

## Bylaw Changes for ATU 569 Spring 2024

Please refer to the ATU 569 website for original bylaws. All elements in **RED** represent new language in the Bylaws.

<b>General House keeping</b>	Changed Roman Numerals to numbers
	Fixing of spelling mistakes, grammar and formatting issues
	Added page numbers
	Added abbreviations in the document for common terms which are outlined in article 1.2.
	Changed all instances of “Local #569” to “Local 569”
	Remove gender specific language
	Removed references to DATS as a bargaining unit
<b>Article 1</b>	Change title to “ <b>NAMES AND TERMS</b> ”
	Added article 1.2 which outlines common meanings in the document.
<b>Article 2</b>	Added the word “safety” to 2.1.2 to read “secure and defend our rights, <b>safety</b> and seniority”
	Added the word “promote” to 2.1.7 to read “ <b>promote</b> , encourage and defend the formation of disability, old age and death benefit funds”
	Added the words “promote and” to 2.1.8 to read “ <b>promote and</b> encourage the principle and practice of conciliation and arbitration in settlement of all difficulties between Labour and capital (management)”
<b>Article 3</b>	Clarified “recordings” in 3.1 to say “There shall be <b>no video, photo or audio</b> recording by any electronic device of Local 569’s Membership Meetings, Executive Board Meeting or any other meeting the Local may call. ”
	Added 3.1.1 which says “ <b>Anyone found to be recording during a meeting will be immediately escorted from the meeting by the Sergeant-At-Arms and will be prohibited from rejoining for a period of 24 hours.</b> ”
	Added 3.1.2 which states “ <b>Upon escorting the person recording from the building, the Sergeant-at-Arms will ensure, to the best of their ability, that all recordings are destroyed.</b> ”
<b>Article 4</b>	Added the clarification of “ <b>table officers</b> ” to 4.2
<b>Article 6</b>	Added 6.2.6. which states “ <b>Each bargaining unit or group with 50 members or more will become eligible for one representative. If a unit/group has more than 250 members, they will become eligible for a second representative. If a unit/group has more than 500 members they will</b>

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	<p>become eligible for a third representative up to a maximum of 3 representatives. “</p>
	<p>Added 6.2.7. which states  “Any bargaining unit, with the exception of ETS-Main, with more than 100 people is entitled to elect a bargaining unit executive composed of;  A chairperson  A vice chair  A scribe“</p>
	<p>Added 6.2.8. which states  “The count of membership for each bargaining unit or subunit will be determined during the year of election on July 1”</p>
	<p>Added 6.2.9 which states  “The makeup of the executive board will only be adjusted at each election”</p>
	<p>Added 6.2.10 which states  “ If a bargaining unit joins ATU 569 or separates to become their own Local, it will be the prerogative of the President to either add or remove a representative for that bargaining unit”</p>
	<p><i>Articles 6.2.6-10 were added to condense the previous articles and provide better continuity for when new bargaining units are added</i></p>
<b>Article 7</b>	<p>Added 7.1.6 which states  “deliver to the Local at the expiration of the term all property entrusted to their care whether digital, intellectual, electronic or material”</p> <p><i>This article condenses the language from each Officer’s profile into the General profile.</i></p>
	<p>Modified 7.2.5 to read  “ensure all locks and building security codes are changed upon the election of a new Executive if deemed necessary”</p>
	<p>Added 7.2.11 which states  “appoint WCB and LTD and other portfolios to Full-time Officers in an equitable manner based on aptitude, workload and availability”</p> <p><i>This article removes the WCB and LTD from specific Table Staff and allows the President to assign the tasks based on aptitude and workload.</i></p>
	<p>Added 7.2.22 which states  “give consideration to members who show interest or potential for becoming a representative of the union executive board or shop stewards by encouraging them to run for those positions”</p> <p><i>Added to encourage leader development for the benefit of the Local.</i></p>
	<p>Deleted 7.2.23 as it was moved to 7.1.6</p>
	<p>Deleted 7.3.2 as it was moved to 7.1.6</p>

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	Clarified “proper account” in 7.3.6 to say “keep a true and proper account of incoming dues and outgoing expenses between the Local and its members”
	Added 7.3.7 which states “conduct an annual review of members and reconcile the local’s list of active members against the international”
	Deleted 7.4.3 as it was moved to 7.1.6
	Deleted 7.4.6 as a result of 7.2.11
	Deleted 7.4.7 as a result of 7.2.11
	Deleted 7.5.2 as a result of 7.1.6
	Delete 7.5.10 as a result of 7.2.11
	Delete 7.6.1 as a result of 7.1.6
	Added 7.7.12 which states “be required to attend a minimum of 50% of Executive Board Meetings per year”
	Added 7.7.13 which states “be required to attend a minimum of 50% of General Meetings per year”
	Added 7.7.14 which states “discussions at Executive Board Meetings cannot be shared electronically without the President/BA’s approval”
	Added 7.7.15 which states “to preserve confidentiality of Executive Meetings, the Executive Board will speak with one voice through the President/BA”
	7.9 Changed to “Bargaining Units”
	7.9.1.1 Changed “in Red Deer” to “held locally”
	7.9.1.5 Changed “Red Deer Transit” to “Local”
	7.9.1.6 Changed “Red Deer Transit” to “the bargaining unit”
	7.9.3 Changed from “Notetaker” to “Scribe”
	Deleted 7.10 as it was moved to 11.8.7
<b>Article 10</b>	Modified 10.3.1 to read “ETS-Main Negotiating Committee: Consisting of the President/BA, FST/ABA, Maintenance/ABA, VP/ABA, Recording Secretary plus one other Executive member selected to provide balance between Operations and Maintenance. Other members may be added as the President/BA and Committee decide”
	Removed 10.3.2 as it was DATS specific

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	<p>Modified 10.3.3 to read  “St. Albert Negotiating Committee” Consisting of the President/BA, the FST/ABA (or other table officer as the President/BA deems necessary), the Executive Board St. Albert Representative and other members as the President/BA and committee may decide”</p> <p>Modified 10.3.4 to read  “Red Deer Negotiating Committee: Consisting of the President/BA, VP/ABA (or other table officer as the President/BA deems necessary), the Executive Board, Red Deer Representative and other members as the President/BA and committee may decide”</p> <p>Added 10.3.5 which reads  “The Strathcona County Transit Negotiating Committee: Consisting of the President/BA, FST/ABA (or other table officer as the President/BA deems necessary), the Executive Board Strathcona County Transit Representative and other members as the President/BA and committee may decide”</p> <p>Added 10.3.6 which reads  “The Edmonton on Demand bargaining unit shall consist of the President/BA, the FST/ABA (or other table officer as the President/BA deems necessary), the Executive EOD member and other members as the president and committee may decide”</p> <p>Added 10.3.7 which reads  “Bargaining Committees for newly organized bargaining units shall consist of members as appointed by the President and approved by the Executive Board”</p> <p>Added 10.4 which reads  “New Bargaining units without a Negotiating Committee will consist of the President/BA, the Executive Board, the Local Unit chair and other members as the President/BA and committee may decide”</p> <p>Added 10.8 which reads  “A list of Standing Committees can be found in the Appendix C”</p>
<p><b>Article 11</b></p>	<p>Modified 11.4 to read  “Elected Shop Stewards will be allocated as follows:</p> <ul style="list-style-type: none"> <li>3 ETS Operations</li> <li>3 ETS Maintenance</li> <li>1 ETS Security</li> <li>1 ETS Community Service Operations</li> <li>1 Dispatch</li> <li>1 St. Albert Transit</li> <li>1 Edmonton On Demand</li> <li>1 Surface Inspector</li> <li>1 LRT Inspector</li> <li>1 Strathcona Transit”</li> </ul> <p>Modified 11.8.5 to read</p>

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	<p>“elect from within their members a Chief Shop Steward, Recording Secretary and <b>Union Harassment Advisors</b>”</p>
	<p>Added 11.8.7 which reads  <b>“Bargaining Unit Stewards shall be responsible to assist the Chairperson in enrollment of new members. They shall forward all applications for membership to the Office of Local 569 as soon as possible when new employees have been signed up”</b></p>
<b>Article 12</b>	<p>Changed to read <b>“Union Harassment Advisors”</b></p>
	<p>Modified 12.1 to read  <b>“The Council of Shop Stewards shall elect Union Harassment Advisors. They shall be equal numbers of females and males,</b> where available. If none wish to take on this role, the President will appoint the Advisors from the membership, not the Executive Board”</p>
	<p>Modified 12.2 to read  <b>“The Union Harassment Advisors are responsible for hearing and resolving internal grievances and providing conflict resolution for issues between members or between a member and the Executive Board using the Workplace Harassment Policy as a guide”</b></p>
	<p>Modified 12.2.1 to have a hyperlink to the policy</p>
	<p>Modified 12.2.2 to read  <b>“should take any training approved by the LU available through our affiliates/Labour bodies pertaining to harassment and conflict resolution “</b></p>
	<p>Modified 12.2.3 to read  <b>“shall ask the President to inform the Employer that the Union Harassment Advisors are available to assist in member/member conflicts when needed”</b></p>
<b>Article 14</b>	<p>Modified 14.4.1 to read  <b>“Out of town: Off days, including travel days, 8 hours per day  Work days, including travel days, what the shift pays  Per diem of 3 hours equivalent of ETS-Main Operators wage per day  Hotel room, excluding personal incidentals  Taxes, tariffs and where applicable foreign exchange</b></p>
<b>Article 15</b>	<p>Modified 15.1.7 to read  <b>“Chair Local Bargaining Unit - 1 days’ pay”</b></p>
	<p>Modified 15.1.8 to read  <b>“Local Bargaining Unit Vice Chair - 3 hours pay”</b></p>
	<p>Modified 15.1.9 to read  <b>“Local Bargaining Unit Scribe - 3 hours pay”</b></p>
<b>Article 17</b>	<p>Modified 17.3.1.3 to replace “twenty five” with <b>“25”</b></p>
	<p>Modified 17.3.1.6 to read  <b>“quorum for voting will be the cumulative attendance from the Edmonton and Red Deer AM and PM meetings”</b></p>

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	Modified 17.3.5 to read “business conducted at the Edmonton Local 569 Membership Meeting, will be presented at the subsequent meeting in Red Deer for their approval <b>and vice versa</b> ”
	Modified 17.5.2 to replace “Red Deer” with “ <b>Local Bargaining Units</b> ”
	Modified 17.5.2.2 to replace “Red Deer” with “ <b>Local units</b> ”
<b>Article 18</b>	Changed to read “ <b>Grievances between ATU 569 Members</b> ”
<b>Article 19</b>	Modified 19.1.1 to read “is a flat rate, increased by any negotiated wage increase percentage <b>as per ETS Main bargaining unit contract</b> ”
<b>Article 22</b>	Modified 22.2.2 to read “any member who wishes to speak will raise their arm <b>or, if a microphone is available, line up behind the microphone</b> and wait for the chair to recognize them”
	Modified 22.2.14 to read “the President/BA shall be allowed to debate on all subjects by calling the VP Operations/ABA to the chair. <b>In the absence of the VP/ABA, the President/BA may call to the chair</b> any other member”
<b>Article 23</b>	Added 23.1.3 to read “ <b>The FST/ABA or Chief Returning Officer is responsible for assigning members who have no conflict in the election as ballot counters. No one except the FST/ABA, the Chief Returning Officer, or appointed ballot counters may count ballots once cast</b> ”
	Replaced 23.2.4 with “ <b>Only members in good standing who have had a minimum of one term of experience as an executive board member or shop steward with ATU 569 may be nominated for a Regular officer position</b> ”
	Modified 23.2.5 to read “ <b>Only members in good standing employed in a specific group, as per Article 6.2.6 of this document, may be nominated for their respective representative position. This includes the Maintenance/ABA as well as the Local Bargaining Unit representatives.</b> ”
	Deleted 23.2.6 as it was summarised in 23.2.5
	Deleted 23.2.7 as it was summarised in 23.2.5
	Deleted 23.2.8 as it was summarised in 23.2.5
	Deleted 23.2.9 as it was summarised in 23.2.5
	Modified 23.2.11 to read “ <b>Only members in good standing employed in a Local Bargaining Unit may be nominated for the Chair of the Local Unit, Vice Chair and Scribe</b> ”
	Modified 23.3.9 to read “ <b>All members in good standing may elect the President/BA, FST/ABA, VP/ABA and</b>

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	Recording Secretary. <b>Only members in good standing from the Maintenance Section, or retired therefrom, may elect the Maintenance/ABA</b>
	Replaced 23.3.10 with <b>“Only members in good standing employed in a specific unit, as per Article 6.2.6 of this document, may elect the Representatives for their group as described by Article 6.2.6 in this document”</b>
	Modified 23.3.11 to read <b>“Only members in good standing employed in the Maintenance Section may elect the Maintenance Representatives”</b>
	Deleted 23.3.12 as it was summarised in 23.2.5
	Deleted 23.3.13 as it was summarised in 23.2.5
	Deleted 23.3.14 as it was summarised in 23.2.5
	Modified 23.3.15 to read <b>“Only members in good standing employed at a Local Bargaining Unit may elect the Local Unit Chair, Vice Chair and Scribe”</b>
	Modified 23.4.4 to read <b>“Members who have attended at least 6 monthly meetings in each of the 2 years prior to and including the nominations meeting, and have met article 23.2.3 of this document, will have fulfilled their contract to be eligible to run for office. All members will be credited with attendance at cancelled meetings”</b>
<b>Article 28</b>	Modified 28.1.1 to read <b>“Delegates to Conventions that the Union chooses to attend, but not limited to, Alberta Federation of Labour (AFL), ATU Canada, North West Conference (NW Conference), ATU International Women’s Caucus (ATU IWC) and the Canadian Labour Congress (CLC) will be appointed from the Executive Board by the President as Local 569’s delegates. If after all Executive Board positions have been appointed, if there are more delegate positions, they can be appointed from the Shop Stewards”</b>
	Modified 28.2.4 to read <b>“Delegates and alternates will be chosen through the regular election of the LU. The ballot will indicate which positions will be eligible to attend. Successful candidates of those positions will represent the LU at the convention “</b>  <i>This replaces 28.2.5-7 and reflects the current practice in the union</i>
	Deleted 28.2.5
	Deleted 28.2.6
	Deleted 28.2.7
	Deleted 28.2.7.1
	Deleted 28.2.7.2

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	Deleted 28.2.7.3
	Deleted 28.2.7.4
<b>Article 29</b>	Modified 29.1.4 to read “have all airport travel costs including <b>transportation to the airport</b> , tax, tariffs and baggage fees reimbursed upon submission of receipts. “
	Modified 29.1.5 to read “receive <b>3 hours equivalent of ETS Operators wage</b> per day for expenses”
	Added 29.1.7 which states “ <b>delegates are expected to minimize costs wherever possible</b> ”
<b>Article 32</b>	Added 32.2 which states” <p style="text-align: center;"><b>32.2. Requests for donations to non-member charities or groups shall be treated as follows:</b></p> <p style="text-align: center;"><b>32.2.1.requests must be in writing</b></p> <p style="text-align: center;"><b>32.2.2.contributions to qualifying groups may not exceed \$500.00 unless approved by Executive Board and Membership</b></p> <p style="text-align: center;"><b>32.2.3.groups qualifying for a donation must have a group bank account to which the donation cheque may be written</b></p> <p style="text-align: center;"><b>32.2.4.no group shall be entitled to receive more than 1 donation per calendar year”</b></p>
<b>Article 33</b>	Removed the word “only” from 33.3 so it reads “ <b>Local 569’s Executive Board will host a retiree only dinner each year in October or November to honour the years’ retirees</b> ”
<b>Article 34</b>	Added Article 34
	Added 34.1 which states “ <b>In the event that any omissions are found in these Bylaws, the CGL shall govern</b> ”
<b>Appendix A</b>	Made “Letters of Expectations” for shop stewards Appendix A
<b>Appendix B</b>	Made “Committee Expectations” Appendix B
<b>Appendix C</b>	Made Current list of “Standing Committees of the Local” Appendix C