



April 4, 2022

Email: dbedford@opseu110.ca

Darryl Bedford
XXXXXXXXXXXXXXXXXXXX
XXXXXXXXXXXXXXXXXXXX
XXXXXX

Greetings Darryl,

I have received the Bylaws for Local 110 and have reviewed them as per the OPSEU/ SEFPO Constitution.

On behalf of Local 110, I congratulate you on your efforts to develop a set of bylaws that assists the members in its activities in a clear and concise manner.

I am pleased to approve these bylaws for use in Local 110.

In solidarity,

A handwritten signature in black ink, appearing to read "Warren Thomas", written in a cursive style.

Warren (Smokey) Thomas
President

c: K. Kaminski

WT/kk

OPSEU/SEFPO Local 110 Bylaws

As amended at the General Membership Meeting (GMM) of February 22, 2022



Revision History:

First adopted at the GMM of January 29, 2014 and approved by President Thomas May 30, 2014.

Amended at the GMM of April 4, 2018.

Amended at the GMM of February 22, 2022.

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Article 1 Name and Relationship

- 1.1 This organization shall be known as the Ontario Public Service Employees Union Local 110. OPSEU Local 110 is the faculty union local representing Counsellors, Librarians, and Professors at all campuses of Fanshawe College. The Local received its charter May 1, 1977.
- 1.2 The Local is affiliated with the London and District Labour Council (LDLC) and the St. Thomas and District Labour Council.
- 1.3 These local Bylaws are *in addition to* the OPSEU/SEFPO Constitution (refer Article 29 Bylaws for Local Unions) unless otherwise noted. References to the OPSEU/SEFPO Constitution are included in parentheses following the bylaw.

Article 2 Aims and Purposes (Article 4 of the OPSEU/SEFPO Constitution)

- 2.1 The aims and purposes of Local 110 shall be:
 - a) To regulate labour relations between the Members and their employers and managers, said labour relations to include the scope of negotiation, collective bargaining, the enforcement of collective agreements and health and safety standards, and the safeguarding of human rights;
 - b) To organize, sign to membership, and represent college faculty in Ontario;
 - c) To advance the common interests, economic, social and political, of the Members and of all public employees, wherever possible, by all appropriate means;
 - d) To bring about improvements in the wages and working conditions of the membership, including the right of equal pay for work of equal value;
 - e) To work for and defend members to ensure that our workplaces are safe and free from harassment and discrimination;
 - f) To promote and defend the right to strike;
 - g) To promote full employment and an equitable distribution of wealth within Canadian and international society;
 - h) To co-operate with labour unions and other organizations with similar objectives in strengthening the Canadian labour union movement as a means towards advancing the interests and improving the well-being of workers generally in Canada and internationally;
 - i) To promote accessible, affordable public postsecondary education;
 - j) To promote justice, equality, and efficiency in services to the public;
 - k) To strengthen, by precept and example, democratic principles and practices both in the Canadian labour union movement and in all manner of institutions, organizations, and government in Canada and internationally.

Article 3 MEMBERSHIP (Article 6 of the Constitution)

- 3.1 A Member shall remain in good standing provided s/he is:
- a) Not more than three months in arrears in payment of dues;
 - b) Gainfully employed in a bargaining unit for which the Union holds or seeks recognized bargaining rights;
 - c) Not penalized by suspension or expulsion following conviction under Article 30 of the Constitution; and
 - d) Not penalized by suspension or expulsion following conviction of a breach of OPSEU's harassment and discrimination or personal harassment policy, provided that in accordance with any applicable laws, no such penalty shall require the employer to discharge such Member from employment.
 - e) Not penalized by suspension under Art. 16.10 of the Constitution.
 - f) Not penalized by failure to step down from an acting management or acting excluded management position under Article 3.8.

However, failure to meet the requirements of (a) or (b) above shall not disqualify Members who are absent from their regular place of employment on leave of absence, paid or unpaid

"Leave of absence" shall include sabbatical leave, long-term disability, maternity leave, parental leave, workers' compensation, and any other form of extended leave of absence while remaining in the employ of the employer. Members on long-term disability, and members on workers' compensation who do not meet the requirements of (a), may seek and hold office in the Union or any of its subsidiary bodies, and may be delegates to Union meetings, provided they pay uniform monthly dues, not to exceed \$5.00, to be set by the Executive Board, and are both able and available to carry out their duties. Members on other leaves of absence may seek and hold office in the Union or any of its subsidiary bodies, and may be delegates to Union meetings, provided they pay full Union dues and are both able and available to carry out their duties. Any dispute as to ability or availability shall be decided by the President, with right of appeal to the Executive Board.

3.2. Notwithstanding the provisions of any other article of this Constitution, a Member subject to regular seasonal and/or short-term lay-offs may remain in good standing for up to one year while laid off without payment of dues, but a Member subject to permanent or indefinite lay-off shall not be eligible for continuing membership for any period of the lay-off.

3.3 Notwithstanding the provision of Articles 3(b) and 3.2, a Member dismissed or improperly laid off by his/her employer shall, if a grievance is submitted on the dismissal or lay-off, remain a Member in good standing until the grievance is settled, provided that if the Member wishes to seek or hold office in the Union, s/he must pay a uniform monthly amount of Union dues, not to exceed \$5, to be set by the Executive Board.

3.4 Notwithstanding the provision of Article 3.1(b), upon payment of full Union dues a Member shall remain in good standing while:

- a) holding elected political office in any government, municipality, municipal board or commission, school board, public utility, social or welfare agency; or
- b) holding appointed office on any board or commission, etc., as a representative of labour; or
- c) holding elected or appointed office in any labour organization to which the Union is affiliated.

3.5 A person who ceases to be a Member by reason only of non-payment of dues shall be reinstated upon submission to the Union of a new membership application accompanied by all arrears in dues.

3.6 A Shop Steward, local officer, trustee, delegate, team or committee member who is temporarily assigned (seconded) by the employer from his/her normal workplace to another workplace within the bargaining unit, and who retains the right to return to his/her normal workplace, shall be entitled to continue to hold or seek re-election to the Union office or function in his/her normal workplace during the term of such assignment (secondment), provided s/he is willing, able and available to carry out the duties of the Union office or function. Any dispute as to ability or availability shall be decided by the President, with right of appeal to the Executive Board. While occupying such Union office or function, the member shall be ineligible to seek or hold any Union office or function in the other workplace.

3.7. A shop Steward, local officer, trustee, delegate, team or committee member who volunteers and is assigned or seconded by the employer from his/her normal workplace to a position outside any OPSEU bargaining unit shall not be entitled to continue to carry out the duties or functions of his/her office during the period of assignment or secondment. The Member shall be entitled to retain all other rights as a Member in Good Standing.

3.8 Any member who is in a temporary management or temporary excluded management position shall return to their home position when required, under authority of the President, to do so. If they fail to step down, they shall be ineligible to seek or hold any Union office or function.

Article 4 MEMBERSHIP RIGHTS (Article 7 of the Constitution)

4.1 Every Member in good standing is entitled:

- a) To be represented by the Union;
- b) To be treated with dignity and respect within the Union;
- c) To be free from discrimination, interference, restriction, coercion, harassment, intimidation or disciplinary action exercised or practised by a Member with respect to another Member, both within the Union and in the workplace, by reason of race, colour, age, national or ethnic origin, political or religious affiliation, sex, sexual orientation, family status, marital status, record of offences, physical characteristics or physical or mental disability;
- d) Subject to any qualifications stipulated elsewhere in this Constitution, to be nominated for, and hold, one or more offices in the Union;

- e) To participate in the Union's business at the Local level, participate in the election of delegates and alternate delegates to Conventions, and vote on the ratification of collective agreements affecting such Member, except where the collective agreement is the result of binding arbitration;
- f) To make a formal presentation to the Board upon receipt of such presentation in writing at Headquarters not less than ten (10) calendar days before the date of the regularly scheduled Board Meeting at which the presentation is to be made, provided always that notice may be waived by majority vote of the Board;
- g) To attend any meeting of the Board, notwithstanding that s/he may not have a vote at such meeting, except that the Board may meet in closed session for purposes of discussing individual or staff contracts of employment;
- h) To receive a copy of the Constitution of the Union and to be advised of amendments to it, and to receive an up-to-date copy whenever the Constitution is compiled and reprinted.

4.2 Only Members in good standing may hold office.

4.3 A member may be removed from office and/or barred from running for office for a specified term by a two-thirds majority vote of the Executive Board after a finding of a breach of OPSEU's harassment and discrimination or personal harassment policy.

4.4 A member will be removed from office and will be barred from running for office if they refuse to return to their OPSEU bargaining unit position from an acting management or excluded management position when required, under authority of the President, to do so.

4.5 Proxy voting is not permitted at any level of the Union.

Article 5 Steward System

- 5.1 Academic departments shall elect from among themselves one Steward per 15 members in that department, rounding up. For example, an academic department may be a School, Campus, or Library or Counselling Office. Departments without a Steward are served by the Chief Steward, a designated Steward-at-Large, or a designated Steward from another department. (OPSEU/SEFPO Constitution Article 29.1)
- 5.2 Following the election of departmental stewards according to part (a) above, members shall elect one Steward-at-Large for every 150 members in the Local. The responsibilities of a Steward-at-Large are the same as a Steward as defined in the Constitution. (OPSEU/SEFPO Constitution Article 29.1)
- 5.3 The government of Local 110 shall be based on the Shop Steward system and election of Officers of Local Executive Committees shall be from among the Shop Stewards.

Article 6 STEWARDS' RESPONSIBILITIES AND RIGHTS (Article 8 of the Constitution)

6.1 Each Union Steward shall be responsible for representation of members in a working area, including the responsibility:

- a) to distribute information to the group;
- b) to carry the group's issues to the LEC committee;
- c) to communicate LEC committee decisions to the group;
- d) to enlist support of members of the group in workplace actions and union campaigns; and
- e) to prepare and investigate grievances from the group.

6.2 To carry out these responsibilities, Stewards shall have:

- a) the right of access to LEC committee meetings;
- b) the right to be informed of the status and disposition of grievances from the group; and
- c) the right to high quality education and training necessary to effectively exercise all their responsibilities.

Article 7 LOCAL EXECUTIVE COMMITTEE (Article 29.2 of the Constitution)

7.1 The Officers of the Local, together with the remaining Shop Stewards shall constitute the Local Executive Committee (LEC). The Local shall have a President, Vice-President, Secretary, Treasurer, Chief Steward with duties as specified in the OPSEU/SEFPO Constitution. In addition to those officers, the Local shall also have a Second Vice-President. (OPSEU/SEFPO Constitution Article 29.5) The Local may designate one of its Local Executive Committee (LEC) members as responsible for equity issues.

7.2 The Local Executive Committee (LEC) shall administer the affairs of the Local in accordance with this Constitution, the Bylaws of the Local and the wishes of the members of the Local. The Committee shall meet at least once every three months. The Local President may call a Committee meeting at any time to deal with business of an urgent nature.

7.3 Term of Office

7.3.1 The term of office for Shop Stewards and all Officers of the Local Executive Committee (LEC) shall be two years. (OPSEU/SEFPO Constitution Article 29.3)

7.3.2 Terms of office shall begin September 1 of even-numbered years.

7.4 Elections

- 7.4.1 Local elections shall be held in the Winter semester of even-numbered years. (OPSEU/SEFPO Constitution Article 29.4)
 - 7.4.2 Online General Membership Meetings (GMMs) and online elections are permitted to allow members at the various London Campuses and Area Campuses to participate, subject to OPSEU/SEFPO policy.
 - 7.4.3 Ranked ballots may be used to allow for an immediate majority result (See OPSEU/SEFPO Constitution 14.6.2)
 - 7.4.4 Vacancies shall be filled using the mechanism in the OPSEU/SEFPO Constitution 29.4.2, except where there is a vacancy of either the Secretary or the Treasurer. The LEC can vote to combine the two positions temporarily, as Secretary-Treasurer until the end of term, or elect a replacement Secretary or Treasurer from among the Stewards.
- 7.4.5 All elections within the Union shall be conducted by secret ballot.

7.5 Duties of Officers

7.5.1 President

The President shall enforce compliance with Bylaws and regulations of the Union and Local; preside at Local meetings; be an ex-officio member of all Local committees; generally supervise the affairs and operations of the Local; carry out such other duties as may be prescribed by Local Bylaws

7.5.2 Vice-President

The Vice-President shall perform all the Presidential functions during any absence of the President and accept and exercise such other duties and powers as may be designated by the Local Executive Committee or the President. The Vice-President may also attend all functions (including all regional meetings and Conventions) of the Union, in place of the President when the President cannot attend

7.5.3 Second Vice-President

The Second Vice-President shall also perform all the Presidential functions during any absence of both the President and Vice-President and accept and exercise such other duties and powers as may be designated by the LEC or the President/Vice-President. The Second Vice-President may also attend all functions (including all regional meetings and Conventions) of the Union, in place of the President when neither the President nor Vice-President can attend.

7.5.4 Secretary

The Secretary shall attend all meetings of the Local and keep Minutes; distribute notices to all members of the Local, as required; answer and/or forward all pertinent correspondence; and forward all pertinent membership information to the appropriate union regional office.

7.5.5 Treasurer

The Treasurer shall be responsible for proper administration of the assets of the Local, including the operating funds.

7.5.6 Chief Steward

The Chief Steward shall coordinate and assist the Shop Stewards.

7.5.7 The Local President shall designate one of the officers as the Equity Officer for the Local. The Equity Officer may perform other duties consistent with that role.

7.6 Trustees

7.6.1 The Local shall elect a minimum of two and a maximum of three members to be known as Trustees. The Trustees shall be elected at a General Membership Meeting from among the members and may not hold any other office in the Local. They shall hold office for a two-year term and are eligible for re-election.

7.6.2 The Trustees shall examine all books, records, and properties of the Local at least twice each year. The Officers of the Local are required to make available all necessary documents to the Trustees on reasonable notice.

7.6.3 A minimum of two Trustees shall file an audit report, in a form specified by Headquarters, to Headquarters at least once in every six months and shall also make a full report to the first General Membership Meeting following each audit. (OPSEU Constitution Articles 29.6.1, 29.6.2)

Article 8 MEMBERSHIP MEETINGS (Article 29.7 of the Constitution)

8.1 General membership meetings of all members of a Local shall be convened at least twice each year.

8.2 The Order of Business at a general membership meeting shall be:

1. Call to order.
2. Statement of Respect.

3. Adoption of agenda.
4. Minutes of previous meeting.
5. Business arising.
6. Treasurer's report.
7. Reports of Officers, if any
8. Reports of Committees, if any
9. Nominations and/or elections, if required
10. Unfinished business.
11. New business.
12. Adjournment.

In presenting an agenda based on the above Order of Business, the LEC should specify subjects under items 9, 10, 12, and 13. A Local may change the above Order of Business by by-law or for any given meeting by giving reasonable advance notice.

8.3 Locals shall follow the Rules of Order laid down in Article 13.11 of the Constitution, the necessary changes being made, and shall otherwise be governed by Robert's Rules of Order.

8.4 A special general meeting of the Local shall be convened upon the written request of at least ten per cent of the membership.

8.5 Attendance and participation at Local meetings shall be exclusive to the members of that Local, except that others may attend at the invitation of the President or Executive of that Local or by assignment by the President of OPSEU.

8.6. Quorums

8.6.1 This article defines the quorum for meetings of Local Executive Committees and the general membership of a Local.

8.6.2 The quorum for meetings of the above groups shall be:

Size of Group	Quorum
1-20 members	50 percent of the members
21-200 members	10 members
201 or more members	5 percent of the members

8.7 Oaths (Articles 14.7 and 29.9 of the Constitution)

8.7.1 All Officers elected at the Local shall take the Oath of Office before being allowed to take office. The oath shall be administered at a general membership meeting or at a meeting of the LEC.

I, _____, promise that I will uphold and obey the Constitution and duly-authorized policies of the Ontario Public Service Employees Union, fulfil the obligations and responsibilities of my office to the best of my ability, and promptly deliver to my successor all monies, records, and other property of the Union in my possession at the close of my term in office."

8.7.2 All Shop Stewards shall take the following oath before being allowed to take office. The oath shall be administered at a general membership meeting or at a meeting of the LEC, or by submitting a signed copy, to be read aloud at a general membership meeting:

"I, _____, promise that I will uphold and obey the Constitution and policies of the Ontario Public Service Employees Union and the Bylaws of my Local, work with the Officers of the Local to represent the members, and fulfil the obligations and responsibilities of my elected position as Steward to the best of my ability."

8.7.3 Every new Member shall, as part of his/her application for membership in the Union, be required to sign a declaration containing the following words:

"I, _____, solemnly promise to uphold and obey the Constitution and Bylaws of this Union, to assist my fellow members to improve their economic, political, and social conditions, to uphold the principles of democracy and fair play, and to do no deliberate wrong or harm to any other member of this Union."

Every such declaration must be witnessed by a person who may be a member of the Local, an employee of the Union, or any other representative of the Union duly authorized by it.

8.7.4 It shall be the duty of all Officers and Members to uphold their respective oaths and failure to act in accordance with them shall be deemed to be contrary to the Constitution.

Article 9 FINANCIAL OPERATION (Article 29.10 of the Constitution)

9.1 All funds of the Local shall be used only for legitimate trade union purposes. Accounting for revenue and disbursements shall be done in a proper and business-like manner.

Local expenditures may be paid via pre-authorized payment or online banking provided that they are approved and executed by the Treasurer following review of supporting documentation and authorization by another local officer with signing authority.
(OPSEU/SEFPO Constitution 29.10.1)

The signing officers of the Local shall be any two of the President, Vice-President, Secretary, Treasurer (or Secretary-Treasurer) and Chief Steward.

9.2 Financial control shall rest with the Local Executive Committee. The Local shall have full control of funds they may raise through their own activities, or through local assessments. The Local is obligated to supply sufficient funds for the holding of general and negotiating meetings but may retain authority to make the necessary arrangements for the said meetings.

9.3 The LEC shall present a budget to the annual general membership meeting of the Local.

9.4 Union Business during a Vacation Period

9.4.1 Payment may be made to a Local Officer that is required to attend to union business during their vacation. Such payments are only to be made if the General Membership has approved a budget line for this purpose. The activities must be approved by either the President or Vice-President. A Local Expense Report must be filed by the Local Officer and approved by the Treasurer prior to payment being made. Such payments are subject to applicable tax laws and deductions.

9.4.2 The amount paid shall be calculated according to the formula from the *CAAT Academic Collective Agreement* Article 11.01 K 4 (i): number of days multiplied by annual salary divided by the number of working days (261) in a year.

9.4.3 If the business is not as a result of a Local matter, the required paperwork shall be completed to seek reimbursement from the appropriate organization, e.g. OPSEU/SEFPO Head Office for provincial committees, Canadian Association of University Teachers (CAUT) for members elected to a position in that organization.

9.5 Member and Steward Expenses

9.5.1 OPSEU/SEFPO policy states that members are to share hotel rooms when travelling on union events. Therefore, OPSEU/SEFPO Head Office only covers half of the hotel expenses for members staying alone. The Local shall cover the other half. A Local Expense form must be completed by the member and the expense form approved by a Local Officer and the Treasurer.

9.5.2 The Local will also pay dependent care expenses to accommodate members attending approved Local or provincial activities. OPSEU/SEFPO Policy shall be used to determine eligible expenses and amounts. A Local Expense form must be completed by the member and the expense form approved by a Local Officer and the Treasurer.

9.5.3 Stewards attending an LEC meeting outside of their vicinity may claim mileage in accordance with OPSEU/SEFPO Policy.

9.5.4 The Local will reimburse the Local President for cell phone expenses. Arrangements should be made to use a discounted plan available to OPSEU/SEFPO members.

9.5.5 For any expenses to be reimbursed by the Local, members must have pre-approval, complete a Local Membership Expense Claim Form and have it signed by a Local Officer.

9.6 Employees of the Local

9.6.1 The Local may hire staff to support its operations. The Officers shall negotiate an Employment Contract with the employee. The Officers are empowered to seek professional advice to prepare such contracts.

9.6.2 Total expenses for staff must be included in the budget presented to the General Membership.

9.6.3 Employees are not recognized as members of the Local and cannot have any authority, signing or otherwise, that is reserved for members only.

9.6.4 A job description for each employee shall be prepared by the Local Officers. The Local President or designated officer is ultimately responsible for managing employees of the Local and ensuring regular performance reviews are held.

9.6.5 Compensation shall be comparable to the current CAAT Support Staff Collective Agreement and will be negotiated into the Employment Contract.

9.6.6 The Local may provide access to a benefit plan or make monetary payments in lieu of benefits. The Local cannot provide any CAAT Support Collective Agreement benefit or provision that is impractical for an operation of the Local's size or that the Local would be prohibited by law from providing to its employees.

9.6.7 The Local Treasurer is responsible for payroll and ensuring that applicable deductions are made. (OPSEU/SEFPO Constitution Article 29.5.4)

9.7 Contingency Fund

9.7.1 The Local shall maintain a Contingency Fund. The Treasurer or designated officer is responsible for the managing of the Fund and transferring surpluses from general operating funds when appropriate. Investments in the Fund shall consist of secure instruments only.

9.7.2 The Contingency Fund will be used in the event of a strike or for any other purpose approved by the LEC to a maximum of \$25,000 in order to protect the rights of members. Any amount spent greater than \$25,000 shall require membership approval.

9.8 Strike Protocol

9.8.1 Where a full-time member's pension (DBPrime) is affected by a strike that occurs within the best 60 consecutive months as used in the calculation for the member's pension entitlement, the Local shall reimburse the member for an amount equal to the employer's contributions that would have been made during that period of time. To be eligible for reimbursement, the member must have performed strike duties (or approved modified strike duties) and not have engaged in strikebreaking. Payments are only to be made during the year of the member's retirement. The member must present confirmation of his/her retirement date and proof of her/his contribution payment to the CAAT Pension Plan prior to being reimbursed by the Treasurer.

9.8.2 A contract faculty member is eligible for a reimbursement from the Local equal to the employer's contributions in these circumstances:

- The member had their contract shortened by the strike (that is, it was not extended to cover make-up work after the strike) and is eligible for reimbursement only for the weeks lost
- The member performed strike duties (or approved modified strike duties) and did not engage in strikebreaking
- The member was enrolled in DBPlus
- The member must make their strike contributions to the CAAT Pension Plan within 5 years of the strike and present proof of payment to the Local

9.9 Local Hardship Fund

9.9.1 Where a budget line for Hardship has been approved by the Local 110 General Membership, the following procedures shall apply.

9.9.2 These procedures do not apply during a strike. A separate Strike Hardship Committee is established in the event of a strike.

Purpose of the Fund

9.9.3 The purpose of the Hardship Fund is to provide financial assistance for members in good standing who find themselves in dire circumstances.

Local Hardship Committee

9.9.4 The Local Hardship Fund will be overseen by four members to be elected at the same time as the elections for Local Officers (every 2 years). Two of the members shall be stewards (from different schools/departments) and two members shall not be stewards or trustees. Alternates may be elected.

Funds

- 9.9.5 The Committee members are responsible for establishing and amending the criteria for access to hardship funds. The criteria must then be approved by the LEC (Local Stewards) prior to the consideration of any applications.
- 9.9.6 Decisions made by the committee shall be by majority. If required, the Local President can make a decision in the event of a tie. The Committee shall inform the Local Officers and the Applicant of their decision in writing. Only the Local Treasurer and one other signing officer (President or First Vice President) are able to disburse the funds.
- 9.9.7 No decision by the Committee shall result in the Hardship budget line being exceeded. Where funds are insufficient, requests for funds must be made to the LEC and/or General Membership as required by OPSEU/SEFPO policy.

Member Access to the Fund

- 9.9.8 Access to the Fund will be through an application or recommendation process. Written applications or recommendations will be reviewed by the Local Hardship Committee to determine eligibility for assistance under the stated criteria and the amount to be granted. Where necessary, receipts, invoices or proof of need should accompany the application. Confidentiality of member information will be maintained at all times during the process.
- 9.9.9 Each request for assistance is measured against the criteria. When a request does not fall within the criteria for assistance the Committee will notify the Applicant in writing. If the member qualifies for assistance the Committee will next determine the amount to be given based on the need and budget. In making its decision the Committee will take into consideration the type of hardship and the duration of the hardship.
- 9.9.10 Applications may be submitted at any time during the current fiscal year and funding will be applied against the budget for that year.

Fund Maintenance

- 9.9.11 A minimum amount of \$5,000 will be allocated to Hardship in the Local's annual budget. Should there be an unused amount remaining at the end of the year, it will be added on top of the next year's allocation, to a maximum allocation of \$10,000.
- 9.9.12 The maximum budget allocation as stated above can only be overridden by a vote of the members at the General Membership Meeting where the Local's annual budget is presented.

Article 10 AMENDMENTS (Article 12.5.1 of the Constitution)

10.1 These Bylaws may be amended, and any subsequent changes to them, must not be in conflict with this Constitution and must be adopted by at least two-thirds of the Members voting at a regular or special general membership meeting of the Local for which reasonable notice has been given to all Members of the intention to deal with the Local's bylaws.

10.2 No supplemental bylaws or changes to them shall take effect until they have been approved by the President of OPSEU