

## **Bylaw Amendment 1 (Harry Mesh/David Croft):**

**Whereas** CMG Bylaws provides guidance around handling vacancies on the NEC and BECs that occur in election years;

**Whereas** the existing wording of the bylaw Article 10.2 leaves some room for questioning the process when such a vacancy occurs;

Amend article 10.2 as follows:

### **Current Language**

10.2 Vacancies:

- a) Vacancies in the offices of NEC members other than branch representatives shall be filled as follows:
- i) if the office becomes vacant after June 15 in an election year the NEC will appoint to fill the vacancy;
  - ii) if the office becomes vacant on or before June 15 of an election year a by-election will be held. The standing Election Committee shall supervise the by-election in accordance with the Bylaws
- b) Branch Director vacancies on the NEC shall be filled by another member of the Branch Executive Council elected by that Council. If, for any reason, that is impossible, a by-election will be held.
- c) Branch Executive Council vacancies shall be filled as follows:
- i) All Branches shall hold a by-election if the office becomes vacant on or before June 15 in an election year. The standing Election Committee shall supervise the by-election in accordance with the Bylaws.
  - ii) If an office becomes vacant after June 15 of an election year, the Branch Executive Council shall appoint a replacement.

### **Proposed language (changes as marked)**

10.2 Vacancies:

- a) Vacancies in the offices of NEC members other than branch representatives shall be filled as follows:
- i) if the office becomes vacant after June 15 in **a general** election year, **prior to the election**, the NEC will appoint to fill the vacancy;
  - ii) if the office becomes vacant on or before June 15 of an election year a by-election will be held. The standing Election Committee shall supervise the by-election in accordance with the Bylaws
- b) Branch Director vacancies on the NEC shall be filled by another member of the Branch Executive Council elected by that Council. If, for any reason, that is impossible, a by-election will be held.
- c) Branch Executive Council vacancies shall be filled as follows:
- i) All Branches shall hold a by-election if the office becomes vacant on or before June 15 in an election year. The standing Election Committee shall supervise the by-election in accordance with the Bylaws.
  - ii) If an office becomes vacant after June 15 of **a general** election year, **prior to the election**, the Branch Executive Council shall appoint a replacement.

## **Bylaw Amendment 2 (Terry Pedwell/Matthew Douglas):**

Amend article 6.11 d) as follows:

### **Current Language**

6.11 d) All monies and assets are the property of the CMG to be used for the good and welfare of the members. Expenditure of funds other than for routine expenses shall require a recorded vote of the LEC or membership. If necessary, in emergency situations and following approval by a majority vote of the relevant Council of Presidents, the NEC may recover monies from Location Units.

### **Proposed language (changes as marked)**

6.11 d) All monies and assets are the property of the CMG to be used for the good and welfare of the members. **Location Unit Funds are not intended to be distributed directly to members as a form of compensation, remuneration or gratuity.** Expenditure of funds other than for routine expenses shall require a recorded vote of the LEC or membership. If necessary, in emergency situations and following approval by a majority vote of the relevant Council of Presidents, the NEC may recover monies from Location Units.

**Bylaw Amendment 3 (Gregg Thurlbeck/Terry Pedwell):**

**Whereas** the National Executive Committee (NEC) has approved a plan to reduce the size of the NEC by eliminating director positions

**Whereas** this will reduce the costs of operating this union, the elimination of a position which duplicates the NEC representation of members at small branches represents a savings without impacting the concept of democracy.

Amend by deletion article 7.2 h):

h) One Director of Small Branches, coming from and elected by members of branches with fewer than 200 members, who shall foster and maintain communication among the small branches, to ensure the interests of small branches are represented on the NEC.

**Bylaw Amendment 4 (Gregg Thurlbeck/Gaynette Spafford):**

**Whereas** the National Executive Committee (NEC) has approved a plan to reduce the size of the NEC by eliminating director positions

**Whereas** this will reduce the costs of operating this union,

**Whereas** the elimination of this director position represents savings without impacting the concept of democracy as the position of director of education and mobilization will continue to exist but he/she will report to the NEC through a designated NEC member.

Amend by deletion article 7.2 f):

f) One Director of Education/Mobilization, elected at large, who shall be the chairperson of the National Education Committee and shall ensure the ongoing development and administration of a national education program in accordance with the CMG's Education and Mobilization Policies.

**Bylaw Amendment 5 (Gregg Thurlbeck/Terry Pedwell):**

**Whereas** the National Executive Committee (NEC) has approved a plan to reduce the size of the NEC by eliminating director positions

**Whereas** this will reduce the costs of operating this union, the elimination of a position which duplicates the NEC representation of new members represents a savings without impacting the concept of democracy.

To reduce the costs of operating this union, Amend by deletion article 7.2 g):

g) One Director of New Members, elected at large, who shall ensure the interests and concerns of new and/or young union members are represented on the NEC

**Bylaw Amendment 6 (Gregg Thurlbeck/Terry Pedwell):**

**Whereas** the National Executive Committee (NEC) has approved a plan to reduce the size of the NEC by eliminating director positions

**Whereas** this will reduce the costs of operating this union,

**Whereas** the position of director of Francophone Affairs will continue to exist but he/she will report to the NEC through a designated NEC member.

**Whereas** the existence of wholly Francophone branches within CMG, Francophone issues will continue represented at the NEC table through several avenues.

Amend by deletion article 7.2 e):

e) One Director of Francophone Issues, elected at large, who shall ensure that the interests of francophone members of the Guild are represented on the NEC.

## **Bylaw Amendment 7 (Gregg Thurlbeck/Terry Pedwell):**

**Whereas** the National Executive Committee (NEC) has approved a plan to reduce the size of the NEC by eliminating director positions

**Whereas** this will reduce the costs of operating this union, the elimination of a position which duplicates the NEC representation of members at small branches represents a savings without impacting the concept of democracy.

Amend Article 10.1 a) to delete reference to the Director of Small Branches as follows:

### **Current Language**

10.1

a) National and branch officers of the union shall be elected every three (3) years by secret ballot no later than December 10 on a date set by the NEC. With the exception of the Branch representatives and the Director for Small Branches, NEC officers shall be elected by an at-large vote of the membership of the CMG. The Director for Small Branches is elected by members of branches having fewer than 200 members. Branch officers shall be elected by and from within the membership of their Branch. The NEC and Branch Executive Councils take office on January 1, following the election.

### **Proposed language (changes as marked)**

10.1

a) National and branch officers of the union shall be elected every three (3) years by secret ballot no later than December 10 on a date set by the NEC. With the exception of the Branch representatives, NEC officers shall be elected by an at-large vote of the membership of the CMG. ~~The Director for Small Branches is elected by members of branches having fewer than 200 members.~~ Branch officers shall be elected by and from within the membership of their Branch. The NEC and Branch Executive Councils take office on January 1, following the election.

## **Bylaw Amendment 8 (Helen Bagshaw/Kam Rao):**

**Whereas** the president of the CMG is the chief executive officer of the union responsible for ensuring both staff and elected officers have the guidance and management needed to function in the best interests of CMG

**Whereas** the president needs to be at the Toronto office of CMG to properly fulfill those and other functions of office

**Whereas** Toronto is where our head office is located and the president is required to meet regularly - often daily - with our staff in Toronto.

**Whereas** it would be difficult for him/her to be in regular contact and manage the union from a long distance

Amend article 7.2 a) as follows:

### **Current Language**

7.2 The National Executive shall be comprised as follows:

a) A President, elected at large, is the chief executive officer of the Canadian Media Guild, responsible for presiding at meetings of the National Executive Committee, chairing Management Committee, developing strategy for future development of the union, and representing the CMG within the CWA and TNG Canada. The President shall supervise the affairs of the CMG, promote its welfare and preside at meetings, report on the affairs of the union, sign all official documents and perform all other duties of the president as provided by these bylaws and such other duties as may be prescribed by the NEC. The President shall be paid by the Canadian Media Guild on a full-time basis while holding office.

### **Proposed language (changes as marked)**

7.2 The National Executive shall be comprised as follows:

a) A President, elected at large, is the chief executive officer of the Canadian Media Guild, responsible for presiding at meetings of the National Executive Committee, chairing Management Committee, developing strategy for future development of the union, and representing the CMG within the CWA and TNG Canada. The President shall supervise the affairs of the CMG, promote its welfare and preside at meetings, report on the affairs of the union, sign all official documents and perform all other duties of the president as provided by these bylaws and such other duties as may be prescribed by the NEC. The President shall be paid by the Canadian Media Guild on a full-time basis while holding office. **After election, regardless of where the successful candidate lives prior to election, he/she must live within the greater Toronto area while serving as president.**

## **Bylaw Amendment 9 (Natalie Clancy/Saïda Ouchaou-Ozarowski):**

**Whereas** the Canadian Media Guild has lost many members and must operate within its means

**Whereas** many other large Canadian Unions have national conventions every three years, not two

**Whereas** holding a convention every two years is becoming increasingly expensive,

**Whereas** the real cost is much higher than stated, since the accounting does not include extra staffing costs or overtime,

**Whereas** CMG revenues are in decline,

**Whereas** due to the above this year's convention was reduced to two days which may not prove satisfactory,

Amend article 13.1 as follows:

### **Current Language**

13.1 Every two years or when special circumstances warrant, the CMG shall hold a national biennial convention to:

- a) Receive and approve reports from the NEC and its standing committees regarding the financial and administrative activities conducted on behalf of the membership;
- b) Direct the NEC on policy issues and the business of the CMG through the consideration and passage of resolutions;
- c) Foster communication and understanding between the various branches and Regions represented by the union;
- d) Offer professional development;
- e) In accordance with 13.2 c) and d), receive and consider amendments to the Bylaws, with the exception of any resolution relating to dues or the amending procedure of these bylaws which must be submitted to a referendum. Bylaw amendments must pass by at least a two-thirds (2/3) majority vote of delegates to convention.
- f) Allow for attendance as a delegate by any CMG member in good standing elected by a Location Unit.

### **Proposed language (changes as marked)**

13.1 Every **three** years or when special circumstances warrant, the CMG shall hold a national biennial convention to:

- a) Receive and approve reports from the NEC and its standing committees regarding the financial and administrative activities conducted on behalf of the membership;
- b) Direct the NEC on policy issues and the business of the CMG through the consideration and passage of resolutions;
- c) Foster communication and understanding between the various branches and Regions represented by the union;
- d) Offer professional development;
- e) In accordance with 13.2 c) and d), receive and consider amendments to the Bylaws, with the exception of any resolution relating to dues or the amending procedure of these bylaws which must be submitted to a referendum. Bylaw amendments must pass by at least a two-thirds (2/3) majority vote of delegates to convention.
- f) Allow for attendance as a delegate by any CMG member in good standing elected by a Location Unit.

**Bylaw Amendment 10 (Frédéric Daigle/Caroline St- Pierre) :**

Whereas wage increases have been virtually nonexistent for the past 10 years at CP.

Whereas employees should benefit now from an increase in their paycheck.

Whereas union dues currently include all wages including overtime, shift premiums, or any other amounts.

Whereas the regular hours of work at French Services of the Canadian Press are 35 hours.

We propose to amend article 14.1 Dues and Assessments as follows:

**Current Language**

14.1 Monthly dues for members covered by a Collective Agreement shall be 1.55% of all wages including overtime, up to a maximum of:

- 2010: \$1,600
- 2011: \$1,700
- 2012: \$1,800
- 2013: \$1,900
- 2014: \$2,000
- 2015: \$2,100
- 2016: \$2,200
- 2017: \$2,300
- 2018: \$2,400
- 2019: \$2,500
- 2020 and after: no maximum

**Proposed language (changes as marked)**

14.1 Monthly dues for members covered by a Collective Agreement shall be 1.55% of **regular wages only**, up to a maximum of:

- 2010: \$1,600
- 2011: \$1,700
- 2012: \$1,800
- 2013: \$1,900
- 2014: \$2,000
- 2015: \$2,100
- 2016: \$2,200
- 2017: \$2,300
- 2018: \$2,400
- 2019: \$2,500
- 2020 and after: no maximum

**Bylaw Amendment 11 (Kam Rao/Helen Bagshaw):**

Whereas the supreme authority of the Canadian Media Guild is vested in the membership of the union,

Whereas a truly democratic union is open with and to all its members,

Whereas informed and mobilized members make the union strong,

Amend Article 7.4 a) and Article 10.1 as follows:

**Current Language**

7.4 National committees:

a) Election Committee

At the beginning of its term, the NEC shall appoint a standing committee of three (3) people to oversee international, national and branch elections, by-elections and referenda. At least two (2) members of the Election Committee shall not be members of the NEC.

The Election Committee shall establish and publish procedures for national elections to ensure that members are well informed and campaigns are equitable.

**Proposed language (changes as marked)**

7.4 National committees:

a) Election Committee

At the beginning of its term, the NEC shall appoint a standing committee of three (3) people to oversee international, national and branch elections, by-elections and referenda. At least two (2) members of the Election Committee shall not be members of the NEC.

The Election Committee shall establish and publish procedures for national elections to ensure that members are well informed and campaigns are equitable.

The Election Committee shall communicate notice of, and publish procedures for, any election for any national position for which a CMG member in good standing is eligible to run. This includes elections held under the auspices of CWA|SCA Canada and The NewsGuild CWA, including but not limited to the positions of CWA|SCA Canada President, Vice-President, Secretary, Treasurer, Diversity / Equity Member, and Member-at-Large on the executive, and Canada Vice-President at The NewsGuild CWA.

### Current Language

#### 10.1 National Elections

h) The National Election Committee handles and decides all questions concerning the conduct and challenges of elections. Any challenge to the conduct of an election must be filed within ten (10) working days of the tentative certification of the results. The committee must rule on any such challenges and must within twenty (20) working days of the tentative certification of the results make a final determination or certification.

### Proposed language (changes as marked)

#### 10.1 National Elections

h) The National Election Committee handles and decides all questions concerning the conduct and challenges of elections. Any challenge to the conduct of an election must be filed within ten (10) working days of the tentative certification of the results. The committee must rule on any such challenges and must within twenty (20) working days of the tentative certification of the results make a final determination or certification.

In the case of elections held under the auspices of CWA|SCA Canada and The NewsGuild CWA, including but not limited to the positions of CWA|SCA Canada President, Vice-President, Secretary, Treasurer, Diversity / Equity Member, and Member-at-Large on the executive, and Canada Vice-President at The NewsGuild CWA, the National Election Committee shall ensure at least fifteen (15) days' notice of election of officers shall be given to each eligible member.

## **Bylaw Amendment 12 (Kam Rao/Helen Bagshaw):**

Whereas the supreme authority of the Canadian Media Guild is vested in the membership of the union,

Whereas a truly democratic union is open with and to all its members,

Whereas informed and mobilized members make the union strong,

Amend Article 7.3 by adding 7.3 e) and amend Article 7.4 d) as follows:

### **Current Language**

7.3 Meetings:

- a) The NEC shall meet at least four times each calendar year and at least two of those meetings shall be in person. Other meetings may be held by conference call.
- b) Additional meetings of the NEC may be called by the President with the consent of the NEC or by written request of a majority of the members of the NEC. Such additional meetings may be in person or by conference call.
- c) A quorum at any meeting of the NEC or any committee constituted by the NEC shall consist of a simple majority of its members.
- d) At a meeting of the NEC, each member shall have one vote.

Any officer absent without valid reason for three (3) consecutive meetings for which proper notice has been given shall be deemed to have given up office and may be replaced by the NEC in accordance with these bylaws.

### **Proposed language (changes as marked)**

7.3 Meetings:

- a) The NEC shall meet at least four times each calendar year and at least two of those meetings shall be in person. Other meetings may be held by conference call.
- b) Additional meetings of the NEC may be called by the President with the consent of the NEC or by written request of a majority of the members of the NEC. Such additional meetings may be in person or by conference call.
- c) A quorum at any meeting of the NEC or any committee constituted by the NEC shall consist of a simple majority of its members.
- d) At a meeting of the NEC, each member shall have one vote.

**e) Written minutes shall be kept of each meeting of the NEC and these minutes, along with supporting documentation, shall be published on the CMG website in a timely manner.**

Any officer absent without valid reason for three (3) consecutive meetings for which proper notice has been given shall be deemed to have given up office and may be replaced by the NEC in accordance with these bylaws.

### Current Language

7.4 National committees:

#### **d) Management Committee**

The NEC shall establish a management committee consisting of the president, secretary-treasurer and three other NEC members to oversee the general affairs of the CMG between NEC meetings. While the NEC may assign other duties, the management committee shall not have the authority to establish CMG policies or authorize spending in excess of a specific limit imposed from time to time by the NEC. The management committee shall maintain minutes of its meetings and report them in a timely fashion to the NEC.

### Proposed language (changes as marked)

7.4 National committees:

#### **d) Management Committee**

The NEC shall establish a management committee consisting of the president, secretary-treasurer and three other NEC members to oversee the general affairs of the CMG between NEC meetings. While the NEC may assign other duties, the management committee shall not have the authority to establish CMG policies or authorize spending in excess of a specific limit imposed from time to time by the NEC. The management committee shall maintain **written** minutes of its meetings **and share these with** and report them in a timely fashion to the NEC.

**Further, minutes of Management Committee meetings shall be appended to minutes of the NEC and these minutes shall be published on the CMG website in a timely manner along with minutes of the NEC.**

## **Bylaw Amendment 13 (Kam Rao/Helen Bagshaw):**

Whereas the supreme authority of the Canadian Media Guild is vested in the membership of the union,

Whereas a truly democratic union is open with and to all its members,

Whereas informed and mobilized members make the union strong,

Amend Article 7.2 b) as follows:

### **Current Language**

7.2 The National Executive shall be comprised as follows:

b) A Secretary-Treasurer, elected at large from the membership. The Secretary-Treasurer must live within 150 km of Toronto and is responsible for all record-keeping, including accurate minutes of meetings, and the funds of the union. The Secretary-Treasurer shall, as chairperson of the Finance Committee, prepare an annual budget that includes forecast expenditures of the union, its branches and committees. The Secretary-Treasurer shall work in conjunction with the branches to ensure they prepare estimates of their needs and financial requirements, taking into consideration the number of members in each branch, the number of location units and the amount of dues revenue generated by the branches. The Secretary-Treasurer shall, at least twice a year or when required by the NEC, provide a report on the financial affairs of the union.

### **Proposed language (changes as marked)**

7.2 The National Executive shall be comprised as follows:

b) A Secretary-Treasurer, elected at large from the membership. The Secretary-Treasurer must live within 150 km of Toronto and is responsible for all record-keeping, including accurate minutes of meetings, and the funds of the union. The Secretary-Treasurer shall, as chairperson of the Finance Committee, prepare an annual budget that includes forecast expenditures of the union, its branches and committees. The Secretary-Treasurer shall work in conjunction with the branches to ensure they prepare estimates of their needs and financial requirements, taking into consideration the number of members in each branch, the number of location units and the amount of dues revenue generated by the branches. The Secretary-Treasurer shall, at least twice a year or when required by the NEC, provide a report on the financial affairs of the union.

Likewise, a report on the financial affairs of the union and an outline of the national budget, with a supporting written guide and explanation, shall be shared proactively with all members at least twice a year.

**Bylaw Amendment 14 (Naomi Robinson/Trevor Botherel):**

Whereas Local Executive Councils were 2 year terms before this current one, and given our current climate wherein assignments and workload are changing at a rapid pace, making a three year commitment much more difficult,

And whereas the work of Local Executives tends to be more personal and emotionally involved in nature, often making it more challenging to carry for longer time periods,

And whereas having all levels of the Guild (LEC, BEC and NEC) run elections at the same time does not afford guaranteed overlap of seasoned and newer members,

Amend Article 6.14 as follows:

**Current Language**

6.14 Election of Location Unit Officers:

a) Location unit officers of the union shall be elected every three (3) years by secret ballot no later than December 10 on a date set by the NEC, to coincide with National and Branch executive elections. Location unit officers shall be elected by and from within the membership of their Location unit. The Location Unit officers take office on January 1 following the election.

**Proposed language (changes as marked)**

6.14 Election of Location Unit Officers:

a) Location unit officers of the union shall be elected every **two (2)** years by secret ballot no later than December 10, on a date set by the **BEC, to** ~~coincide with National and Branch executive elections.~~ Location unit officers shall be elected by and from within the membership of their Location unit. The Location Unit officers take office on January 1 following the election.

## **General Resolution 1 (Chantal Payant/Annick Forest)**

*(Resolution #6 CMG Convention National Release Days for CBC Location Presidents of Toronto, Vancouver and Ottawa – 2014 CMG Convention)*

Whereas Resolution #6 was adopted at the 2014 CMG Convention;

Whereas these National Release Days have enabled Toronto, Vancouver and Ottawa Local Executives, particularly the presidents, to manage their workload in a more efficient manner, resulting in members in those locations being served appropriately and faster;

Be it resolved that this initiative (Resolution #6 CMG National release Days for Toronto, Vancouver and Ottawa) be extended for the next 2 years.

Proposed by Chantal Payant

Seconded by: Annick Forest

### **2014 General resolution 6 (Kam Rao/Gaetan Benoit):**

*Be it resolved that the delegates of CMG's 2014 convention direct the NEC to work towards aiding the CBC branch's three largest location units, and in particular their presidents, in the form of a financial relief package that would permit each location to afford up to one additional full-day wage replacement per week. The NEC shall work with the CBC branch to arrange such a plan, and shall implement one by no later than September 2014. The plan shall be further revisited at the next CMG convention.*

*Reply: Implemented in 2014, at a cost of approximately \$40,000 a year.*