

# Referendum #2 – An Overview

*by the Bylaw Review Committee*

## Section 1: Housekeeping

These housekeeping updates are not meant to change the interpretation of the articles. This section cleans up the Bylaws (consistency, format, wording and proper grammar), making them easier to read. (*Sections 1.1 & 1.2 in the voting document*).

## Section 2: By-Election Changes

By-elections occur when a position becomes vacant and needs to be filled. Currently the by-election procedure could be dragged out for quite a while.

We’re changing procedures and introducing a reduced timeline to expedite the process.

These changes should minimize delays in union work being carried out. (*Section 2.1*)

By-Election when filling a vacancy/ Élection partielle lors d'une vacance							
Vacancy declared:							
Max 10 days to issue a bulletin + nomination forms/ Max 10 jrs pour émettre bulletin + formulaires de nomination.				Max 6 days announce candidates + voting period/ Max 6 jrs annonce candidates + période de vote		Min 8-Max 10 Voting period/ Min 8-Max 10 période de vote	
	Min 14-Max 20 days to submit signatures + resumes/ Min 14-Max 20 jrs pour soumettre signatures + résumés.						
	1	10	30	36	46	56	60
				Min 10 days notice Min 10 jrs de notification			
						Max 4 days to verify and announce the By-Election results/ Max 4 jrs pour vérifier et annoncer les r	

---

## **Section 3: Elections and Voting Issues**

The recommended changes to the election and voting process have come at the request of the membership and reflect rigorous dialogue and debate from every base representative.

This section introduces comprehensive changes to elections, terms of office and the tabulating committee.

### ***Tabulating Committee (Section 3.1)***

We have updated the language for the tabulating committee (elections committee) to reflect positions and quorum requirements based on the number of Locals. We also want to align the terms of the tabulating committee members with that of Elected Officers.

### ***Expanded Terms of Office (Sections 3.2 & 3.3)***

We propose extending the Component and Local Officers' term of office from 2 to 3 years, which is beneficial in many ways:

- It puts us up to par with other Locals across CUPE;
- Increases the length of productive time in office as significant time is often spent transitioning and getting up to speed; and,
- Avoids elections in the 2025 collective agreement renegotiation year.

This change would only take effect with the 2021 election. Facing the employer with an all new negotiation committee can place us at a significant disadvantage. By implementing this as of 2021, we set ourselves up to avoid elections in reopener & negotiation years for the foreseeable future. You'll notice this change is balanced by proposal 3.11 which updates the requirements to trigger a recall vote of Component Officers.

### ***Flexible Voting Dates (Sections 3.4 & 3.5)***

Fixed dates have proven to be costly and troublesome for the tabulating committee. While adjusting the voting window in the Component and Local elections, we have removed the fixed dates to allow flexibility while maintaining strict guidelines.

---

### ***Staggering of Elections (Section 3.5)***

Currently Local elections take place immediately after Component elections. Therefore, any candidate who runs in a Component election and is unsuccessful is ineligible to run for a Local election. This creates two undesirable scenarios:

- 1) A good candidate can be dissuaded from running for a Component position, for fear of not being successful and then not being able to participate at their Local.
- 2) A good candidate who tries their luck at Component and is unsuccessful is unable to run at their Local.

In both of these scenarios, we lose the contributions of these talented individuals.

The proposed change eliminates this by staggering the election dates. This will result in Local elections being moved by 1 month to March in 2021.

### ***Transitional ACCEX (Air Canada Component EXecutive) meeting (Section 3.6)***

Election years pose a particular challenge. It is important to have a smooth transition of leadership so that information is not lost and the company does not take advantage of the situation. To help in the handover, we are incorporating an additional “Transitional ACCEX” meeting in election years. This meeting ensures that the new Component officers have at least one sit down meeting with the outgoing Local presidents thus giving a venue to openly discuss ongoing concerns with the new group.

### ***Nomination Signatures (Sections 3.7-3.9)***

This change reduces the number of nomination signatures required to run as a candidate in all elections. This will allow interested members to focus on the work of the union instead of soliciting signatures. We believe the following thresholds are reasonable:

- Component elections: 50 signatures of Component’s membership;
- Local elections: 50 signatures or 5% of the Local’s membership.

### ***Electronic Candidate Resumés (Section 3.10)***

We propose modernising the way candidates’ resumés are distributed. By offering them electronically, this increases overall accessibility while also reducing costs. The resumé content remains the same but is now enumerated for ease and clarity.

---

### ***Recall of Component Officers (Section 3.11)***

This proposed bylaw change clarifies and streamlines the recall process of Component Officers. The acceptance of electronic signatures reflects the geographical challenges that exist within our membership. We have also introduced a clear question to be used in the recall petition.

### ***Opt-out of PIN mailings (Section 3.12)***

We are proposing the option for members to receive voting PINs solely electronically. This allows those with difficulty accessing mailboxes to receive their information in a secure and timely manner. This option also represents environmental and cost saving benefits. PINs would continue to be mailed out unless you chose to opt-out.

## **Section 4: Equality Statement and the Code of Conduct**

Conduct and clear expectations are vital to the successful functioning of any organisation. Section 4 addresses this in 3 ways:

- We have inserted the Equality Statement into the bylaws so it is easily referenced (*Sections 4.1 & 4.2*);
- We have inserted an “Oath of Nomination” which confirms the expectations for any candidate when they run for office (*Section 4.3*);
- At CUPE national’s suggestion we have inserted a Code of Conduct which reflects our structure (*Section 4.4*).

## Proposed ACC Bylaw Referendum #2 (2016-2018)

<b><u>Section 1:</u></b>		<b><u>Housekeeping</u></b>	
<b>Explanation:</b>		This section addresses clarity of the bylaws and consistency throughout the document with respect to format, wording and proper grammar. These updates are not intended to change the interpretation of these articles.	
<b><u>Proposed Changes:</u></b>		<b><u>Proposal:</u></b>	
<b>1.1</b>	Clear language Articles: B.6.1, B.7, C.4.1, C.5.1	Amend each article to begin: "Members who wish to be nominated for"...	The opening sentence of each of these articles "Members who desire to be nominated for"... is awkward. The proposed amendment increases legibility.
<b>1.2</b>	Uniform language (Membership List) Articles: B.6.3, C.4.3, C.5.2	Amend each article so that the quotations are removed from the words "Membership List".	The first reference to a specific Membership List should appear in quotations (the list is being defined). Following this, capital letters are used to refer to the specified list for consistency throughout the document.

**Question 1): Do you support the Bylaw Review Committee's proposed changes in Section 1 - Housekeeping ? Y/N**

<b><u>Section 2:</u></b>		<b><u>By-election changes</u></b>	
<b>Explanation:</b>		This section introduces procedures to follow when a by-election is needed at the Component level. As it is important to fill vacancies in a timely and efficient manner, the timelines have been condensed and the nomination requirements have been reduced for easier participation.	
<b><u>Proposed Changes:</u></b>		<b><u>Proposal:</u></b>	
<b>2.1</b>	Establish by-election procedure and timelines Articles: B.10.1 - B.10.5	Renumber and adjust sections B.10.1- B.10.5 as follows:	Sections B.10.1 through B.10.4 were compressed into single paragraphs, this increases ease of reading. The by-election procedure from each section is moved to the new section (B.10.5) and further expanded.
	<b>B.10.1</b>	<b><u>Proposed Language:</u></b> Component President:  Should the position of Component President become vacant when there is less than fifty (50%) percent of the term to be fulfilled, it shall be filled by the Component Vice-President until the expiry of the term. The ACCEX shall choose one (1) member of the ACCEX to perform the duties of the Component Vice-President for the remainder of that term.  If fifty (50%) percent or more of the Component President's term remains, the Component Vice-President shall perform the duties of the Component President until a candidate has been declared elected via the by-election process.	<b><u>Actual Language:</u></b>  Component President - Should the position of Component President become vacant when there is less than fifty (50%) percent of the term to be fulfilled, it shall be filled by the Component Vice-President until the expiry of the term. The ACCEX shall choose one (1) member of the ACCEX to perform the duties of the Component Vice-President for the remainder of that term. If fifty (50%) percent or more of the Component President's term remains, the Component Vice-President shall perform the duties of the Component President until a candidate has been declared elected. Elections to fill the vacancy shall be called within thirty (30) days of the vacancy being declared.

B.10.2	<p>Component Vice-President: Should the position of Component Vice-President become vacant when there is less than fifty (50%) percent of the term to be fulfilled, the ACCEX shall choose one (1) member of the ACCEX to perform the duties of Component Vice-President until the expiry of the term.</p> <p>If fifty (50%) percent or more of the Component Vice-President's term remains, the ACCEX shall choose one (1) member of the ACCEX to perform the duties of the Component Vice-President until a candidate has been declared elected via the by-election process.</p>	<p>Component Vice-President - Should the position of Component Vice-President become vacant when there is less than fifty (50%) percent of the term to be fulfilled, the ACCEX shall choose one (1) member of the ACCEX to perform the duties of Component Vice-President until the expiry of the term. If fifty (50%) percent or more of the Component Vice-President's term remains, the ACCEX shall choose one (1) member of the ACCEX to perform the duties of the Component Vice-President until a candidate has been declared elected. Elections to fill the vacancy shall be called within thirty (30) days of the vacancy being declared.</p>
B.10.3	<p>Component Secretary-Treasurer: Should the position of Component Secretary-Treasurer become vacant when there is less than fifty (50%) percent of the term to be fulfilled, the ACCEX shall choose one (1) member of the ACCEX to perform the duties of the Component Secretary-Treasurer until the expiry of the term.</p> <p>If fifty (50%) percent or more of the Component Secretary-Treasurer's term is to be fulfilled, the ACCEX shall choose one (1) member of the ACCEX to perform the duties of the Component Secretary-Treasurer until a candidate has been declared elected via the by-election process.</p>	<p>Component Secretary-Treasurer - Should the position of Component Secretary-Treasurer become vacant when there is less than fifty (50%) percent of the term to be fulfilled, the ACCEX shall choose one (1) member of the ACCEX to perform the duties of the Component Secretary-Treasurer until the expiry of the term. If fifty (50%) percent or more of the Component Secretary-Treasurer's term is to be fulfilled, the ACCEX shall choose one (1) member of the ACCEX to perform the duties of the Component Secretary-Treasurer until a candidate has been declared elected. Elections to fill the vacancy shall be called within thirty (30) days of the vacancy being declared.</p>
B.10.4	<p>Component Trustee(s): Should the position of Component Trustee become vacant, a by-election shall be called.</p>	<p>Component Trustee(s) - Should the position of Component Trustee become vacant, an election shall be called within thirty (30) days to fill the vacancy.</p>
B.10.5	<p>By-elections to fill any vacancy shall be carried out, and the results published within sixty (60) days of the vacancy being declared. Exceptionally for by-elections:</p> <p>(a) Nomination forms, as provided by the Component Tabulating Committee, must have at least twenty-five (25) signatures from eligible voters on the Membership List;</p> <p>(b) To have their resumé made available to the membership, candidates must submit their resumé by the deadline for receipt of nomination forms;</p> <p>(c) The Component Tabulating Committee shall only be required to make valid resumés (as per Bylaw B.7) available online;</p> <p>(d) Voting period shall be scheduled with at least ten (10) calendar days notice; and</p> <p>(e) Voting will be held for eight (8) to ten (10) calendar days.</p>	<p>&lt;No current language&gt;</p>

**Question 2): Do you support the Bylaw Review Committee's proposed changes in Section 2 - By-Election Changes? Y/N**

**Section 3:**

**Elections & Voting Issues**

**Explanation:**

This section deals with the Tabulating Committee and the elections process. This includes: resumé, PIN distribution, terms of office, election dates, nomination requirements, recall procedures, and the staggering of Local and Component elections.

**Proposed Changes:**

3.1	Tabulating Committee: Clean up quorum requirement & amend term of office	<b>Explanation:</b> Currently, the number of Locals and the number for quorum are fixed and do not reflect the actual number of Locals. This amendment updates the current committee status and allows for flexibility with respect to any future changes. The term for the committee has been amended from two (2) to three (3) years. This change increases the <u>maximum</u> term of office of the Tabulating Committee to cover the proposed period between elections as stipulated in subsequent amendment proposals.	
		<b>Proposal: Amend article B.1 as follows:</b>	
		<b>Proposed language:</b>	<b>Current language:</b>
		<b><u>Appointment of the Component Tabulating Committee</u></b>	<b><u>Appointment of the Component Tabulating Committee</u></b>
		The Component Tabulating Committee shall be composed as follows:  (a) Each Local President shall appoint one (1) member from their Local; and  (b) The Component President shall appoint one (1) member from the ACC membership at large.  Component Tabulating Committee members shall be members who are neither officers nor candidates for office. The term of the Component Tabulating Committee members shall be no more than three (3) years commencing from the date of the first ACCEX meeting following the regularly scheduled Local Officer Elections.  All members of the Component Tabulating Committee shall elect the Chairperson of the Component Tabulating Committee from amongst themselves. Quorum for any meeting or teleconference shall be greater than fifty (50%) percent of the members of the Component Tabulating Committee.	The Component Tabulating Committee shall consist of seven (7) members of the ACC. Each Local President shall appoint one (1) member from their Local and the Component President shall appoint one (1) member from the ACC membership at large. Component Tabulating Committee members shall be members who are neither officers nor candidates for office. The term of the Component Tabulating Committee members shall be no more than two (2) years commencing from the date of first ACCEX meeting following the regularly scheduled Component Officer Elections. The seven (7) members of the Component Tabulating Committee shall elect the Chairperson of the Component Tabulating Committee from amongst themselves. Quorum for any meeting or teleconference shall be four (4) members of the Component Tabulating Committee.

3.2 Component Officers term of office	<p><b>Explanation:</b> These changes will adjust the length of the terms in office. Currently the Component officers serve a two year term. The Bylaw Review Committee recommends to extend terms to a three year limit. Why? It takes a significant amount of time to transition in a new role, to have a grasp of the current issues at hand and their complexities. The lead up to elections can also distract from the efficient operation of any office. This proposal is expected to prolong the time of maximum efficiency for all offices (the stable time between election periods). This proposal has been timed to come into effect so as to not have planned elections in negotiation years for the foreseeable future.</p>	
Articles: B.5.1 & B.8.2	<p><b>Proposal:</b> <i>Insert the following bolded sections into articles B.5.1(a) &amp; B.8.2(a) as follows:</i></p>	
Article: B.5.1	<p><b>Proposed language:</b></p> <p>Beginning in 2019 Component Officer Elections shall commence at 09:00 EST on January 10th and close at 12:00 noon EST on January 24th. Terms shall be as follows:</p> <p>(a) President, Vice-President, and Secretary-Treasurer elections shall be held every two (2) years <b>until 2021. As of 2021 these elections shall be held every three (3) years.</b></p> <p>(b) A Trustee election shall be held every year.</p>	<p><b>Current language:</b></p> <p>Beginning in 2019 Component Officer Elections shall commence at 09:00 EST on January 10th and close at 12:00 noon EST on January 24th. Terms shall be as follows:</p> <p>(a) President, Vice-President, and Secretary-Treasurer elections shall be held every two (2) years.</p> <p>(b) A Trustee election shall be held every year.</p>
Article: B.8.2	<p>All duly elected officers shall be installed on February 1st of the Component Officer Elections year and shall continue in office for the applicable term or until a successor has been elected and installed. Terms shall be as follows:</p> <p>(a) President, Vice-President, and Secretary-Treasurer shall maintain a term of no more than two (2) years <b>until 2021. As of 2021, they shall maintain a term of no more than three (3) years.</b></p> <p>(b) Trustees shall maintain a term of no more than three (3) years.</p> <p>(i) In 2019 only: Three (3) Trustees shall be elected to serve terms of one (1), two (2), and three (3) years. Successful candidates shall select their preferred length of term in order of most votes received until all term vacancies are filled.</p> <p>(i) In the following years one (1) Trustee shall be elected for a three (3) year term to preserve overlapping terms.</p>	<p>All duly elected officers shall be installed on February 1st of the Component Officer Elections year and shall continue in office for the applicable term or until a successor has been elected and installed. Terms shall be as follows:</p> <p>(a) President, Vice-President, and Secretary-Treasurer shall maintain a term of no more than two (2) years.</p> <p>(b) Trustees shall maintain a term of no more than three (3) years.</p> <p>(i) In 2019 only: Three (3) Trustees shall be elected to serve terms of one (1), two (2), and three (3) years. Successful candidates shall select their preferred length of term in order of most votes received until all term vacancies are filled.</p> <p>(i) In the following years one (1) Trustee shall be elected for a three (3) year term to preserve overlapping terms.</p>



3.3	Local Officers term of office	<b>Explanation:</b> These changes will adjust the length of the terms in office.	
Articles: C.3.1(a) & C.6.2(a)		<b>Proposal:</b> <i>Insert the following bolded sections into articles C.3.1(a) &amp; C.6.2(a) as follows:</i>	
		<b>Proposed language:</b>	<b>Current language:</b>
Article: C.3.1	<p>Beginning in 2019 Local Officer Elections shall commence at 09:00 EST on February 10th and close at 12:00 noon EST on February 24th. Terms shall be as follows:</p> <p>(a) President, Vice-President, and Secretary-Treasurer elections shall be held every two (2) years <b>until 2021. As of 2021, these elections shall be held every three (3) years.</b></p> <p>(b) A Trustee election shall be held every year.</p>	<p>Beginning in 2019 Local Officer Elections shall commence at 09:00 EST on February 10th and close at 12:00 noon EST on February 24th. Terms shall be as follows:</p> <p>(a) President, Vice-President, and Secretary-Treasurer elections shall be held every two (2) years.</p> <p>(b) A Trustee election shall be held every year.</p>	
Article: C.6.2	<p>All duly elected officers shall be installed on March 1st of the Local Officer Elections year and shall continue in office for the applicable term or until a successor has been elected and installed. Terms shall be as follows:</p> <p>(a) President, Vice-President, and Secretary-Treasurer shall maintain a term of no more than two (2) years <b>and one (1) month until 2021. As of 2021, they shall maintain a term of no more than three (3) years.</b></p> <p>(b) Trustees shall maintain a term of no more than three (3) years.</p> <p>(i) In 2019 only: Three (3) Trustees shall be elected to serve terms of one (1), two (2), and three (3) years. Successful candidates shall select their preferred length of term in order of most votes received until all term vacancies are filled.</p> <p>(ii) In the following years one (1) Trustee shall be elected for a three (3) year term to preserve overlapping terms.</p>	<p>All duly elected officers shall be installed on March 1st of the Local Officer Elections year and shall continue in office for the applicable term or until a successor has been elected and installed. Terms shall be as follows:</p> <p>(a) President, Vice-President, and Secretary-Treasurer shall maintain a term of no more than two (2) years.</p> <p>(b) Trustees shall maintain a term of no more than three (3) years.</p> <p>(i) In 2019 only: Three (3) Trustees shall be elected to serve terms of one (1), two (2), and three (3) years. Successful candidates shall select their preferred length of term in order of most votes received until all term vacancies are filled.</p> <p>(ii) In the following years one (1) Trustee shall be elected for a three (3) year term to preserve overlapping terms.</p>	

3.4	Flexibility of election dates	<b>Explanation:</b> These changes will adjust the length of voting time. Removing a fixed date for the voting procedure allows flexibility for the Tabulating Committee to avoid incurring extra costs. The results will be published sooner to ensure the newly elected officers have at least one week to transition into their new roles.	
	Articles: B.5.1 & B.8.1	<b>Proposal:</b> Amend the bolded first section of article B.5.1 & the entirety of article B.8.1 as follows:	
		<b>Proposed language:</b>	<b>Current language:</b>
	Article: B.5.1	<b>Beginning in 2019, Component Officer Elections shall be held in January, last a minimum of ten (10) days and close at 12:00 noon EST on the final day of voting. Terms shall be as follows:</b> (a) President, Vice-President, and Secretary-Treasurer elections shall be held every two (2) years. (b) A Trustee election shall be held every year.	<b>Beginning in 2019 Component Officer Elections shall commence at 09:00 EST on January 10th and close at 12:00 noon EST on January 24th. Terms shall be as follows:</b> (a) President, Vice-President, and Secretary-Treasurer elections shall be held every two (2) years. (b) A Trustee election shall be held every year.
	Article: B.8.1	The Component Tabulating Committee shall release the results of the Component Officer Elections within fifty-three (53) hours of voting closure and no later than 17:00 EST on January 24th of the Component Officer Elections year.	The Component Tabulating Committee shall release the results of the Component Officer Elections no later than 17:00 EST on January 26th of the Component Officer Elections year.

3.5	Staggering & flexibility of election dates	<b>Explanation:</b> These changes will adjust the voting times, allowing for members to participate in both the Component and Local elections. Removing a fixed date for the voting procedure allows flexibility for the Tabulating Committee to avoid incurring unnecessary costs. The results will be published sooner to ensure the newly elected officers have at least one week to transition into their new roles.	
	Articles: C.3.1, C.3.2, C.4.1, C.6.1 & C.6.2	<b>Proposal:</b> Amend the bolded section of articles C.3.1, C.4.1, C.6.2, & the entirety of articles C.3.2, C.6.1 as follows:	
		<b>Proposed language:</b>	<b>Current language:</b>
	Article: C.3.1 (bolded section only)	<b>In 2019, Local Officer Elections shall be held in February, last a minimum of ten (10) days and close at 12:00 noon EST on the final day of voting. Beginning in 2021, Local Officer Elections shall be held in March, last a minimum of ten (10) days and close at 12:00 noon EST on the final day of voting. Terms shall be as follows:</b> (a) President, Vice-President, and Secretary-Treasurer elections shall be held every two (2) years. (b) A Trustee election shall be held every year.	<b>Beginning in 2019 Local Officer Elections shall commence at 09:00 EST on February 10th and close at 12:00 noon EST on February 24th. Terms shall be as follows:</b> (a) President, Vice-President, and Secretary-Treasurer elections shall be held every two (2) years. (b) A Trustee election shall be held every year.
	Article C.3.2	The Component Tabulating Committee shall issue a "Notice of Local Officer Elections" to the Local membership by January 15th (exceptionally December 15th, 2018 for the 2019 Local Election) in the calendar year of the Local Officer Elections.	The Component Tabulating Committee shall issue a "Notice of Local Officer Elections" to the Local membership by November 15th in the calendar year preceding the Local Officer Elections.
	Article C.4.1 (bolded section only)	Members who desire to be nominated for a Local Officer position (Local President, Local Vice-President, Local Secretary-Treasurer, or Local Trustee) shall file nomination papers, to be received by the Chairperson of the Component Tabulating Committee <b>by February 15th (exceptionally January 15th in 2019) in the calendar year of the Local Officer Elections.</b> The Component Tabulating Committee shall have full responsibility for voting arrangements in accordance with these Bylaws.	Members who desire to be nominated for a Local Officer position (Local President, Local Vice-President, Local Secretary-Treasurer, or Local Trustee) shall file nomination papers, to be received by the Chairperson of the Component Tabulating Committee <b>by December 15th in the calendar year preceding the Local Officer Elections.</b> The Component Tabulating Committee shall have full responsibility for voting arrangements in accordance with these Bylaws.

Article: C.6.1	The Component Tabulating Committee shall release the results of the Local Officer Elections within fifty-three (53) hours of voting closure and no later than 17:00 EST on March 24th (exceptionally February 24th in 2019) of the Local Officer Elections year.	The Component Tabulating Committee shall release the results of the Local Officer Elections no later than 17:00 EST on February 26th of the Local Officer Elections year.
Article: C.6.2 (bolded section only)	All duly elected officers shall be installed on <b>April 1st (exceptionally March 1st in 2019)</b> of the Local Officer Elections year and shall continue in office for the applicable term or until a successor has been elected and installed. Terms shall be as follows:	All duly elected officers shall be installed on <b>March 1st</b> of the Local Officer Elections year and shall continue in office for the applicable term or until a successor has been elected and installed. Terms shall be as follows:

3.6 Transitional ACCEX (Air Canada Component EXecutive) meeting	<b>Explanation:</b> This amendment introduces an additional ACCEX meeting during an election year. The purpose of this meeting is to facilitate the transition process between the newly installed Officers of the Component and the outgoing Local presidents.	
Article: 4.6	<b>Proposal: Amend articles 4.6 as follows:</b>	
	<b>Proposed language:</b>	<b>Current language:</b>
	<p>The ACCEX shall meet as often as required but at least once quarterly. The Component President shall convene the ACCEX when requested by a majority of the ACCEX members. A two-thirds (2/3) majority of all of the members of the ACCEX representing at least half (1/2) of the total membership constitutes a quorum.</p> <p>Additionally, during an election year, a transitional ACCEX meeting shall be held within thirty (30) days of the <u>Component</u> President taking office. The transitional ACCEX meeting shall comprise:</p> <ul style="list-style-type: none"> <li>- The newly appointed Officers of the Component; and</li> <li>- The sitting Local Presidents (or designates).</li> </ul> <p>The Component President shall also hold the first ACCEX meeting between fifteen (15) and thirty-five (35) days of the <u>Local</u> Presidents taking office.</p>	<p>The ACCEX shall meet as often as required but at least once quarterly. The Component President shall call the first ACCEX meeting within thirty-five (35) days of taking office. The Component President shall convene the ACCEX when requested by a majority of the ACCEX members. A two-thirds (2/3) majority of all of the members of the ACCEX representing at least half (1/2) of the total membership constitutes a quorum.</p>

3.7	Nomination signatures - Component elections	<b>Explanation:</b> Fifty (50) signatures demonstrates sufficient endorsement from the membership to be an eligible candidate.	
	Article: B.6.3	<b>Proposal: Amend the required number of signatures in articles B.6.3 as follows:</b>	
		<b>Proposed language:</b> Nomination forms, as provided by the Component Tabulating Committee, must have at least fifty (50) signatures from eligible voters on the Membership List.	<b>Current language:</b> Nomination forms, as provided by the Component Tabulating Committee, must have at least one hundred (100) signatures from eligible voters on the "Membership List".
3.8	Nomination signatures - Local Officer elections	<b>Explanation:</b> Fifty (50) or five (5%) percent of signatures demonstrates sufficient endorsement from the membership to be an eligible candidate.	
	Article: C.4.3	<b>Proposal: Amend articles C.4.3 as follows:</b>	
		<b>Proposed language:</b> Nominations forms, as provided by the Component Tabulating Committee, must have the signatures from the lesser of either: (a) Fifty (50) members of the eligible voters on the Local's Membership List; or (b) Five (5%) percent of the eligible voters on the Local's Membership List.	<b>Current language:</b> Nomination forms as provided by the Component Tabulating Committee, must have at least one hundred (100) signatures from eligible voters on the Local's "Membership List" or signatures from ten (10%) percent of the Local's eligible voters, whichever is the lesser.
3.9	Nomination signatures - Local Delegate elections	<b>Explanation:</b> Fifty (50) or five (5%) percent of signatures demonstrates sufficient endorsement from the membership to be an eligible candidate.	
	Article: C.5.2	<b>Proposal: Amend articles C.5.2 as follows:</b>	
		<b>Proposed language:</b> Nominations forms, as provided by the Component Tabulating Committee, must have the signatures from the lesser of either: (a) Fifty (50) members of the eligible voters on the Local's Membership List; or (b) Five (5%) percent of the eligible voters on the Local's Membership List.	<b>Current language:</b> Nomination forms as provided by the Component Tabulating Committee, must have at least one hundred (100) signatures from eligible voters on the Local's "Membership List" or signatures from ten (10%) percent of the Local's eligible voters, whichever is the lesser.

3.10	Electronic candidate resumés	<p><b>Explanation:</b> This recommendation eliminates the obligation to mail out large packages with each candidate's resumé, however it stipulates the requirement for online accessibility. The formatting of the paragraph pertaining to the resumé content was improved for greater legibility. The content requirements remain unchanged.</p>					
	New article B.2.10	<p><b>Proposal:</b> <i>Insert new article B.2.10 as follows and renumber as required:</i></p> <table border="1" data-bbox="478 186 2032 456"> <thead> <tr> <th data-bbox="478 186 1251 224"><u>Proposed language:</u></th> <th data-bbox="1251 186 2032 224"><u>Current language:</u></th> </tr> </thead> <tbody> <tr> <td data-bbox="478 224 1251 456"> <p>The mailing house company will send voting information for all Component elections which shall include:</p> <ul style="list-style-type: none"> <li>- Position(s) to be filled;</li> <li>- Anticipated voting dates and times;</li> <li>- How to access the voting system(s);</li> <li>- How to access candidates' resumés; and,</li> <li>- The list of nominated candidates (for regular elections only)</li> </ul> </td> <td data-bbox="1251 224 2032 456"></td> </tr> </tbody> </table>		<u>Proposed language:</u>	<u>Current language:</u>	<p>The mailing house company will send voting information for all Component elections which shall include:</p> <ul style="list-style-type: none"> <li>- Position(s) to be filled;</li> <li>- Anticipated voting dates and times;</li> <li>- How to access the voting system(s);</li> <li>- How to access candidates' resumés; and,</li> <li>- The list of nominated candidates (for regular elections only)</li> </ul>	
<u>Proposed language:</u>	<u>Current language:</u>						
<p>The mailing house company will send voting information for all Component elections which shall include:</p> <ul style="list-style-type: none"> <li>- Position(s) to be filled;</li> <li>- Anticipated voting dates and times;</li> <li>- How to access the voting system(s);</li> <li>- How to access candidates' resumés; and,</li> <li>- The list of nominated candidates (for regular elections only)</li> </ul>							
	Article: B.7 (bolded section only)	<p><b>Proposal:</b> <i>Amend the bolded section of article B.7 as follows:</i></p> <table border="1" data-bbox="478 492 2032 1510"> <thead> <tr> <th data-bbox="478 492 1251 529"><u>Proposed language:</u></th> <th data-bbox="1251 492 2032 529"><u>Current language:</u></th> </tr> </thead> <tbody> <tr> <td data-bbox="478 529 1251 1510"> <p><b>Resumés for Component Officer Elections</b></p> <p>Members who desire to be nominated for a Component Officer position shall also file a <b>resumé to be received by the Chairperson of the Component Tabulating Committee by December 1st in the calendar year preceding the Component Officer Elections. Should the resumé deadline not be met, the particular candidate(s) loses the opportunity to have their resumé made available to the ACC membership. The Component Tabulating Committee shall in turn have these resumés translated and made available online to the ACC membership. Translation shall be completed by a recognized translator who is not eligible to vote and such translation shall not be subject to approval by the candidate(s).</b></p> <p><b>Resumé content must:</b></p> <ul style="list-style-type: none"> <li>- fit on a maximum of either one (1) double-sided page or two (2) single-sided pages (8 ½" X 11");</li> <li>- include enough space on the page(s) for any picture provided;</li> <li>- include the full name of the candidate;</li> <li>- include the intended position;</li> <li>- no adverse reference shall be made to any other candidate's record.</li> </ul> <p><b>Suggestions for resumé content include:</b></p> <ul style="list-style-type: none"> <li>- picture of the candidate;</li> <li>- education, experience both within and outside the airline industry;</li> <li>- involvement with CUPE or other trade union experience;</li> <li>- volunteer work; and</li> <li>- an essay of approximately five hundred (500) words to answer the question "How can my skills and experience help the Air Canada Component of CUPE?".</li> </ul> </td> <td data-bbox="1251 529 2032 1510"> <p><b>Resumes for Component Officer Elections</b></p> <p>Members who desire to be nominated for a Component Officer position shall also file a <b>Resume to be received by the Chairperson of the Component Tabulating Committee by December 1st in the calendar year preceding the Component Officer Elections. Should the Resume deadline not be met, the particular candidate(s) loses the opportunity to have their Resume included in the voting information package sent to the ACC membership. The Component Tabulating Committee shall in turn have these Resumes translated, photocopied and included in the voting information package sent to the ACC membership. Translation shall be completed by a recognized translator who is not eligible to vote and such translation shall not be subject to approval by the candidate(s). Resume content must fit on one (1) page (8 ½" X 11"); a maximum of both sides of the page may be utilized and must include enough space on the page for inclusion of any picture provided. Resumes must include the full name of the candidate and the intended position clearly. No adverse reference shall be made to any other candidate's record. Suggestions for resume content include: a picture of the candidate, education, experience both within and outside the airline industry, involvement with CUPE or other trade union experience, volunteer work and an essay of no more than five hundred (500) words to answer the question "How can my skills and experience help the Air Canada Component of CUPE?"</b></p> </td> </tr> </tbody> </table>		<u>Proposed language:</u>	<u>Current language:</u>	<p><b>Resumés for Component Officer Elections</b></p> <p>Members who desire to be nominated for a Component Officer position shall also file a <b>resumé to be received by the Chairperson of the Component Tabulating Committee by December 1st in the calendar year preceding the Component Officer Elections. Should the resumé deadline not be met, the particular candidate(s) loses the opportunity to have their resumé made available to the ACC membership. The Component Tabulating Committee shall in turn have these resumés translated and made available online to the ACC membership. Translation shall be completed by a recognized translator who is not eligible to vote and such translation shall not be subject to approval by the candidate(s).</b></p> <p><b>Resumé content must:</b></p> <ul style="list-style-type: none"> <li>- fit on a maximum of either one (1) double-sided page or two (2) single-sided pages (8 ½" X 11");</li> <li>- include enough space on the page(s) for any picture provided;</li> <li>- include the full name of the candidate;</li> <li>- include the intended position;</li> <li>- no adverse reference shall be made to any other candidate's record.</li> </ul> <p><b>Suggestions for resumé content include:</b></p> <ul style="list-style-type: none"> <li>- picture of the candidate;</li> <li>- education, experience both within and outside the airline industry;</li> <li>- involvement with CUPE or other trade union experience;</li> <li>- volunteer work; and</li> <li>- an essay of approximately five hundred (500) words to answer the question "How can my skills and experience help the Air Canada Component of CUPE?".</li> </ul>	<p><b>Resumes for Component Officer Elections</b></p> <p>Members who desire to be nominated for a Component Officer position shall also file a <b>Resume to be received by the Chairperson of the Component Tabulating Committee by December 1st in the calendar year preceding the Component Officer Elections. Should the Resume deadline not be met, the particular candidate(s) loses the opportunity to have their Resume included in the voting information package sent to the ACC membership. The Component Tabulating Committee shall in turn have these Resumes translated, photocopied and included in the voting information package sent to the ACC membership. Translation shall be completed by a recognized translator who is not eligible to vote and such translation shall not be subject to approval by the candidate(s). Resume content must fit on one (1) page (8 ½" X 11"); a maximum of both sides of the page may be utilized and must include enough space on the page for inclusion of any picture provided. Resumes must include the full name of the candidate and the intended position clearly. No adverse reference shall be made to any other candidate's record. Suggestions for resume content include: a picture of the candidate, education, experience both within and outside the airline industry, involvement with CUPE or other trade union experience, volunteer work and an essay of no more than five hundred (500) words to answer the question "How can my skills and experience help the Air Canada Component of CUPE?"</b></p>
<u>Proposed language:</u>	<u>Current language:</u>						
<p><b>Resumés for Component Officer Elections</b></p> <p>Members who desire to be nominated for a Component Officer position shall also file a <b>resumé to be received by the Chairperson of the Component Tabulating Committee by December 1st in the calendar year preceding the Component Officer Elections. Should the resumé deadline not be met, the particular candidate(s) loses the opportunity to have their resumé made available to the ACC membership. The Component Tabulating Committee shall in turn have these resumés translated and made available online to the ACC membership. Translation shall be completed by a recognized translator who is not eligible to vote and such translation shall not be subject to approval by the candidate(s).</b></p> <p><b>Resumé content must:</b></p> <ul style="list-style-type: none"> <li>- fit on a maximum of either one (1) double-sided page or two (2) single-sided pages (8 ½" X 11");</li> <li>- include enough space on the page(s) for any picture provided;</li> <li>- include the full name of the candidate;</li> <li>- include the intended position;</li> <li>- no adverse reference shall be made to any other candidate's record.</li> </ul> <p><b>Suggestions for resumé content include:</b></p> <ul style="list-style-type: none"> <li>- picture of the candidate;</li> <li>- education, experience both within and outside the airline industry;</li> <li>- involvement with CUPE or other trade union experience;</li> <li>- volunteer work; and</li> <li>- an essay of approximately five hundred (500) words to answer the question "How can my skills and experience help the Air Canada Component of CUPE?".</li> </ul>	<p><b>Resumes for Component Officer Elections</b></p> <p>Members who desire to be nominated for a Component Officer position shall also file a <b>Resume to be received by the Chairperson of the Component Tabulating Committee by December 1st in the calendar year preceding the Component Officer Elections. Should the Resume deadline not be met, the particular candidate(s) loses the opportunity to have their Resume included in the voting information package sent to the ACC membership. The Component Tabulating Committee shall in turn have these Resumes translated, photocopied and included in the voting information package sent to the ACC membership. Translation shall be completed by a recognized translator who is not eligible to vote and such translation shall not be subject to approval by the candidate(s). Resume content must fit on one (1) page (8 ½" X 11"); a maximum of both sides of the page may be utilized and must include enough space on the page for inclusion of any picture provided. Resumes must include the full name of the candidate and the intended position clearly. No adverse reference shall be made to any other candidate's record. Suggestions for resume content include: a picture of the candidate, education, experience both within and outside the airline industry, involvement with CUPE or other trade union experience, volunteer work and an essay of no more than five hundred (500) words to answer the question "How can my skills and experience help the Air Canada Component of CUPE?"</b></p>						

3.11	Recall of Component Officers	<p><b>Explanation:</b> The petition process was modified to include electronic signatures, to allow for verification of eligibility, and to provide a clear recall question.</p>	
	Article: B.9	<p><b>Proposal: Amend articles B.9 as follows:</b></p>	
		<p><b>Proposed language:</b></p> <p>A majority of the ACC membership may at any time petition the ACCEX and cause a recall vote of the Component President, Component Vice-President, Component Secretary-Treasurer, or Component Trustee(s). An electronic and/or physical petition signed by a majority of the entire ACC membership or one-third (1/3) of the eligible voters from each Local can be presented at any time to the ACCEX to trigger a recall vote. The recall vote must be carried out and the results published within 120 days.</p> <p>To recall any officer the following thresholds must be met:</p> <ol style="list-style-type: none"> <li>1. A vote participation rate of greater than fifty (50%) percent of the total membership of the ACC must be obtained; and</li> <li>2. A two-thirds (2/3) majority of voters must vote in favour of removal.</li> </ol> <p>To be valid, the petition must include the following bilingual question:</p> <p>"I wish to trigger a recall vote which may ultimately remove [insert officer name &amp; position] from office?  Je souhaite provoquer un vote de destitution qui pourrait enlever [inserez nom et poste] de ses fonctions?"</p> <p>Furthermore each petitioner must include:</p> <ul style="list-style-type: none"> <li>- First &amp; Last name;</li> <li>- Employee number;</li> <li>- Local number;</li> <li>- Phone number;</li> <li>- E-mail address (if electronic petition);</li> <li>- Signature (if physical petition).</li> </ul>	<p><b>Current language:</b></p> <p>A majority of the ACC membership may at any time petition the ACCEX and cause a recall vote of the Component President, Component Vice-President, Component Secretary-Treasurer, or Component Trustee(s). In any such recall vote, a two-thirds (2/3) majority of the votes and at least fifty (50%) percent plus one of the total membership of the ACC must vote for the results of the recall vote to be valid.</p>

3.12	Opt-out of receiving voting PIN info via mail.	<b>Explanation:</b> This provides an opt-out option for those who do not wish to receive their voting PIN information via post.	
	Article: B.2.10	<b>Proposal: Amend articles B.2.10 as follows and renumber as required:</b>	
		<b>Proposed language:</b>	<b>Current language:</b>
		The mailing house company will send a temporary personal identification number (the "PIN") to each member at the address shown on the Membership List. Should a member want to receive their "PIN" solely via email, they must provide a verified email address and confirm they no longer wish to receive a paper document in the mail. This preference will be noted on the Membership List. Only the mailing house company, the administrator and the individual member will know the PIN for that member.	The mailing house company will send a temporary personal identification number (the "PIN") to each member at the address shown on the Membership List. Only the mailing house company, the administrator and the individual member will know the PIN for that member.

**Question 3a):** Do you support the Bylaw Review Committee's proposed changes in Section 3.1 (Tabulating Committee) ? Y/N

**Question 3b):** Do you support the Bylaw Review Committee's proposed changes in Sections 3.2 & 3.3 (Component & Local Officer Terms) ? Y/N

**Question 3c):** Do you support the Bylaw Review Committee's proposed changes in Sections 3.4, 3.5 & 3.6 (Flexibility, Staggering & Transition) ? Y/N

**Question 3d):** Do you support the Bylaw Review Committee's proposed changes in Sections 3.7, 3.8 & 3.9 (Nomination Signatures) ? Y/N

**Question 3e):** Do you support the Bylaw Review Committee's proposed changes in Section 3.10 (Electronic Candidate Resumés) ? Y/N

**Question 3f):** Do you support the Bylaw Review Committee's proposed changes in Section 3.11 (Recall of Component Officers) ? Y/N

**Question 3g):** Do you support the Bylaw Review Committee's proposed changes in Section 3.12 (Opt-out of PIN mailings) ? Y/N

**Section 4:      Equality Statement & Code of Conduct**

**Explanation:** This section deals with enshrining the CUPE Equality Statement and a Code of Conduct within the organization.

**Proposed Changes:**

4.1	Insert the CUPE Equality Statement as Preamble to ACC Bylaws and Appendix E	<p><b>Explanation:</b> The Equality Statement outlines the principles of fairness we must all strive for in our Union environment. We propose including a copy as a preamble to the ACC Bylaws where it can be easily referenced by all members.</p>
		<p><b>Proposal:</b> <i>Insert a copy of the CUPE National Constitution's Equality Statement as a preamble to the ACC Bylaws and as a preamble in Appendix E:</i></p>
		<p><b>Proposed language:</b></p>
		<p><b>Current language:</b></p>
		<p><b>Preamble - Equality Statement</b></p> <p>Union solidarity is based on the principle that union members are equal and deserve mutual respect at all levels. Any behaviour that creates conflict prevents us from working together to strengthen our union.</p> <p>As unionists, mutual respect, cooperation and understanding are our goals. We should neither condone nor tolerate behaviour that undermines the dignity or self-esteem of any individual or creates an intimidating, hostile or offensive environment.</p> <p>Discriminatory speech or conduct which is racist, sexist, transphobic or homophobic hurts and thereby divides us. So too, does discrimination on the basis of ability, age, class, religion, language and ethnic origin.</p> <p>Sometimes discrimination takes the form of harassment. Harassment means using real or perceived power to abuse, devalue or humiliate. Harassment should not be treated as a joke. The uneasiness and resentment that it creates are not feelings that help us grow as a union.</p> <p>Discrimination and harassment focus on characteristics that make us different; and they reduce our capacity to work together on shared concerns such as decent wages, safe working conditions, and justice in the workplace, society and in our union.</p> <p>CUPE's policies and practices must reflect our commitment to equality. Members, staff and elected officers must be mindful that all persons deserve dignity, equality and respect.</p>



4.2	Include Equality Statement in the order of business for all regular meetings at the Local level.	<b>Explanation:</b> This change to the order of business adds the reading of the Equality Statement to the beginning of all Local meetings as required in the CUPE Constitution.	
		<b>Proposal:</b> <i>Amend article E.4.4 as follows:</i>	
		<b>Proposed language:</b>	<b>Current language:</b>
E.4.4	The order of business at a regular membership meeting is as follows:  (i) Roll call of Officers (ii) Reading of the Equality Statement (iii) Reading of Minutes (iv) President's report (v) Treasurer's report (vi) Communications and bills (vii) Local Executive report (viii) Reports from committees and delegates (ix) Nominations (x) Unfinished business (xi) New business (xii) Good of the Union (xiii) Adjournment	The order of business at a regular membership meeting is as follows:  (i) Roll call of Officers (ii) Reading of Minutes (iii) President's report (iv) Treasurer's report (v) Communications and bills (vi) Local Executive report (vii) Reports from committees and delegates (viii) Nominations (ix) Unfinished business (x) New business (xi) Good of the Union (xii) Adjournment	

4.3	Incorporate an adopted Oath of Nomination for the ACC and all associated Locals.	<b>Explanation:</b> We suggest implementing an Oath of Nomination outlining expected conduct for nominees during voting procedures.	
		<b>Proposal:</b> <i>Insert bolded language into articles B.6.1 &amp; C.4.1; insert articles B.6.4 &amp; C.6.4, Insert the Oath of Nomination as a new appendix, and renumber/rereference bylaws as required:</i>	
		<b>Proposed language:</b>	<b>Current language:</b>
B.6.1 (insert bolded language)	Members who desire to be nominated for a Component Officer position (Component President, Component Vice-President, Component Secretary-Treasurer, or Component Trustee) shall file nomination papers <b>and a completed Oath of Nomination form</b> , to be received by the Chairperson of the Component Tabulating Committee by November 15th in the calendar year preceding the Component Officer Elections.	Members who desire to be nominated for a Component Officer position (Component President, Component Vice-President, Component Secretary-Treasurer, or Component Trustee) shall file nomination papers, to be received by the Chairperson of the Component Tabulating Committee by November 15th in the calendar year preceding the Component Officer Elections.	
C.4.1 (insert bolded language)	Members who desire to be nominated for a Local Officer position (Local President, Local Vice-President, Local Secretary-Treasurer, or Local Trustee) shall file nomination papers <b>and a completed Oath of Nomination form</b> , to be received by the Chairperson of the Component Tabulating Committee by December 15th in the calendar year preceding the Local Officer Elections. The Component Tabulating Committee shall have full responsibility for voting arrangements in accordance with these Bylaws.	Members who desire to be nominated for a Local Officer position (Local President, Local Vice-President, Local Secretary-Treasurer, or Local Trustee) shall file nomination papers, to be received by the Chairperson of the Component Tabulating Committee by December 15th in the calendar year preceding the Local Officer Elections. The Component Tabulating Committee shall have full responsibility for voting arrangements in accordance with these Bylaws.	
B.6.4	The Oath of Nomination form (Appendix "E") must be completed in its entirety in order to be accepted by the Tabulating Committee.	<No current language>	
C.4.4	The Oath of Nomination form (Appendix "E") must be completed in its entirety in order to be accepted by the Tabulating Committee.	<No current language>	

**Oath of Nomination**

<No current language>

I, \_\_\_\_\_, promise to abide by the CUPE Equality Statement and the Air Canada Component Code of Conduct. As a candidate I promise to:

- (a) Be respectful, and professional towards any candidate(s), member(s) or officer(s) on any platform including social media;
- (b) Be responsible for the actions and comments of any of my campaigning assistants/promoters while campaigning;
- (c) Always ensure that all members have privacy when casting their votes.

As a candidate I promise not to:

- (a) Purposely or knowingly harm or assist in harming another member of the Union;
- (b) Open any voting platform (website, etc) for any member;
- (c) Provide a hyperlink or any other electronic link directly to a voting platform from a personal campaign medium (personal campaign website, etc);
- (d) Campaign during my office hours while on CUPE release time (I may campaign during my personal time (e.g. breaks or meal time)).
- (e) Change the opening defaults on any public devices (computers, etc) to open personal campaign media or the voting platform.

\_\_\_\_\_  
CANDIDATE (SIGNATURE/ PRINT NAME/ EMPLOYEE NUMBER/ DATE)

\_\_\_\_\_  
MEMBER WITNESS (PRINT NAME/ SIGNATURE/ EMPLOYEE NUMBER/ PHONE NUMBER/ DATE)

4.4 Incorporate an adopted Code of Conduct for the ACC and all associated Locals.	<b>Explanation:</b> CUPE National suggests inserting a relevant Code of Conduct in all bylaws.	
	<b>Proposal:</b> <i>Insert the following Code of Conduct as a new appendix and renumber/rereference bylaws as required.</i>	
	<b>Proposed language:</b>	<b>Current language:</b>
Appendix [New 2]	<p>This Code of Conduct for the Air Canada Component of CUPE (ACC) and its Locals sets out standards of behaviour for members at meetings, and all other events organized by the Air Canada Component or its Locals. It is consistent with the expectations outlined in the Equality Statement, CUPE National Constitution and these Bylaws. It does not apply to complaints arising in the workplace, as those are dealt with through the grievance procedure and/or the applicable workplace harassment policy.</p> <p>The ACC is committed to creating a union which is inclusive, welcoming, and free from harassment, discrimination and all types of bullying and intimidation. The ACC needs to ensure that it provides a safe environment for members, staff and elected officers to carry out our work. The ACC expects that mutual respect, understanding and co-operation will be the basis of all our interaction.</p> <p>As CUPE members and elected officers, we commit to one another and to the union to be governed by the principles of the Code of Conduct and agree to:</p> <ul style="list-style-type: none"> <li>- Abide by the provisions of the Equality Statement.</li> <li>- Respect the views of others, even when we disagree.</li> <li>- Recognize and value individual differences.</li> <li>- Communicate openly.</li> <li>- Support and encourage each other.</li> <li>- Make sure that we do not harass or discriminate against each other.</li> <li>- Commit to not engaging in offensive comment or conduct, both in person and online.</li> <li>- Make sure that we do not act in ways that are aggressive, bullying, or intimidating.</li> <li>- Take responsibility for not engaging in inappropriate behaviour due to abuse of alcohol or other drugs while participating in union activities, including social events.</li> </ul> <p>Harassment is objectionable behaviour which may include actions, language, gestures, and/or written material, and which the harasser knows or ought reasonably to know is abusive and unwelcome. Bullying is a form of harassment which is serious ongoing behaviour which targets an individual or group and which threatens that person or persons' mental and/or physical well-being.</p> <p>Further to the above, all representatives of the ACC and its Locals agree to abide by the following:</p> <ul style="list-style-type: none"> <li>- Always fulfill your duties with care, honesty, good faith, and integrity; in the interest of the membership.</li> </ul>	<No current language>

- Treat all union members with the respect, fairness, and professionalism expected of any professional workplace.
- Make decisions in accordance with established rules and in the interest of the membership, while upholding the principles of fair treatment, neutrality and objectivity.

A complaint regarding the Code of Conduct will be handled as follows:

1. If possible, a member may attempt to deal directly with the person alleged to have engaged in behaviour contrary to the Code, by asking them to stop such behaviour. If that is not possible, or if it does not resolve the problem, a member may bring forward a complaint.
2. Once a complaint is received, a designated Officer of the ACC or Local (preferably one who has completed mediation or ombudsperson training) will work to seek a resolution.
3. If this fails to resolve the matter, the designated Officer shall report the matter to the person in charge, who shall determine whether there is need to remove the member. The person in charge has the authority to expel members from the event for serious or persistent offenses.

This Code of Conduct does not replace a member's right to access the trial provisions of the CUPE National Constitution.

This Code of Conduct is designed to create a safe, respectful and supportive environment within CUPE. It is meant to enhance the rights and obligations outlined in the CUPE National Constitution, the Equality Statement, and applicable human rights legislation, not replace them.

**Question 4a): Do you support the Bylaw Review Committee's proposed changes in Sections 4.1 & 4.2 (Equality Statement) ? Y/N**

**Question 4b): Do you support the Bylaw Review Committee's proposed changes in Section 4.3 (Oath of Nomination) ? Y/N**

**Question 4c): Do you support the Bylaw Review Committee's proposed changes in Section 4.4 (Code of Conduct) ? Y/N**