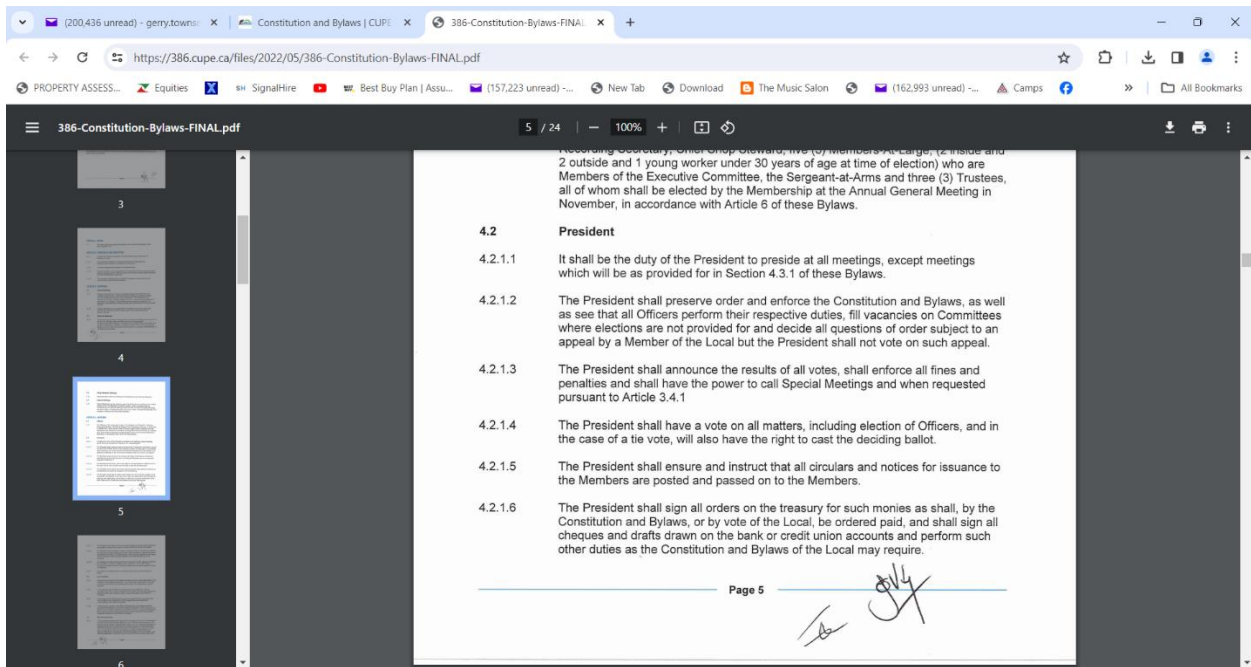


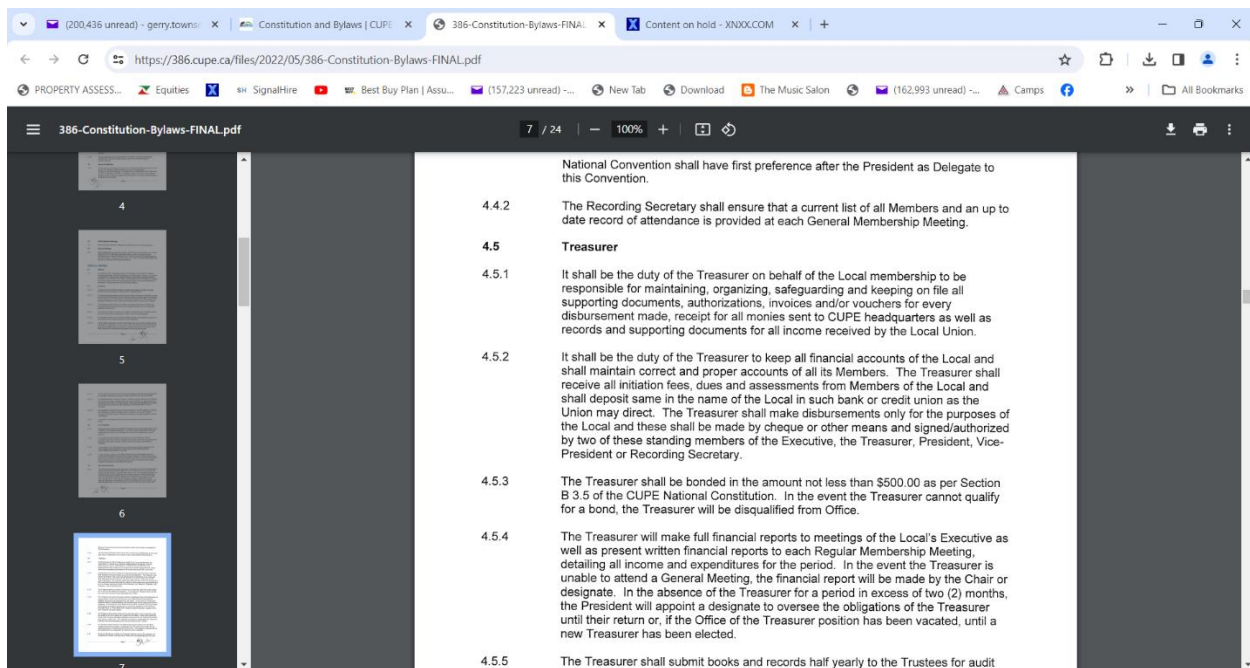
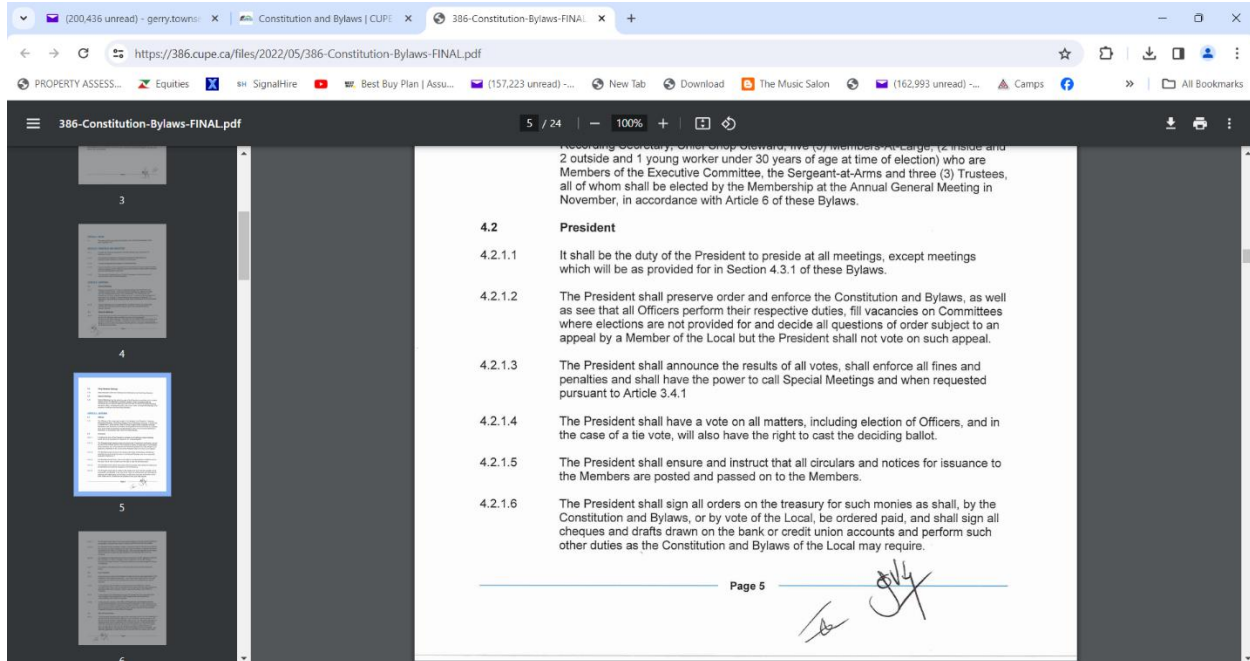
NOTICE OF MOTION December 19, 2023
To all members of C.U.P.E. Local 386

Take notice that I, Brother Gerry Townsend, Member 9054 intend to move the following change to our C,U.P.E. Local 386 Constitution.

A copy of the entire current Constitution can be found online at C.U.P.E Local 386 website at:
<https://386.cupe.ca/files/2022/05/386-Constitution-Bylaws-FINAL.pdf>

Current constitution extract reads as follows:





Proposed change

New language under 4.2 President

4.2.3 President and Earned Day off or Modified Work Week Program

The President will be entitled to enter into a modified work week program that is the same as what the current Collective Agreement or Memorandum of Understanding is for such programs as established between the employer and C.U.P.E Local 386, but only if

it is revenue neutral and no additional costs incurred in bringing in Vice President to fill in for President on his earned day off.

New language under Article 4.3 Vice-President

4.3.5 For articles 4.3.1, 4.3.2, 4.3.3, if the President's absence is due to the President being absent on earned day off then the position will remain open in keeping with the Modified Work Week or Earned Day off Program or any associated modified work week policy as may exist or be created between the employer and C.U.P.E. Local 386 members to maintain revenue neutral policy that applies to other members of C.U.P.E. Local 386.

Rationale

The current Constitution is vague and President and Executive has interpreted current Constitution article 4.3.1, as well as, articles 4.3.2 and 4.3.3 to mean that when President who is currently on the same earned day off policy followed by many Local 386 members to mean that when he is absent on earned day off that Vice President must be brought in. This is contrary to what the policy is with all members of C.U.P.E. Local 386. A member can only participate in the program if it is revenue neutral and their position does not need to have another member replace them. If they are unable to do so then they are not allowed to participate in the program.

In solidarity

Brother Gerry Townsend

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