



Local 4094 Bylaws

Approved by CUPE National October 2024

TABLE OF CONTENTS

TITLE PAGE

TABLE OF CONTENTS

EQUALITY STATEMENT

SECTION E.1 – NAME

SECTION E.2 – DUTIES and OBJECTIVES

SECTION E.3 – INTERPRETATION and DEFINITIONS

SECTION E.4 – MEMBERSHIP MEETINGS - Regular and Special

SECTION E.5 – VOTING OF FUNDS

SECTION E.6 – LOCAL OFFICERS AND LOCAL TRUSTEES

SECTION E.7 – LOCAL EXECUTIVE

SECTION E.8 – DUTIES OF OFFICERS

SECTION E.9 – EXPENSES

SECTION E.10 – LOCAL OFFICER ELECTIONS

SECTION E.11 – DELEGATES

SECTION E.12 – COMMITTEES

SECTION E.13 – RULES OF ORDER

SECTION E.14 – AMENDMENT TO THE LOCAL BYLAWS

SECTION E.15 – TRIALS

Local 4094 Bylaws

Preamble – 2021 CUPE Constitution Equality Statement

EQUALITY STATEMENT

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.


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.

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.

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.

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.

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.



MARK HANCOCK
National President



CANDACE RENNICK
National Secretary-Treasurer



SECTION E.1 – NAME

The name of this Local shall be: Local No. 4094 of the Air Canada Component of CUPE for all cabin personnel based in Vancouver, British Columbia.

SECTION E.2 – DUTIES and OBJECTIVES

E.2.1 The principal duties and objectives of the Local shall be to:

- (a) Provide an opportunity for its members to influence and shape their future through free democratic trade unionism;
- (b) Work with the Component and other Locals within the Component to achieve the union's objectives contained in Section 2 ("Duties and Objectives") of the Component Bylaws;
- (c) Promptly settle disputes and Level I grievances which may arise between its members and the employer in accordance with procedures established within the Component;
- (d) Administer and enforce the collective agreement, in conjunction with the Component, in all other respects;
- (e) Inform regularly all Local members on the matters affecting the union, including Local activities to fulfill union objectives;
- (f) Establish and maintain Local Committees in accordance with both the Component and Local 4094 Bylaws;
- (g) Receive and administer the union dues received from the Component in accordance with Section 9 of the Component Bylaws;
- (h) Establish and approve a Local budget;
- (i) Pay or cause to be paid all properly substantiated expenses associated with the Local's activities;
- (j) Train and educate its union officers and members; and
- (k) Affiliate, on a voluntary basis and finances permitting, to labor councils, provincial federations of labor, CUPE district councils, CUPE provincial divisions and other labor bodies.

E.2.2 Locals may enact Local Bylaws as they deem necessary provided that such Bylaws are consistent with this Appendix “E”, the Component Bylaws and the CUPE Constitution. Local Bylaws shall be subject to the approval of the National President of CUPE before being applied.

SECTION E.3 - INTERPRETATION and DEFINITIONS

E.3.1 All pronouns shall be understood to include all persons.

E.3.2 The English and the French texts of these Bylaws shall have equal force.

E.3.3 The Canadian Union of Public Employees shall be referred to as “CUPE”.

E.3.4 The Air Canada Component of CUPE shall be referred to as the “Component” and/or the “ACC”.

SECTION E.4 - MEMBERSHIP MEETINGS - Regular and Special

E.4.1 Regular meetings of the Local may be called monthly, but in any event not less than quarterly. A minimum notice of seven (7) days shall be given for all regular membership meetings.

(a) In addition, general membership meeting dates shall be communicated to the membership no less than seventy-two hours prior to bid close the previous month.

E.4.2 Special membership meetings may be ordered by the Local Executive or requested in writing by no fewer than twenty percent (20%) of the Local members. The President shall immediately call a special meeting when so ordered or requested and shall see that all members receive at least forty-eight (48) hours notice of the special meeting and the subject(s) to be discussed. No business shall be transacted at the special meeting other than that for which the meeting is called and notice given.

E.4.3 A quorum of the transaction of business at any regular meeting or at any special membership meeting shall be at least 5 (five) members of the Local Executive, which includes the Chair, and no less than 11 (eleven) non-executive local members.

E.4.5 The order of business at a regular membership meeting is as follows:

- A. Call to Order
 - A.1 Acknowledgment of Indigenous territory
 - A.2 Reading of the Equality Statement
 - A.3 Roll Call of Officers
- B. Adoptions or Changes to the Agenda
 - B.1 Motion to Accept the Agenda
 - B.2 Adoption of the Previous Minutes
- C. Committee Appointments
- D. President's Report
- E. Secretary-Treasurer's Report
- F. Local Committee Reports (and Delegates)
- G. Unfinished business
 - G.1 Nominations
- H. New business
- I. Good of the Union
- J. Location / Venue of Next Meeting
- K. Adjournment

SECTION E.5 - VOTING OF FUNDS

E.5.1 Except for ordinary expenses and bills as approved at membership meetings, no sum over one hundred-fifty (\$150.00) dollars shall be spent for the purpose of a grant or contribution to a member or any cause outside CUPE, except by a notice of motion given in writing and dealt with at the following membership meeting.

SECTION E.6 - LOCAL OFFICERS AND TRUSTEES

E.6.1 The officers of the Local shall be the Local President, eight (8) Local Vice- Presidents, the Local Secretary-Treasurer, three (3) Local Trustees and one (1) alternate Trustee

E.6.2 All Local Officers and Local Trustees shall be elected by the Local Membership under the direction of the Component Tabulating Committee in accordance with Appendix "C" of the Component Bylaws.

SECTION E.7 – LOCAL EXECUTIVE

- E.7.1** The Local Executive shall be comprised of all Local officers, except the Trustees.
- E.7.2** The Local Executive shall meet at least eight (8) times a year. The Local Executive may meet virtually and / or in person as determined by the Local President.
- E.7.3** A majority of all the members of the Local Executive constitutes a quorum.
- E.7.4** Local Executive officers shall hold title to any real estate of the Local as trustees for the Local. They shall have no right to sell, convey, or encumber any real estate without first giving notice and then submitting the proposition to a membership meeting and having it approved.
- E.7.5** Should any Local Executive member fail to answer the roll call for three (3) consecutive regular Local membership meetings or three (3) consecutive regular Local Executive meetings without having submitted good reasons for those absences, their office shall be declared vacant and shall be filled by an election.

SECTION E.8 - DUTIES OF OFFICERS

Officers of Local 4094 are encouraged to participate in CUPE educational courses in order to enhance their leadership skills and expand their knowledge and expertise. All officers must give all properties, assets, funds and all records of the Local Union to their successors at the end of their term of office.

All signing officers of Local 4094 shall be bonded through the master bond held by CUPE National. Any officer who cannot qualify for the bond shall be disqualified from having signing authority.

- E.8.1** The Local President shall:
- (a) Be responsible for the conduct of the affairs and business of the Local;
 - (b) Call and preside over all Local meetings, preserve order, enforce the CUPE Constitution and the Local Bylaws, and generally exercise supervision over all Local activities;
 - (c) Report on the administration of her/his office to membership meetings and Local Executive meetings;
 - (d) The Local President shall designate an Acting President from among the Local Vice-

Presidents to perform all the duties of the President if the President is absent or incapacitated;

- (e) Be responsible for the appointment and functioning of all Local Committees, ensuring their duties are performed and shall appoint the Chairpersons of those Local committees;
- (f) Be a member of all Local Committees ex-officio;
- (g) Be responsible for enforcing the provisions of the Collective Agreement and any rules or Letters of Understanding arising out of negotiations, including the filing of all necessary grievances at Level I;
- (h) Ensure that all members of the Local Executive perform their assigned duties;
- (i) Introduce new members and welcome them to the Local;
- (j) Sign all checks and ensure that the Local's funds are used only as authorized or directed by the Constitution, Bylaws, or by vote of the Local membership;
- (k) Be responsible for the proper distribution of Union bulletins, publications, and notices to the membership;
- (l) Represent the Local as an automatic delegate to the CUPE National Convention and the ASD Conference; and
- (m) Represent the Local at all Air Canada Component Executive Committee (hereinafter referred to as the "ACCEX") meetings or designate a Local Vice-President to attend.

E.8.2 The Local Vice-President(s) shall:

- (a) If the President is absent or incapacitated, perform all duties of the President, according to the established Local procedures; and
- (b) Perform such duties as may from time to time be assigned by the Local President and/or the Local Executive. The 'Acting' President will be appointed by the Elected President, or in the event that the President is unable to do so, the position will be established by a majority vote from the LEX via email, in person or zoom poll.

E.8.3 The Local Secretary-Treasurer shall:

- (a) Keep full accurate, and impartial account of the proceedings of all regular or special membership and Executive board meetings. These records must also include a copy of the full financial report (Executive Board meetings) and the written financial report

(membership meetings) presented by the Secretary-Treasurer. The record will also include Trustees reports.

- (b) Record all alterations in the Local Bylaws;
- (c) Have all records ready on reasonable notice for auditors and Trustees;
- (d) Preside over membership and Local Executive meetings in the absence of both the President and the Vice-President(s);
- (e) Be responsible for supervision of the financial affairs of the Local;
- (f) Be responsible for establishing and supervising proper accounting procedures in the receipt and disbursement of funds in accordance with the Local Bylaws;
- (g) Prepare and submit to the Local Executive for approval a budget of the anticipated revenue and expenses of the Local for the fiscal year no later than ninety (90) days after the start of the same fiscal year;
- (h) Ensure quarterly financial statements are prepared and submitted to the Local Executive;
- (i) Make a full financial report to meetings of the Local's Executive, as well as a written financial report to each regular membership meeting, detailing all income and expenditures for the period;
- (j) Throughout the term, and on behalf of the Local Union membership, be responsible for maintaining, organizing, safeguarding and keeping on file all supporting documents, authorizations, invoices and/or vouchers for every disbursement made, as well as records and supporting documents for all income received by the Local;
- (k) Have the books audited by the Local Trustees annually and ensure the forward of such audit reports to the officers of the Local, the Component Secretary- Treasurer and CUPE;
- (l) Be bonded through the master bond held by the National Office, and any Secretary-Treasurer who cannot qualify for the bond shall be disqualified from office; and
- (m) On termination of office, surrender all books, seals and other properties of the Local to their successor.
- (n) Sign all checks and ensure that the Local Union funds are used only as authorized or

directed by the CUPE Constitution, Local union by laws, or vote of the membership. In consultation with the Executive Board, designate a signing officer during prolonged absences.

- (o) Make all books available for inspection by the trustees and/or auditors on reasonable notice. Ensure that the books are audited at least once each calendar year and within a reasonable time, respond in writing to any recommendations and concerns raised by Trustees.

E.8.4 The Local Trustees shall:

- (a) Trustees must audit the financial records of the Local Union and examine or inspect all property and assets of the Local Union at least once a year. After completing the audit, the Trustees must make a written report of any recommendations or concerns about how the Secretary-Treasurer keeps the financial records, funds and accounts of the Local Union. The written report will be sent to the President and Secretary-Treasurer.
- (b) After completing the audit, the Trustees will report in writing on the condition of the funds and accounts and the number of members in good standing, admitted, expelled, suspended or withdrawn to the next regular membership meeting of the Local Union. The written report will also contain:
 - (i) any information that the Trustees find necessary for the honest and efficient administration of the Local Union;
 - (ii) a copy of the written report made to the President and Secretary-Treasurer under Article E.8.4 (a); and
 - (iii) a copy of the written response of the Secretary-Treasurer
- (c) The Trustees must send to the National Secretary-Treasurer and to the assigned National Representative:
 - (i) a Trustees' Report on the form approved by the National Secretary-Treasurer;
 - (ii) a copy of their written report to the membership;
 - (iii) a copy of the written report made to the President and Secretary-Treasurer under Article E.8.4 (a); and

(iv) a copy of the written response of the Secretary-Treasurer.

(Appendix B.3.12 of the CUPE National Constitution & E.10.2)

(d) Not be permitted to audit the books for any fiscal year in which they held signing authority for the Local. If such a conflict occurs the Trustee must recuse themselves from that year's audit and shall be replaced by the Alternate Trustee.

SECTION E.9 – EXPENSES

E.9.1 All Local paid flight releases and expenses must be authorized in advance by the Local President. The Local President can authorize expenditures in accordance with the Local budget as approved by the Local membership. Any expenses not included in the Local budget must be authorized by the Local membership before being incurred.

E.9.2 Out Of Pocket Expenses:

Union members on approved union business shall be entitled to reimbursement of expenses according to the following guidelines:

- (a) Per Diem will be \$30.00 for one half day of work performed at the local office (less than four (4) hours) or \$60.00 for one full day of work performed at the local office (four (4) or more hours).
- (b) For work performed outside of the Local office - Transportation expense, or if using own vehicle, a kilometer allowance equal to the Canada Revenue Agency non-taxable mileage allowance rate at the time of travel, bridge fare and highway toll if applicable once properly substantiated.
- (c) Parking reimbursed with receipts.
- (d) Reasonable hotel, meeting, car rental and other expenses once properly substantiated.
- (e) When working outside of the local office, meal allowance amounts shall be paid in accordance with the Collective Agreement. If working from home, meal allowances shall not be paid.
- (f) Cell phone allowance is to be determined by the Local Executive:

(i) Cell phone cost incurred by the Local President and Local H & S Chairperson will be reimbursed based on the full cost of their monthly cell phone invoice.

(ii) Cell phone cost incurred by the Local PBS Chair and Local Reserve Chair will be reimbursed up to \$80 monthly

(iii) Cell phone cost incurred by members on Full Time release will be reimbursed up to \$50.00 monthly

(iv) Cell phone cost incurred by members on Part Time release will be reimbursed up to \$25.00 monthly

(g) Any expense submitted more than one-hundred and eighty (180) days after being incurred will only be considered for payment upon majority vote of the local executive.

E.9.3 The Local shall only pay for flight release charges when the flight release has been requested by the Local President.

SECTION E.10 – LOCAL OFFICER ELECTIONS

The Local Elections shall be held under the direction of the Component Tabulating Committee in accordance with the Component Bylaws.

E.10.1 Candidates running for local election may send a one (1) page document in PDF format of their resume to the Local President a minimum of 10 days prior to the opening of the voting to be sent out as an email to all members subscribed to the local's email list and to be posted on the local website. Changes to the resumes will not be permitted nor will resumes be accepted after the designated date. The email will be sent once to the entire email list and the documents will remain on the local website until the closing of the voting. Resumes will be posted in alphabetical order by last name.

E.10.2 An alternate trustee position will be added to serve as one of the three (3) active trustees should any of the duly elected trustees not be able to complete their duties as per 8.4. The alternate trustee will be the candidate in the most recent election with the next highest vote count. If there is no candidate willing to perform the trustee duties, the vacancy for the alternate position shall be filled through the regular trustee election process.

SECTION E.11 – DELEGATES

E.11.1 Delegates to the ASD Conference and the CUPE Convention shall be elected in accordance with the Component Bylaws and shall deliver a written report to the membership at the next Local meeting, following the Conference and/or convention.

E.11.2 The Local will fund the hotel, per diems and transportation expenses for up to five (5) additional delegates. Delegates that are selected for convention are encouraged to bid the time off to attend the ASD conference and CUPE National Convention. Any flight releases required are subject to approval by the local president. Flight releases are applied to full pairings and flight(s) that are assigned during the dates of the convention period; inclusive of travel dates.

SECTION E.12 – COMMITTEES

E.12.1 In accordance with Section E.8.1 (d), the Local President shall make the following appointments (and fill vacancies as required) to the membership of the established Local Committees below:

(a) Local PBS Committee:

- Chairperson, and
- Additional members as required.

(b) Local Health & Safety Committee:

- Chairperson, and
- Additional members as required.

E.12.2 Special ad hoc Local Committees may be established for a specified purpose and period by the Local President. The Local President shall appoint the Chairperson of any such Special ad hoc Local Committee and any additional members as required.

E.12.3 Any local member may request the Local President to establish an ad hoc committee in accordance with E.12.2

E.12.4 The Local President shall appoint and remove Local Committee Chairpersons in accordance with the Local Bylaws. Local Committee Chairpersons and members shall be appointed for an initial

term of no more than three (3) years commencing thirty (30) days following Local Elections. Local Committee Chairpersons and members may be reappointed to subsequent three (3) year terms.

E.12.5 For each Local Committee, the Local President shall provide:

- (a) A specific mandate;
- (b) A budget for the fiscal year for the Local Committee's activities;
- (c) A method of regular reporting to the Local President; and
- (d) A method of selection of additional committee members (if required).

E.12.6 All Local paid flight releases and expenses for Local Committees must be authorized in advance by the Local President. The Local President can authorize expenditures in accordance with the Local budget as approved by the Local membership. Any expenses not included in the local budget must be authorized by the Local membership before being incurred. Each Local Committee member shall be reimbursed for her/his expenses in accordance with Section 9 of these Bylaws from the respective Local Committee budget.

E.12.7 Local Committee Chairpersons and members shall report to their Local President when carrying out assigned Local Committee responsibilities.

SECTION E.13 - RULES OF ORDER

All meetings of the Local shall be conducted in accordance with the basic principles of Canadian parliamentary procedure. Some of the more important rules to ensure free and fair debate are appended to the Component Bylaws as Appendix "A". These rules shall be considered as an integral part of the bylaws and may be amended only by the same procedure used to amend the bylaws. In situations not covered by Appendix "A" of the Component Bylaws, the CUPE Constitution may provide guidance, but, if the situation is not dealt with there, Bourinot's Rules of Order shall be consulted and applied. See Appendix "A" Component bylaws.

SECTION E.14 - AMENDMENT TO THE LOCAL BYLAWS

E.14.1 These Bylaws are always subordinate to the CUPE Constitution as it now exists or may be amended from time to time, and in the event of any conflict between these Bylaws and the CUPE

Constitution the latter shall govern. Constitutional interpretation, including determination of conflict, is the prerogative of the National President of CUPE.

E.14.2 These Local Bylaws shall only be amended, added to, or suspended upon a majority vote of the Local membership at a duly called Local membership meeting. Any proposed change to the Local Bylaws shall be contained in the notice for the membership meeting.

E.14.3 No change in these Local Bylaws shall be valid and take effect until approved by the National President of CUPE. The validity shall date from the letter of approval of the National President of CUPE.

E.14.4 The Local President shall appoint a special ad hoc committee to review the local bylaws and make recommendations at least every three (3) years.

(i) The committee shall review the local bylaws and make recommendations for bylaw amendments.

(ii) The committee shall ensure that the local bylaws conform to the latest versions of the CUPE constitution as well as the Bylaws of the Air Canada Component of CUPE, as required by appendix 'E' of the Component Bylaws.

SECTION E.15 – TRIALS

All charges against members or officers must be made in writing and dealt with in accordance with the provisions of the CUPE Constitution.