Nominations

1. Nominations will be made at the ~~November~~ **Annual** General Membership Meeting for the positions of President, ~~Secretary-~~ Treasurer and Recording Secretary.
2. Nominations for the Unit Vice President and Second Vice President Positions ~~and~~ will be held in their bargaining unit and be conducted by the President of the local **or their designate**.
3. Nominations will be accepted from members in attendance at the nomination meeting or from those members who have allowed their name to be filed in writing **either** at **or before** the meeting, witnessed by another member.

NATIONAL RECOMMENDATIONS

Review #14

Are you in favour of the changes in article (b) of SECTION 10 – NOMINATION, ELECTION, AND INSTALLATION OF OFFICERS?

(b) Elections

1. The President, Treasurer and Recording Secretary will be elected at the Annual General Meeting every three (3) years, **alternating the President, Treasurer, and Recording Secretary. No term shall expire on the same year. If any incumbent leaves their term early, an election will take place for the remainder of the term.**
4. The Local 374 Executive Board will appoint an Elections Committee consisting of a Returning Officer and Assistants to conduct the Elections of President, Treasurer and Recording Secretary. **This appointment will be subject to approval of the membership at the meeting. Officers of the Union nor candidates for the office may serve on the Elections Committee.**
9. To be elected a candidate must receive a majority of votes cast (at ~~least 50% plus 1~~ **more than 50%**).
10. **In the event of a tie vote, a second and subsequent ballot(s) will be taken, if necessary, until a candidate receives a majority of votes cast and can be declared elected. In the event the tie vote persists, subsequent ballots may be deferred to the next membership meeting.**

CONSTITUTIONAL CHANGE

Review #15

Are you in favour of the changes in article (c) of SECTION 10 –
NOMINATION, ELECTION, AND INSTALLATION OF OFFICERS?

(c) Installation

1. The terms of office for Trustees shall be so that ~~one serves for a period of three years, one for two years, and one for one year, as laid down in Article B.2.4 of the CUPE National Constitution. Each year thereafter,~~ the Local Union shall elect one Trustee for a three-year period **term, every year at the AGM**. No member who has been a signing officer for the Local Union is eligible to run for Trustee, until at least one full term of office has elapsed.
2. The Oath of Office to be ~~read~~ **communicated or affirmed** by the newly elected Officers is:
“I, _____, promise to perform the duties of my office, as set out in the Constitution and laws of the Canadian Union of Public Employees, faithfully and to the best of my ability for my term of office. As an Officer of the Union, I will always promote the harmony and dignity of its sessions by counsel and example. I also promise to turn over all property of the Union to my successor at the end of my term.”

NATIONAL RECOMMENDATIONS

Review #16

Are you in favour of the change in section (a) and (b) of SECTION 11 – FEES, DUES, AND ASSESSMENTS? President Compensation in the CUPE 374 EXPENSE POLICY?

SECTION 11 – FEES, DUES, AND ASSESSMENTS

(a) Initiation Fee

Payment of initiation fees is a tangible confirmation of the desire to become a member of your Local Union and the Canadian Union of Public Employees. Each application for membership in the Local Union will be directed to the Secretary-Treasurer and will be accompanied by an initiation fee of ten dollars (\$10.00), which shall be in addition to monthly dues. ~~The Secretary-Treasurer shall issue a receipt.~~ If the application is rejected, the fee shall be returned.

(b) Re-admittance Fee

The readmittance fee shall be five **ten** dollars (\$**510**.00).

Review #17

Are you in favour of the change in section (c) of SECTION 11 – FEES, DUES, AND ASSESSMENTS? President Compensation in the CUPE 374 EXPENSE POLICY?

(c) Monthly Dues

The monthly dues shall be 1.75% of gross wages. Dues may be changed at a regular or special membership meeting. Notice of at least seven days at a previous meeting, or 60 days in writing, must be given.

Monthly Dues shall increase in accordance with any increase to per capita payments to CUPE BC or CUPE National.

Special assessments may be levied in accordance with Article B. 4.2 of the CUPE Constitution

NATIONAL RECOMMENDATION

Review #18

Are you in favour of the change in section (f) of SECTION 11 – FEES, DUES, AND ASSESSMENTS? President Compensation in the CUPE 374 EXPENSE POLICY?

(f) Constitution and Policies Committee

- It shall be the duties of this Committee to review and revise, if necessary, the Bylaws and any applicable Policies and/or Procedures, and make recommendations to the Executive Board for their approval, and in turn to the members for approval at a Special Membership meeting. A two-thirds majority is required to adopt changes to the constitution, and a majority is required to adopt policy changes. **Any changes to these bylaws will be in accordance with section 19.**

Review #19

Are you in favour of the change in section (h) of SECTION 11 – FEES, DUES, AND ASSESSMENTS? President Compensation in the CUPE 374 EXPENSE POLICY?

(h) Administration Committee

- This Committee shall prepare a proposed budget to be recommended to the Executive Board at least ~~two~~ **one** Executive Board meetings prior to being presented to the membership at the Spring General Membership Meeting.

Review #20

Are you in favour of the additions to section (c) of SECTION 16 – COMMITTEES?

(c)Grievance Committee

A Grievance Committee for each unit shall be appointed by the respective Unit Vice President where deemed necessary to a maximum of:

Oak Bay: three (3)
Esquimalt: four (4)
Sidney: two (2)
North Saanich: two (2)
Colwood: two (2)
Metchosin: two (2)
Sooke: two (2)
ACS: one (1)
TAPS: two (2)
BCHC: one (1)

Grievance reports shall be presented to the Executive Board as well as to the membership with copies to the National Representative.

NATIONAL RECOMMENDATION

Review #21

*Are you in favour of the change in section (b), part 6 and 10 of
SECTION 17 – RECALL PROCEDURE AND TRIALS?*

(b) Grievance/Arbitration Appeal Process

Appeal Process

6. The Member will then be asked to present their case along with their reasons for why they feel the matter should be advanced, and any other information **or new evidence** they feel is relevant.
- ~~10. The decision of the Executive is final, and unless new and cogent evidence arises there will be no further appeal.~~

NATIONAL RECOMMENDATIONS

Review #22

*Are you in favour of the change in section (b), of SECTION 19 –
AMENDMENTS?*

SECTION 19 – AMENDMENTS

- (b) These bylaws will not be amended, added to, or suspended, except upon a ~~two-thirds~~ **majority** vote of those present and voting at a regular or special membership meeting. Notice of the intention to propose the amended or additional bylaws must be given at least seven (7) days before at a previous membership meeting or 60 days before in writing.

Review #23

*Are you in favour of the changes to honorariums in Appendix C –
CUPE 374 EXPENSE POLICY?*

Appendix “CB”

HONORARIUMS

The Honorariums of the Local shall be as follows:

President	\$300.00 per month
Treasurer	\$275.00 per month
General Vice-President	\$275.00 per month
Recording Secretary	\$250.00 per month
Unit Vice Presidents	\$250.00 per month
Trustees	\$50.00 per year
Bargaining Committee Members	\$50 per bargaining round

Review #24

*Are you in favour of the changes to OFFICERS OUT-OF-POCKET
EXPENSE in Appendix C – CUPE 374 EXPENSE POLICY?*

Appendix “CB”

OFFICERS OUT-OF-POCKET EXPENSES

- 1) The Officers of Local 374 can be booked off from work to conduct unit or local business, subject to approval by the President. **An annual budget line for book off will be approved by membership. There shall be an accompanying motion adopted by the members at the membership meeting to approve the book off.**

Review #25

Are you in favour of the changes to CHILDCARE, DEPENDEND CARE AND ELDER CARE in Appendix C – CUPE 374 EXPENSE POLICY?

CHILDCARE, DEPENDENT CARE AND ELDER CARE

Caring for children, dependents or the elderly are barriers to actively participating in the Union or to attending membership meetings. Local 374 is committed to removing barriers within its control, so that all members have equal access to participation.

- (b) If required, dependent care will be paid outside of regular working hours ~~at the rate up to \$20.00/hour to a maximum of \$300.00/day (which includes travel time)~~ **as per CUPE BC Expense Policy** upon completion of the CUPE BC Dependant Care form which shall be provided by President upon request. Other dependent care expenses will be paid at a realistic rate, with prior approval of the Administration Committee, and upon completion of the CUPE BC Dependant Care form.

Review #26

Are you in favour of the changes to LOST TIME WAGES in Appendix C – CUPE 374 EXPENSE POLICY?

LOST TIME WAGES

6. The ~~Executive Vice President~~ **Treasurer** may approve leaves of absence if the President is unavailable. The ~~Executive Vice President~~ **Treasurer** shall subsequently inform the President as soon as possible.

NATIONAL RECOMMENDATIONS

Review #27

Are you in favour of the word changes throughout the Bylaws?

Changing the word “CHIEF” to “**LEAD**” where referenced throughout the document?

Review #28

**Are you in favour of the changes to CELL PHONES in Appendix C –
CUPE 374 EXPENSE POLICY?**

CELL PHONES

1. The President ~~may~~ **shall** be provided with a cell phone by the local, as well other officers as approved by the Executive Board, as an operating expense. Excessive personal use may result in charges for such airtime.

Review #29

*Are you in favour of the changes to MISCELLANEOUS in Appendix C
– CUPE 374 EXPENSE POLICY?*

MISCELLANEOUS

~~Expenses for any long distance telephone calls that are not made from the Union office, for Union business, shall be reimbursed upon a receipt and expense voucher showing who was called and the reason~~

NATIONAL RECOMMENDATIONS

Review #30

Are you in favour of the changes to Appendix D – OATH OF MEMBERSHIP?

Appendix “DC” OATH OF MEMBERSHIP

All new members of CUPE Local 374 shall be required to state **communicate or affirm the following:**

“I promise to support and ~~obey~~ **comply** with the Constitution of this Union, to work to improve the economic and social conditions of other members and other workers, to defend and work to improve the democratic rights and liberties of workers and that I will not purposely or knowingly harm or assist in harming another member of the Union.”