

# SH Group Resolutions

for SH AGM October 2022

## 4 RIGHTS OF MEMBERS

**4.1** Except as provided in By-Law 4.2, only Regular members shall be eligible to vote on matters related to collective negotiations, including the method of dispute resolution and the ratification of proposed collective agreements.

Whereas the SH Group Executive is striving to have an adequate hand over of experience when a member of the executive retires, and to retain the rights of a Regular member while still holding a position on the Group Executive,

Be it resolved that

**4.1 NEW PROPOSED WORDING:** Except as provided in By-Law 4.2 and 4.3.1, only Regular members shall be eligible to vote on matters related to collective negotiations, including the method of dispute resolution and the ratification of proposed collective agreements.

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**4.3** Only Regular members shall be eligible to hold office, nominate members for positions on the Group Executive, propose amendments to the Constitution and By-Laws of the Group, and vote in Group affairs.

Whereas the current wording of the by-law is not specific enough with rights for a retired member to be part of the SH Group Executive,

Be it resolved that

**Except as provided in 4.3.1,** only Regular members shall be eligible to hold office, nominate members for positions on the Group Executive, propose amendments to the Constitution and By-Laws of the Group, and vote in Group affairs.

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**4.3.1** A Regular member who retires during their three-year term on the Executive may complete their term.

Whereas the current wording of the by-law is not specific enough with timelines for a retired member to be part of the SH Group Executive,

Whereas the SH Group Executive is striving to reach a balance between having an adequate hand over of experience when a member of the executive retires, and the length of time a retired member is part of the Group Executive,

Be it resolved that

A Regular member who retires during their three-year term on the Executive may complete their term, **and retain all of the same rights of the regular members until the end of their term, provided they have 12 months or less remaining of their term on the executive.**

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**4.4** All members shall be eligible to attend and speak at General Meetings of the Group.

Whereas the current wording of the by-law does not provide clarity as to what 'all members' refers to

Whereas BLPC recommends listing the type of members to provide clarity in the by-law to the rights of each group of members,

Be it resolved that

**All Regular and Retired** members shall be eligible to attend and speak at General Meetings of the Group.

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## **BY-LAW 6 GROUP EXECUTIVE**

**6.2.2** Of the fifteen (15) elected members, there shall be five (5) nurses and one member from each of the other professions. Therefore, each profession will have at least one representative on the Group-Executive. Of the fifteen (15) elected members, thirteen (13) will be elected as per the description in 6.4.1. Starting in 2018, two members at large (MAL) will also be elected for a two (2) year term to make up any under-represented region, profession or department. These under-representations will be identified by the Group Executive prior to the call out for the MAL elections.

Whereas the MAL positions are elected to represent any underrepresented region, profession, or department,

Whereas the SH Group Executive recognizes that having one MAL elected in alternating years for a two-year term may better address these under-representations,

Be it resolved that

Of the fifteen (15) elected members, there shall be five (5) nurses and one member from each of the other professions. Therefore, each profession will have at least one representative on the Group Executive. Of the fifteen (15) elected members, thirteen (13) will be elected as per the description in 6.4.1. ~~Starting in 2018, two members at large (MAL) will also be elected for a two (2) year term to make up any under-represented region, profession or department. These under-representations will be identified by the Group Executive prior to the call out for the MAL elections.~~

**Beginning in 2024, two members at large (MAL) will also be elected for a two (2) year term, in alternating years, to make up any under-represented region, profession or department. These under-representations will be identified by the Group Executive prior to the call out for the MAL elections. To allow for the transition to the election of members at large on alternate years, the 2024 election process will elect one MAL for a one-year term and one MAL for a two-year term. Following this transition all member at large (MAL) elections will**

**be for terms of two years, will take place in alternating years, and will occur as part of the annual elections of other executive positions referred to in 6.4.1.**

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**6.2.3** Of the five (5) nurses to be elected there will be one from DND, one from CSC, one from Indigenous Services Canada, one NU-EMA, and one from all other departments, excluding DND, CSC, and Indigenous Services Canada, NU-EMA

Whereas the Nursing profession comprises the majority of the SH Group and therefore has five (5) positions on the SH Group Executive,

Whereas the needs for representation are reviewed periodically by the Executive to ensure that the Nursing profession is most accurately represented on the Executive,

Whereas the Nurse Practitioners did not have their profession represented on the Executive,

Whereas it has been identified over the years that the Northern Nurses have unique needs that require consistent representation on the Executive,

Whereas the CSC Nurses represent the largest department,

Be it resolved that

Of the five (5) nurses to be elected there will be ~~one from DND, one from CSC, one from Indigenous Services Canada, one NU-EMA, and one from all other departments, excluding DND, CSC, and Indigenous Services Canada, NU-EMA~~ **one Nurse Practitioner (NP), one NU-EMA, one nurse from CSC, one Northern Nurse, and one nurse from all other departments.**

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**6.4 Term of Office:** The term of office for an elected Group Executive members shall be three years. One third of the Group Executive members will be elected each year as defined in 6.4.1.

Whereas the current by-law did not have the MALs clearly included,

Whereas the MAL term is only for two years, not three years like each of the profession positions,

Be it resolved that

The term of office for an elected Group Executive members shall be three years **unless otherwise specified.** One third of the Group Executive members **plus the MALs** will be elected each year as defined in 6.4.1.

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**6.4.1** In 2020, the positions for Pharmacy, Psychology, Indigenous Services Canada Nursing, DND Nursing (excluding NU-EMA) shall be elected. For the transition period, the VAC nurse elected in 2019 will represent Nursing from any other department other than DND, CSC, or Indigenous Services Canada until the next rotation in 2022.

In 2021, the position of Medicine, Nutrition and Dietetics, Dentistry, Veterinary Medicine and NU-EMA shall be elected.

In 2022, the following positions: CSC Nursing, Occupational and Physical Therapy, Social Work and Nursing from any other department other than DND, CSC, or Indigenous Services Canada (ISC) (excluding NU-EMA) shall be elected.

In 2023, the positions for Pharmacy, Psychology, Indigenous Services Canada Nursing (ISC), DND Nursing shall be elected.

In 2024, the position of Medicine, Nutrition and Dietetics, Dentistry, Veterinary Medicine and NU-EMA shall be elected.

Whereas the current by-law did not have the MAL's clearly included in the election rotation each year,

Whereas the composition of nurses on the Executive has recently been updated to more accurately reflect the needs of the members,

Be it resolved that:

**In 2023**, the positions for Pharmacy, Psychology, Northern Nurse, and Nurse Practitioner shall be elected.

**In 2024**, the positions of Medicine, Nutrition and Dietetics, Dentistry, Veterinary Medicine and NU-EMA shall be elected. For this transition year, a one-year term MAL and a two-year term MAL will also be elected as described in 6.2.2.

**In 2025**, the following positions: CSC Nursing, Occupational and Physical Therapy, Social Work and Nursing from any other department as stated in 6.2.3, shall be elected. A two-year term MAL shall also be elected.

**In 2026**, the positions for Pharmacy, Psychology, Northern Nurse, NP, and a two-year term MAL shall be elected.

**In 2027**, the positions of Medicine, Nutrition and Dietetics, Dentistry, Veterinary Medicine, NU-EMA, and a two-year term MAL shall be elected.

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**6.8.2** If the position of the Vice President, Treasurer, or Secretary becomes vacant for any reason, the remaining members of the Group Executive may select an eligible member of the Group to fill the vacancy until the next election of officers.

Whereas the current by-law did not have the word 'Executive' included in the wording,

Whereas the BLPC recommends for clarity, the by-law states that the Executive member vacancy can only be replaced by a member of the Executive,

Be it resolved that

If the position of the Vice President, Treasurer, or Secretary becomes vacant for any reason, the remaining members of the Group Executive may select an eligible member of the Group **Executive** to fill the vacancy until the next election of officers.

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**6.8.3** Any member of the Group Executive who is absent from two (2) consecutive meetings of the Executive without valid reason shall be considered to have resigned from the Group Executive.

Whereas at the 2021 SH AGM, the proposed resolutions to change 6.8.1 and 6.8.2 were passed, which gives direction on how to replace the SH President, VP, Secretary, or Treasurer if they left the Executive before the end of their term,

Whereas the proposed resolution for a new 6.8.3 (and therefore the current 6.8.3 would become 6.8.4) did not pass on the floor of the 2021 SH AGM, outlining how a member of the Executive that held a position representing a profession left before the end of their term,

Whereas this left a void in the SH by-laws on how to replace an Executive member in this situation,

Whereas the BLPC advised the Executive on the wording that best reflects consistency among the PIPSC groups when replacing a vacancy on a Group executive,

Be it resolved that

**6.8.3 If a position on the Group Executive becomes vacant for any reason, the remaining members of the Group Executive may appoint an eligible member of the Group to fill the position until the end of the elected term. The Group Executive will make every effort to ensure a vacancy is filled by a member of the same profession and, in the case of a nursing position, the same department. If this can't be achieved for any reason the position will remain vacant until such a time as this can be accomplished or a new election for the position is called.**

~~6.8.3.~~**6.8.4** Any member of the Group Executive who is absent from two (2) consecutive meetings of the Executive without valid reason shall be considered to have resigned from the Group Executive.

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## **BY-LAW 8 GENERAL MEETINGS OF THE GROUP**

**8.1.4 Attendance:** All members of the Group are entitled to attend and speak at Annual General Meetings

Whereas the current wording of the by-law does not provide clarity as to what 'all members' refers to

Whereas BLPC recommends listing the type of members to provide clarity in the by-law to the rights of each group of members,

Be it resolved that

All **Both Regular and Retired** members of the Group may apply to attend and speak **as observers** at Annual General Meetings.

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**8.1.5 Delegates:** Only Regular members of the SH Group may apply and be delegates to the Annual General Meeting. Only delegates shall be entitled to vote. Delegates shall be appointed as follows:

Whereas the SH Group Executive is striving to have an adequate hand over of experience when a member of the executive retires, and to retain the rights of a Regular member while still holding a position on the Group Executive,

Be it resolved that

**8.1.5 Delegates: NEW PROPOSED WORDING: Except as provided in 4.3.1,** only Regular members of the SH Group may apply and be delegates to the Annual General Meeting. Only delegates shall be entitled to vote. Delegates shall be appointed as follows:

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**8.1.7 Agenda:** The agenda shall include the following items:

Roll Call (members of the Group Executive)

Approval of the Agenda

Adoption of the Minutes of the previous Annual General Meeting

Business Arising from the Minutes

Report of the President

Annual Financial Report

Report of the Elections Committee

New Business, including proposed By-Law Amendments.

Whereas the BLPC noticed the SH Executive did not include ' The Approval of Budget' in our Agenda,

Be it resolved that

The agenda shall include the following items:

Roll Call (members of the Group Executive)

Approval of the Agenda

Adoption of the Minutes of the previous Annual General Meeting

Business Arising from the Minutes

Report of the President

Annual Financial Report

## **Approval of Budget**

Report of the Elections Committee

New Business, including proposed By-Law Amendments.

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## **Regulations**

**R6.9.6.8** The Bargaining Committee shall normally include four (4) nurses, one (1) NU-EMA and one (1) psychologist. The remaining four (4) positions shall be filled by representatives of the smaller groups (Dentistry, Nutrition and Dietetics, Medicine, Occupational and Physical Therapy, Pharmacy, Social Work, and Veterinary Medicine).

**R6.9.6.8 NEW WORDING:** The Bargaining Committee shall normally include four (4) nurses, one (1) NU-EMA and one (1) psychologist. The remaining four (4) positions shall be filled by representatives of the smaller groups (Dentistry, Nutrition and Dietetics, Medicine, Occupational and Physical Therapy, Pharmacy, Social Work, and Veterinary Medicine). **In consideration of R6.9.6.9 the Bargaining Committee will be selected from the list of members who have put their name forward for consideration.**

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**R6.9.6.9** Efforts shall be made to have representation by regions, departments, and, when possible, consider language and gender.

**R6.9.6.9 NEW WORDING:** Efforts shall be made to have representation by regions, departments, and, when possible, consider language, gender, **and minority representation.**

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**R6.9.6.12** Replacement of the Bargaining Committee members shall only be done for valid reasons and by the Group Executive.

**R6.9.6.12 NEW WORDING:** Replacement of the Bargaining Committee members shall only be done for valid reasons and by the Group Executive. **In consideration of R6.9.6.9 the replacement will be selected from the list of members who have put their name forward for consideration for Bargaining Team selection.**