



SOCIAL SERVICES CONFERENCE 2014

SSWCC BYLAW AMENDMENTS 2014

Existing Language:

ARTICLE 6 – Objectives

- 6.1** To promote and support cooperation and communication among Social Service Workers and locals in Ontario by defining common interests, developing and implementing action plans to create active and responsive Locals working together towards common, unified positions;
- 6.2** To promote coordinated bargaining initiatives among Social Service Workers Local in Ontario;
- 6.3** To respond to Convention resolutions;
- 6.4** Organizing unorganized social service agencies in collaboration with the organizing department and other structures within CUPE;
- 6.5** To develop and maintain liaisons with community social service advocacy organizations;
- 6.6** To organize an annual conference;
- 6.7** To recommend priorities for legislative, legal, bargaining organizing and educational activities for Social Service workers to CUPE National and CUPE Ontario;
- 6.8** To assist the officers and staff of CUPE in promoting CUPE principles and policies;
- 6.9** The committee, through outreach to locals in the sector, will assist the National union in establishing and maintaining an up-to-date list of local unions and a file of current collective agreements pertaining to Social Service workers;
- 6.10** To access and advocate for appropriate resources to carry out the committee objectives.

Proposed Amendment:

ARTICLE 6 – Objectives

Members of the Social Services Workers Coordinating Committee (SSWCC) will carry out the objectives as outlined below:

- 6.1** To promote and support cooperation and communication among Social Service Workers **members** and locals in Ontario by defining common interests, developing and implementing action plans **and campaigns** to create active and responsive Locals working together towards common, unified positions;
- 6.2** To promote coordinated bargaining initiatives among Social Service Workers Local in Ontario;
- 6.3** To respond to Convention resolutions;
- 6.4** Organizing unorganized social service agencies in collaboration with the organizing department and other structures within CUPE;
- 6.5** To develop and maintain liaisons with community social service advocacy organizations;
- 6.6** To organize an annual conference;
- 6.7** To recommend priorities for legislative, legal, bargaining organizing and educational activities for Social Service workers to CUPE National and CUPE Ontario;
- 6.8** To assist the officers and staff of CUPE in promoting CUPE principles and policies;
- 6.9** The committee, through outreach to locals in the sector, will assist the National union in establishing and maintaining an up-to-date list of local unions and a file of current collective agreements pertaining to Social Service workers;
- 6.10** To access and advocate for appropriate resources to carry out the committee objectives.

Existing Language:

7.2 The Committee is to be elected by a plurality vote, but no candidate shall be elected who receives less than 25% of the total votes cast. The committee will be composed of one (1) Health and Safety representative, one (1) Injured worker representative (as per article 7.10 & 7.11), three (3) representatives from each of the following sub-jurisdictions, elected during their sub-jurisdictional meetings:

- a) Child Care
- b) Developmental Services
- c) Municipal Social Services
- d) Children's Aid Societies
- e) Community Agencies (and)
- f) 1 member from local 1750 (Local 1750 will notify SSWCC of their representative to the Committee)

Proposed Amendment:

7.2 The Committee is to be elected by a plurality vote, but no candidate shall be elected who receives less than 25% of the total votes cast **for a two (2) year term in even numbered years**. The committee will be composed of **one (1) Chair**, one (1) Health and Safety representative, one (1) Injured worker representative (as per article 7.10 & 7.11), three (3) representatives from each of the following sub-~~jurisdictions~~ **sectors**, elected during their sub-~~jurisdictional~~ **sector** meetings:

- a) Child Care
- b) Developmental Services
- c) Municipal Social Services
- d) Children's Aid Societies
- e) Community Agencies (and)
- f) 1 member from local 1750 (Local 1750 will notify SSWCC of their representative to the Committee)

The order in which elections will be conducted at the conference will be there position of Chair, Health and Safety representative, Injured Worker representative, then sub-sector representatives.

Existing Language:

- 7.3** Should a permanent vacancy occur in the sub-sector representatives, the position shall be offered to the unsuccessful candidates in the order of the votes received at the preceding election. If the vacancy cannot be filled in this manner, it shall be filled by the committee appointing a replacement taking into consideration the recommendation of the sub-sector affected until a by-election can take place at the next annual Social Services Conference.

Proposed Amendment:

- 7.3 a) Should a temporary vacancy occur in the sub-sector representative positions, the Health and Safety representative position or the Injured Workers representative position, the vacant position shall be offered to the unsuccessful candidates in a temporary capacity in the order of votes received at the last conference election. If the temporary vacancy cannot be filled in this manner, it shall be filled by the committee appointing a replacement taking into consideration the recommendation of the sub-sector affected. Upon the return of the elected representative there shall be a transition process for a hand-off of the ongoing work.**
- b)** Should a permanent vacancy occur in the sub-sector representatives the position shall be offered to the unsuccessful candidates in the order of the votes received at the preceding election. If the vacancy cannot be filled in this manner, it shall be filled by the committee appointing a replacement taking into consideration the recommendation of the sub-sector affected until a by-election can take place at the next annual Social Services Conference.

New ARTICLE 8 – Roles and Responsibilities of Committee Members

8.1 Chairperson

The Chairperson of the SSWCC Committee:

- **Shall represent the Sector on the CUPE Ontario Executive Board and as such be from an affiliated local.**
- **Shall work closely with the CUPE National staff and OD staff assigned.**
- **Shall be responsible, in conjunction with the CUPE Ontario President, for the promotion of good relations with other groups as well as interacting with other unions, organizations, and relevant structures.**
- **Shall be required to attend or assign a designate to attend Government relations meetings with relevant agencies and ministries, to establish working relationships in order to better the interests of workers in their sector in every way.**
- **Shall preside at all Conferences and at all meetings of the committee and in the event of a central or coordinated bargaining process within the bargaining structures unless there is an alternative elected structure.**
- **Shall have the authority to interpret and enforce bylaws subject to appeal firstly to the President of CUPE Ontario, secondly to the delegates at a sectoral conference, and ultimately the National President.**
- **Chair or designate shall be an ex-officio member of all sub-committees, or working groups, within their sector.**
- **Shall, with the support of the staff assigned to the sector, prepare and present a report on the work of the sector to the annual conference, Ontario Executive Board and Convention.**
- **Shall, where possible and appropriate, be sent at the committee's expense to any convention, conference, or seminar, etc. deemed pertinent by the sector committee.**
- **Shall actively encourage the recruitment of non-affiliated locals to join CUPE Ontario and to become more active in their sectoral work.**
- **Shall be involved in and provide leadership to the development and implementation of campaigns within the sector with the support of the CUPE Ontario Campaigns Coordinator.**
- **Shall be engaged concerning all communications that go out concerning issues in the sector.**

- Shall, on the recommendation of the committee, set the time and place of the annual conference. This shall be done in conjunction with the CUPE Ontario events coordinator.

8.2 Vice-Chair

The Vice-Chair shall:

- If the Chair is absent or not eligible, perform all duties of the Chair.
- Preside over SSWCC Committee meetings in the absence of the Chair.

8.3 Secretary-Treasurer

The Secretary-Treasurer shall:

- Receive and review committee financial statements from the CUPE Ontario Secretary-Treasurer on a monthly basis and provide a report of the committee's financial statements at face to face committee meetings and provide a written annual report at the annual conference.

8.4 Recording Secretary

The Recording Secretary shall:

- Take minutes of all committee meetings, conference calls and conference proceedings and provide them to the Chair and the sector co-ordinator in a timely manner.

8.5 Health & Safety Representative & Injured Worker Representative

The Health & Safety Representative & Injured Worker Representative shall:

- Be responsible for bringing forward the social services sector issues respective to Health and Safety and Injured Workers to the CUPE Ontario Committees to ensure that the sectors priorities are incorporated into work plans and campaigns of the Health & Safety Committee and Injured Workers Committee.
- Provide the SSWCC regular updates of the work of the CUPE Ontario Health & Safety Committee and Injured Workers Committee and encourage engagement in ongoing work plans and campaigns.

- **Be responsible for carrying out the objectives of the SSWCC Committee as outlined in Article 6.**

8.6 Sub-Sector Representatives

The Sub-Sector Representatives shall:

- **Be responsible for carrying out the objectives of the SSWCC Committee as outlined in Article 6.**

**NEW Add:
Appendix B:
Developmental Service Sector Coordinating Committee (DSSCC) Terms of
Reference**

ARTICLE I - NAME

The organization shall be known as the CUPE Developmental Services Sector Coordinating Committee (DSSCC), hereinafter called the DSSCC. The Committee shall constitute a sub-committee under the auspices of the CUPE Ontario Social Service Workers Coordinating Committee (SSWCC) as per Article 13.8 of the SSWCC bylaws.

ARTICLE II - PURPOSE

To promote and advance coordinated and centralized bargaining among developmental services locals in Ontario.

ARTICLE III – OBJECTIVES

- i. To coordinate bargaining proposals and bargaining strategies to improve wages, benefits and working conditions and to prevent the erosion of services and supports.
- ii. To preserve superior provisions bargained by local unions and bargaining units.
- iii. To identify, in consultation and cooperation with local unions and bargaining units, issues and priorities for each round of co-ordinated bargaining.
- iv. To promote and support true solidarity of all member local unions and bargaining units in coordinated bargaining.
- v. To inform members of current bargaining trends within the Developmental Services sector.
- vi. To provide support for local unions and bargaining units in education, information sharing, morale and when possible financial support and any other areas identified by the sector in a democratic fashion.
- vii. To work with the Social Services Coordinator and National Research Staff to prepare language for bargaining proposals that have been identified by local unions and bargaining units as priorities for coordinated bargaining.
- viii. To advocate for a central bargaining table in the developmental services sector.

ARTICLE IV – FINANCES

- i. The DSSCC shall administer a special fund, known as the "DSSCC Fund" exclusively for the purpose of offsetting expenses incurred by the DSSCC in the carrying out of its objectives. Any expenses shall be reviewed and approved by the DSSCC and administered in accordance with the CUPE Ontario Financial Policies.
- ii. Local unions and bargaining units shall be requested to pay a volunteer levy of \$2.00 dollars per member, per year, or such other amount as may be determined by a two-thirds majority vote at a conference or meeting of local unions and bargaining units for which notice has been given.
- iii. The DSSCC shall also seek out additional funding from other sources.
- iv. All expenditures from the "DSSCC Fund" shall be in accordance with the purpose and Objectives of the DSSCC as set out above.
- v. There shall be three (3) signing officers elected from the DSSCC, with any two (2) signatures required for disbursement of funds.
- vi. The Treasurer will provide a report on the revenues and expenditures of the DSSCC at each Bargaining Conference or leadership meeting called by the DSSCC.
- vii. If the Committee should cease to exist, then all money shall be returned on a per capita basis to each local union and bargaining unit at the time of dissolution. Such monies shall only be returned to those local unions and bargaining units that have contributed to the volunteer levy.

ARTICLE V - COORDINATED BARGAINING

- i. Collective Bargaining shall be conducted in a two-tiered bargaining strategy consisting of both coordinated bargaining and local bargaining.
- ii. Priorities and proposals for coordinated bargaining shall be approved by the majority of voting delegates present at a Bargaining Conference.
- iii. The Committee in consultation with staff shall develop a survey to solicit input from local unions and bargaining units for coordinated bargaining in advance of the Bargaining Conference. Each local union bargaining unit shall be responsible for the distribution of the survey to its members. The results of the survey shall be presented to delegates attending the bargaining conference.
- iv. The coordinated bargaining proposals shall be provided to local unions and bargaining units following the Bargaining Conference and shall form part of the Coordinated Bargaining Kit.
- v. The Coordinated Bargaining Kit shall contain the coordinated bargaining proposals, rationales, and the Solidarity Pact. The Solidarity Pact commits local unions and bargaining units to the coordinated bargaining process. The coordinated bargaining proposals are tabled in bargaining by participating local unions and bargaining units.
- vi. The Coordinated Bargaining proposals shall be ratified along with local proposals by each local union and bargaining unit no later than two weeks before notice to bargain is given. Upon ratification the local union and bargaining unit shall sign the Solidarity Pact which shall be provided to the Social Services Coordinator.

- vii. Participating local unions and bargaining units shall table the coordinated bargaining proposals as part of the local's bargaining package.

ARTICLE VI - BARGAINING CONFERENCE AND LEADERSHIP MEETINGS

- i. The Committee shall be responsible for convening a Developmental Services Bargaining Conference to prepare for coordinated bargaining. Additional leadership meetings or conferences may be called by the Committee or at the written request of a simple majority of the local unions and bargaining units. The purpose of the meeting shall be to discuss bargaining priorities and support. All conferences and meetings shall be open to all local unions and bargaining units.
- ii. Representation At Conferences and Meetings
Each local shall be entitled to one voting delegate and any number of alternates that shall have voice, but no vote. For example, a Local Union that has four bargaining units whose members are all employed by developmental service agencies is entitled to one vote. Similarly, a local that has four units, but only two of the units have members employed by developmental service agencies is also entitled to one vote. Each local union and bargaining unit shall register the names of its delegates, alternates and contact person prior to the start of the meeting or conference.
 - i. The Chair of the Committee shall cast the deciding vote in the event of a tie vote.
 - ii. All decisions shall require a simple (50% + 1) majority vote, with the exception of proposed amendments to the Terms of Reference.
 - iii. A quorum shall consist of one third (1/3) of the registered voting delegates.
 - iv. All meetings and conferences, including committee meetings, shall be held in venues that are fully accessible.

ARTICLE VII - ELECTIONS

- i. The seven area representatives of the Committee shall be elected by voting delegates from their area at the Developmental Services Bargaining Conference or Leadership meeting at which committee elections are held. There shall be two delegates elected from Region "A", two delegates elected from each Region "B", two delegates elected from Region "C" and one delegate elected from Region "D".
- ii. The Chairperson shall be elected as a separate position by all voting delegates at the Conference/Meeting at which committee elections are held. The Committee members shall elect from their numbers a Vice-Chairperson, and a Treasurer, and these three shall be considered the three (3) signing officers. The elections shall be by simple majority.
- iii. If a member of the Committee fails to attend two or more meetings without giving sufficient reason during his or her term of office his or her position shall be declared vacant and his or her alternate shall replace him or her for the remainder of his or her term. If there is no alternate then the Committee may appoint a

member from the region where the vacancy exists until the bargaining conference or leadership meeting at which committee elections are held.

- iv. All DSSCC positions, with the exception of the three trustees, shall be for a two year term. Elections shall take place in even numbered years.
- v. Notice of elections shall be sent to all DS Local Unions and Local Union Units not later than sixty days prior to the Conference or Leadership Meeting.
- vi. Trustees shall be elected for a term of one, two and three years. The role of the Trustees are to audit the finances of The Committee and to report to the Conference or meeting. The Trustees shall issue a written report of their findings which shall be sent to each local union and bargaining unit not less than sixty days prior to the conference or meeting at which time the report will be presented.
- vii. The Developmental Service Committee members elected to the Social Service Workers Coordinating Committee shall have voice but no vote at meetings of the DSSCC.
- viii. The DSSCC shall meet as required to meet the objectives of the DSSCC as set out above.
- ix. The Committee shall have the assistance of National Staff.

ARTICLE VIII – REVIEW

The DSSCC shall, at the end of every round of coordinated bargaining conduct a review of the preceding round of coordinated bargaining. The DSSCC shall meet, conduct the review and distribute the report to all local unions and bargaining units.

ARTICLE IX - CHANGES TO RULES AND PROCEDURES

The Terms of Reference shall not be changed or amended until the proposed change or Amendment has been sent as a notice of motion to each of the local unions and bargaining units and has been ratified by a two-thirds (2/3) majority vote.

APPENDIX "A"

Note: Additional Locals may be added

Region A

- | | |
|------------|--|
| South West | |
| Local 2345 | Community Living Windsor |
| Local 2597 | South Huron & District ACL |
| Local 3137 | Community Living Essex County |
| Local 3315 | Community Living Kincardine & District |
| Local 4370 | Community Living Sarnia- Lambton |
| Local 4504 | Forward House of London |

Hamilton/Niagara

Local 181.01	Community Living Brant (FT)
Local 181.02	Community Living Brant (PT)
Local 181	Participation House
Local 2276	Community Living Welland Pelham
Local 2276.01	Community Living St. Catharines
Local 2276.02	Community Living Fort Erie
Local 2276.03	Community Living Port Colborne/Wainfleet
Local 2977	Bethesda Home (FT)
Local 2977.01	Bethesda Home (PT/Relief)
Local 3943.01	Community Living Hamilton
Local 3943.02	Able Living – Binbrook (formerly Participation House)
Local 3943.04	Able Living- Palmer House (formerly Participation House)
Local 4967	Rygiel Supports for Community Living

Region B

Central West

Local 966	Brampton Caledon Community Living
Local 3083	Community Living Dufferin
Local 4392	Community Living Guelph Wellington

Toronto

Local 2191	Community Living Toronto (FT)
Local 2191	Community Living Toronto (PT)

Central East

Local 2936.00	Community Living Ajax Pickering (FT)
Local 2936.01	The Participation House Project (Durham Region)
Local 2936.02	Community Living Oshawa Clarington (known as CLOC)
Local 2936.03	Community Living Oshawa Clarington (formerly Our Home)
Local 2936.07	Community Living Durham North (FT)
Local 2936.08	Community Living Ajax Pickering & Whitby (PT)
Local 2936.11	Community Living Durham North (PT)
Local 3572	Georgina Association for Community Living
Local 4603	Community Living Haliburton County

Region C

Eastern

Local 1521	Ottawa Carlton Association for Persons with Developmental Disabilities
Local 1521.03	Therapeutic & Educational Living Centres Inc. (TELCI)
Local 2605	Total Communication Environment

Local 2737	Community Living – Stormont County
Local 2892	Community Living Dundas County
Local 3390	The Glengarry Association for Community Living
Local 3456	Stormont–Dundas Glengarry Developmental Services Centre
Local 3691	L'Association Pour L'integration Social D'Ottawa
Local 3826	Ottawa-Carlton Life Skills Inc.
Local 4266.11	St. Stephen's Residences of Ottawa
Local 4826	Ottawa Foyer Partage
Local 4870	Tamir
Local 5088	Community Living Upper Ottawa Valley

South East	
Local 29	Ongwanada
Local 1521.02	Lanark Association for Community Living
Local 2635	Community Living Kingston
Local 3794	Kerry's Place / Melanie's Place
Local 4474	Tayside Community Residential & Support Options
Local 4742	The Mills Community Support Corporation

Region D

Local 1813	Community Living – South Muskoka (Para Group)
Local 1813	Community Living – South Muskoka (Vocational)
Local 3440	Community Living Kirkland Lake
Local 4710	Community Living West Nipissing (Sturgeon Falls)
Local 65.02	Fort Francis & District Association for Community Living
Local 1880	Community Living Algoma
Local 2462	Community Living Espanola
Local 2599	Sudbury Developmental Services
Local 2624	Manitoulin & District Association for Community Living
Local 3426	Superior Greenstone Association for Community Living

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