

**CONSTITUTIONAL AMENDMENTS
TO THE 22ND BIENNIAL CONVENTION
OCTOBER 20, 21 & 22, 2017**

Constitutional Amendment #1: (NAPE Board of Directors)

WHEREAS Article V - Convention, D. General, #13, currently reads:

13. Each Local shall make out individual delegate credentials and shall mail or deliver the copy to be in the hands of the President of the Union at least thirty (30) days before the Convention which the delegate is to attend.

WHEREAS it takes a considerable amount of time in preparation for each delegates credential, be it making hotel accommodations, travel, time off work, etc.:

THEREFORE, BE IT RESOLVED Article V - Convention, D. General, #13, be changed to read:

13. Each Local shall make out individual delegate credentials and shall mail or deliver the copy to be in the hands of the President of the Union at least **sixty (60)** days before the Convention which the delegate is to attend.

Constitutional Amendment #2: (NAPE Board of Directors)

WHEREAS Article XII - Locals, #7 currently states:

The Biennial General meeting of a Local shall be held not less than two (2) months prior to the Biennial Convention, and the following business shall be transacted;

- (a) Local Officers' Reports;
- (b) Treasurer's Report;
- (c) Auditor's Report;
- (d) Committee Chairperson's Reports;
- (e) Election of Officers;
- (f) Election of delegates to the Biennial Convention;
- (g) Nominations to the Board of Directors;
- (h) Resolutions to the Biennial Convention.

THEREFORE, BE IT RESOLVED Article XII – Locals, #7, be changed to read:

The Biennial General meeting of a Local shall be held **within the same calendar year, but not less than ninety (90) days prior to the Biennial Convention**, and the following business shall be transacted:

- (a) Local Officers' Reports;
- (b) Treasurer's Report;
- (c) Auditor's Report;

- (d) Committee Chairperson's Reports;
- (e) Election of Officers;
- (f) Election of delegates to the Biennial Convention;
- (g) Nominations to the Board of Directors;
- (h) Resolutions to the Biennial Convention.

Constitutional Amendment #3: (NAPE Board of Directors)

WHEREAS Article XII - Locals, #7 (e) currently states:

- (e) Election of Officers;

THEREFORE, BE IT RESOLVED Article XII - Locals, #7 (e) be changed to read:

- (e) Election of Officers, **Shop Stewards, and Committee Members**
 - (i) **Elected members shall serve until the next biennial general meeting of the Local.**

Constitutional Amendment #4: (NAPE Board of Directors)

WHEREAS Article VI - Officers, #15 currently states:

- 15. The Board of Directors shall be responsible for seeing that an adequate system of Shop Stewards is set up.

THEREFORE, BE IT RESOLVED Article VI - Officers, #15 be changed to read:

- 15. The Board of Directors shall be responsible for seeing that an adequate system of **Local Officers and Shop Stewards** is set up **for each Local. The Board of Directors' obligations to the Locals shall include the following:**
 - (a) **conduct biennial general elections of the Local;**
 - (b) **between Biennial Conventions, Local Officer training provided to each Area as per NAPE structure (Western, Central, Eastern);**
 - (c) **between Biennial Conventions, Shop Steward training provided to all untrained Shop Stewards;**
 - (d) **provide continuing support and guidance to the Locals to ensure compliance with the Constitution and Policies of NAPE.**

Constitutional Amendment #5: (NAPE Board of Directors)

WHEREAS Article XI - Committee, #2 (f) current states:

- (f) A Women's Issues Committee, consisting of at least one (1) Board member

and three (3) members as selected by the Board. This Committee shall be responsible for providing the motivation necessary to get the female members of the Union actively involved in Union affairs.

THEREFORE, BE IT RESOLVED Article XI - Committee, #2 (f) be changed to read:

- (f) A Women's Issues Committee consisting of four (4) Board Members and one (1) rank and file member, which will be structured as follows:
- General Vice President
 - Eastern Area Board Member
 - Central Area Board Member
 - Western Area Board Member
 - Rank and File Member (selected by the Board of Directors)
- This Committee shall be responsible for providing the motivation necessary to get the female members of the Union actively involved in Union affairs.

Constitutional Amendment #6: (Local 7104)

Article XI. 2 (i)

In order to be proactive and sensitive to all members and the particular genders individuals identify with, it is important to have committees which include and not exclude. It is very important to develop a committee which will speak to long standing issues with gender inequality (for all genders) and many other human rights issues.

Members feel that a committee should be created to create inclusion and equality for all genders.

THEREFORE, BE IT RESOLVED that a new committee should be created to address these issues.

Article XI. 2. (i):

A Gender Equality Committee, consisting of at least one (1) Board Member and three (3) members as selected by the Board. This Committee shall be responsible for:

- addressing gender inequality issues for all genders for NAPE members;
- providing the motivation necessary to get all members of the Union actively involved in Union affairs;
- ensure gender equality language for contracts, Constitution and By-Laws.

Constitutional Amendment #7: (Local 7104)

WHEREAS it is in the interest of the membership of the Union to have time to review materials to be presented at a vote to ratify a Collective Agreement;

THEREFORE, BE IT RESOLVED that Article VIII. 5. of NAPE's Constitution read as follows:

The Negotiating Team will ensure that all proposed amendments to a Collective Agreement, including supporting documents, will be sent to the applicable Local and posted on the Union website at least one (1) day in advance of a vote to ratify a Collective Agreement.

Constitutional Amendment #8: (Local 7104)

WHEREAS it is in the interest of the membership of the Union to have full disclosure of expense claims of the President and Secretary/Treasurer;

THEREFORE, BE IT RESOLVED that Article X. 1. (i) of NAPE's Constitution read as follows:

After approval of expense claims of the President and Secretary/Treasurer by NAPE, any member who makes a request to be able to view these claims can do so. The expense claims of the President and Secretary/Treasurer are to be available within the current fiscal period.

Constitutional Amendment #9: (Local 7104)

WHEREAS NAPE's Constitution doesn't contain an election process and election rules;

THEREFORE, BE IT RESOLVED that NAPE add a new Article XIII. 5. under General Provisions that outlines election rules and election process to be applicable to all NAPE members.

Constitutional Amendment #10: (Local 7104)

Article VI. Officers

WHEREAS provisions should be put in place to ensure a selection process that is transparent and that applies the merit principle to ensure members get the best possible Staff;

THEREFORE, BE IT RESOLVED to add the following Clause:

Article VI. 11. (c)

Hiring and promotion of staff to be carried out through the office of the President, in conjunction with the involvement of a third party HR firm selected and approved by the Board of Directors, to ensure that selection process is based on merit, subject to the terms and conditions of the Collective Agreement between NAPE and Staff.