



**11<sup>e</sup> Congrès UES 800**

**15 • 16 • 17 SEPTEMBRE 2023**

**LE PASSÉ EN TÊTE,**

**L'AVENIR ENTRE NOS MAINS**

# *ADOPTED CONSTITUTION AMENDMENTS*

**PROPOSED CHANGES TO CONSTITUTION NO RS2 AMENDED**  
**(Electronic voting election method)**

**Submitted by the base unit : FONDOS IMMOBILIER DE SOLIDARITÉ FTQ (C6475)**

- WHEREAS since the pandemic, the way of working has been changed to allow more and more teleworking;
- WHEREAS teleworking has become a reality, and consequently, deliberative assemblies can be in virtual mode or hybrid to reach our members;
- WHEREAS we must modernize our voting process during deliberative assemblies according to this new reality;

**It is proposed to amend article 26.2 of the constitution as follows:**

d) **during a virtual general assembly by** electronic voting on a secure platform.

**In the 2nd paragraph, specify that in-person elections by general assembly remain the preferred method.**

Modify **article 26.2 accordingly to read as follows:**

**26.2 Election methods**

The election of one or more members of the Base Unit Executive Committee shall be carried out in the following methods:

- a) **in person** at a general assembly;
- b) by polling station(s);
- c) by mail;
- d) **at a virtual general assembly by electronic voting on a secure platform.**

The **in-person** general assembly method of election is preferred when the characteristics of the base unit allow for it and is the only one where nominations for more than one position are possible.

A base unit may adopt operating rules providing for advance voting procedures, to be adopted at a general assembly.

The choice of election method is made by the person acting as union representative, with the agreement of the base unit's Executive Committee, where one exists.

BE IT FURTHER RESOLVED that appropriate changes in accordance are brought to concerned articles of the Union's constitution.

**PROPOSED CHANGES TO CONSTITUTION N° RS4 AMENDED**  
**(Consultation to prepare the negotiations demands)**

**Submitted by the base unit : ENGLISH MONTREAL SCHOOL BOARD (P6363)**

- WHEREAS Union members pay union dues to be properly represented;
- WHEREAS Union receive union dues to properly represent its members;
- WHEREAS Unions are responsible for negotiating for its members;
- WHEREAS to properly negotiate for its members, it should know what the members want the negotiations to include;
- WHEREAS **article 11.5 (b) of the CONSTITUTION stipulates that the Union must submit draft collective agreements to its members for approval, without however specifying that the members must be consulted;**
- WHEREAS **in order to learn what the members want to negotiate, a consultation must take place by means of a survey or otherwise;**
- BE IT RESOLVED **to amend the first sentence of Article 11.5 (b) to read as follows:** "In particular, the Base Unit Executive Committee is responsible for **consulting the members and submitting to them** for approval the draft collective agreements regulating their working conditions, in collaboration with the union representative designated by the Union or, in his or her absence, with a person duly mandated by the Union Executive Committee."
- BE IT FURTHER RESOLVED that appropriate consequential amendments be made to all relevant articles of the Union's By-laws.

**PROPOSED CHANGES TO CONSTITUTION NO RS6**  
**(Moment for the election of substitute delegates)**

**Submitted by the SEU800 Executive Committee**

WHEREAS Article 27.1 a) of the constitution provides that the election of delegates to the Union convention and the persons who could act as substitute, if needed, shall be held at the same time ;

WHEREAS this article could limit the participation of members ;

BE IT RESOLVED THAT the notion of "at the same time" with respect to the election of persons who may act as substitutes be removed from article 27.1 a) of the constitution.

BE IT FURTHER RESOLVED THAT the appropriate consistency changes be made to all relevant articles of the Union's constitution;

**PROPOSED CHANGES TO CONSTITUTION NO RS8 AMENDED**  
**(Foreign members eligibility requirement)**

**Submitted by the SEU 800 Executive Committee**

- WHEREAS **Articles 11.3, 14.2, and 20.2** of the Union constitution **set out** the eligibility requirement for application to a position on the Executive Committee of a base unit, in a division, or as an auditor;
- WHEREAS more specifically, **Articles 11.3 (2), 14.2 (2), and 20.2 (2)** of the Union constitution **set** the following eligibility requirement: "to be a Canadian citizen or received immigrant" ;
- WHEREAS to be considered a received immigrant, one must hold permanent resident status ;
- WHEREAS in the context of a labour shortage, a growing number of our members will work for several years on temporary renewable two-year work permits, without having Canadian citizenship or received immigrant status, and before being able to obtain it ;
- WHEREAS the requirements set out **in Articles 11.3 (1), 14.2 (1), and 20.2 (1)** for existing accreditations, to be a member of the Union continuously during the twelve (12) months preceding the election, **will allow** these members to familiarize themselves with the work environment like any other member, before becoming eligible for a union executive position ;
- WHEREAS there is a need to promote the integration and union involvement of foreign members of the Union who work legally in our workplaces;
- THEREFORE BE IT RESOLVED THAT **Articles 11.3 (2), 14.2 (2), and 20.2 (2)** of the Union constitution **be amended** as follows: "be a Canadian citizen, received immigrant **or holder of a valid work permit** " ;
- BE IT FURTHER RESOLVED THAT the appropriate consistency amendments be made to all affected articles of the Union constitution.

## PROPOSED CHANGES TO CONSTITUTION N° RS9

(Proposals to Congress by groups)

### **Proposal submitted by the SEU 800 Executive Committee**

WHEREAS articles 21.6 and 21.7 of the Constitution provide that in order to be submitted to the Convention, a proposal must be the object of a resolution from the Union Executive Committee, the Union General Council, a Division Executive Committee, or a member's base unit general assembly;

WHEREAS base units of twenty-four (24) persons or less proceed by regrouping base units assembly to elect delegates to the Convention in application of article 21.3 b) of the constitution;

WHEREAS during these assemblies in view of the Convention, it would be appropriate to allow the regrouped base unit to also adopt proposals to be submitted to the Convention ;

THEREFORE BE IT RESOLVED to add "regrouped base units members assembly" to Articles 21.6 and 21.7 of the Constitution in order to enable small base units to submit proposals to the Convention, adopted at these regrouped assemblies.

BE IT FURTHER RESOLVED THAT the appropriate consistency changes be made to all relevant articles of the Union constitution.

## **PROPOSED CHANGES TO CONSTITUTION NO RS10**

(Number of delegates to the Congress)

**Submitted by the base unit : VODOO OBJETS PROMOTIONNELS INC. (C5100)**

WHEREAS the SEU-800 Convention is our Union's major event, held every four years ;

WHEREAS this Convention is extremely important as the supreme decision-making body within the SEU-800, where strategic orientations and actions to be undertaken for the next four years are debated and adopted ;

WHEREAS SEU-800 is actively committed to promoting and encouraging the political participation of its members in all its dimensions, in order to guarantee a preponderant presence during the decision-making process that concerns them, in accordance with the Constitution and regulations in effect ;

WHEREAS the convention is the ideal forum for constructive discussion, consensus-building and adoption of resolutions that will guide the direction and actions of the UES- 800 ;

WHEREAS SEU-800 must work towards maximum participation of its members at the Convention, in order to ensure base unit representation and a diversity of voices ;

**IT IS PROPOSED TO amend article 21.3 of the Constitution as follows :**

1. A base unit with 10 members is entitled to one (1) delegate for the first 1 (one) to 99 members.

## **SUBSTITUTE PROPOSAL TO AMEND CONSTITUTION No RS13**

(Voting by videoconference when renewing a collective agreement)

WHEREAS Article 7.2 of the Union constitution states that "Videoconferencing may not be used during a vote to renew a collective agreement";

WHEREAS the force majeure caused by the pandemic has demonstrated that existing technological means now make it possible to hold a vote by videoconference in a secure manner and that this prohibition is no longer necessary;

WHEREAS teleworking has become increasingly common and deliberative meetings can be held in virtual or hybrid mode to reach our members;

WHEREAS there is a need to modernize the voting process at general assemblies to reflect this new reality;

**BE IT RESOLVED** to amend the last sentence of the first paragraph of Article 7.2 of the By-laws as follows: "Videoconferencing **may** be used during voting, **on a secure platform**, for the renewal of a collective agreement, **according to the choice of the union representative and with the agreement of the base unit executive committee, when there is one.**"

**BE IT FURTHER RESOLVED** that appropriate consequential amendments be made to all relevant articles of the Union's constitution.