

Bylaw Amendment 1 (Harry Mesh/David Croft):

PASSED June 5, 2016

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):

PASSED AS AMENDED (in yellow) June 5, 2016

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, with the exception of honoraria, 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):

PASSED June 5, 2016

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):

PASSED June 5, 2016

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):

PASSED June 5, 2016

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 7 (Gregg Thurlbeck/Terry Pedwell):

PASSED as amended in yellow, June 5, 2016

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) delete reference to the Director of Small Branches as follows and **to strike any other references in the bylaws to the following directors: new members, small branches, education/mobilization:**

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 11 (Kam Rao/Helen Bagshaw):

PASSED as amended in yellow, June 5, 2016

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 **National Executive 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, *and* 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, The NewsGuild CWA, *and 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):

PASSED as amended in yellow, June 6, 2016

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 proactively disclosed to and shared, in a secure manner, with CMG members.

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.

Bylaw Amendment 14 (Naomi Robinson/Trevor Botherel):

PASSED June 5, 2016

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.

Resolution (Gregg Thurlbeck/Julie Gordon)

PASSED June 5, 2016

BE IT RESOLVED that the NEC ensure that the membership at large shall also elect, every three years, a Director of Education and Mobilization and a Director of New Members. A Director of Small Branches shall be elected, every three years, by the membership of all branches with 200 or fewer members. These directors will report to, but will not sit on, the NEC.

General Resolution 1 (Chantal Payant/Annick Forest)

PASSED June 5, 2016

(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.