

B05 – Bylaws 5, 6, 7 & 8 (E) – Sponsored by the Board of Directors

Rational:

A complete review of the PIPSC BY-LAWS will be done during the BOD 2025 to 2027 term.

For the AGM 2025, the BOD is presenting the review of BY-LAWS 1 to 9 (as revised at the AGM 2024). Consultation was done with the AC, the BLPC, the BOD and PIPSC staff

Please note that the proposed changes in the French version may be different as we will take this opportunity to make sure the English and the French versions are the same.

Be it resolved that the Institute Bylaws be revised as follows:

BY-LAW 5 ELIGIBILITY FOR MEMBERSHIP

5.1 Qualifications - To be eligible for membership, a person is required to occupy a position in a Canadian public service or equivalent Canadian employment, where such employment is in a professional capacity or in the direction or administration of professional work, and to satisfy one (1) of the following qualifications:

- a) is engaged in the application of specialized knowledge ordinarily acquired by a course of instruction and study resulting in graduation from a university or similar institution;
- b) membership in the corporate body of a profession;
- c) qualifications equivalent to the above, or
- d) occupy any position which falls within a bargaining unit defined by the applicable legislation when the Board is satisfied that such bargaining unit is professional in character.

5.2 Groups of Employees Notwithstanding By-Law

5.1, the Board may declare any group of employees who are eligible for inclusion in a bargaining unit, as defined in legislation applicable to such group, to be eligible for membership, provided that the Board has considered the effect of such a declaration on the nature, structure and operational effectiveness of the Institute.

AGM 2001 (e)

BY-LAW 4 MEMBERSHIP

ELIGIBILITY

4.1 To be eligible for membership, a person is required to occupy a position in a Canadian public service or equivalent Canadian employment, where such employment is in a professional capacity or in the direction or administration of professional work, and to satisfy one (1) of the following qualifications:

- a) is engaged in the application of specialized knowledge ordinarily acquired by a course of instruction and study resulting in graduation from a university or similar institution;
- b) membership in the corporate body of a profession;
- c) qualifications equivalent to the above, or
- d) occupy any position which falls within a bargaining unit defined by the applicable legislation when the Board is satisfied that such bargaining unit is professional in character.

4.2 Notwithstanding **By-Law 4.1**, the Board may declare any group of employees who are eligible for inclusion in a bargaining unit, as defined in legislation applicable to such group, to be eligible for membership, provided that the Board has considered the effect of such a declaration on the nature, structure and operational effectiveness of the Institute.

Actual BL 5, 6, 7, 8 would become BL 4

Actual 5.1 Qualifications - would become 4.1

Actual 5.2 Groups of Employees would become 4.2 and **5.1** would become 4.1

5.3 Payment of Fees / Application Forms

Membership is contingent upon the payment of the prescribed fee and submission to the National Office of such membership application forms as the Board may, from time to time, approve.

5.4 Resignation from Institute Members may withdraw from the Institute by submitting a resignation, in writing, to the National Office.

BY LAW 6 CATEGORIES OF MEMBERSHIP

6.1 Categories A member may only retain one (1) of the following categories of membership:

6.1.1 Regular Member Any person who belongs to a bargaining unit for which the Institute is certified as bargaining agent, and who has made application and has been accepted for Institute membership, shall be termed a "Regular member".

6.2 Other Categories Any Regular member who becomes ineligible to belong to an Institute bargaining unit shall be eligible for one (1) of the following categories of membership provided they make application within ninety (90) days of becoming aware of ceasing to be a Regular member:

6.2.1 Retired Member A current or former Regular member shall be eligible to become a retired member under one of the following circumstances:
a) A current Regular member in good standing who superannuates.

4.3 Membership is contingent upon the payment of the prescribed fee and submission to the National Office of such membership application forms as the Board may, from time to time, approve.

CATEGORIES

4.4 A member may only retain one (1) of the following categories of membership:

4.4.1 Any person who belongs to a bargaining unit for which the Institute is certified as bargaining agent, and who has made an application and has been accepted for Institute membership, shall be termed a "Regular member".

4.4.2 Any Regular member who becomes ineligible to belong to an Institute bargaining unit shall be eligible for one (1) of the following categories of membership provided they make application within ninety (90) days of becoming aware of ceasing to be a Regular member:

4.4.2.1 A current or former Regular member shall be eligible to become a **"Retired member" under one of the following circumstances and can apply only once under this article:**

- a) A current Regular member in good standing who superannuates.
- b) A former Regular member who superannuates while the Institute represents their current or former

Actual 5.3 Payment of Fees / Application Forms would become 4.3

Actual 5.4 would be removed. It is not a legal requirement and under the current state of the law, members can resign from the Institute at any time but they are still required to pay dues.

Actual 6.1 Categories would become 4.4

Actual 6.1.1 Regular Member would become 4.4.1.

Actual 6.2 Other Categories would become 4.4.2

Actual 6.2.1 Retired Member would become 4.4.2.1 and "retired member under one of the following circumstances:" would become "'Retired member" under one of the following circumstances and can apply only once under this article:'

b) A former Regular member who superannuates while the Institute represents their current or former bargaining unit or starts to receive a pension which they had previously deferred upon retirement. Application is subject to the approval of the Board. AGM 2008 (e)

~~6.2.1.1 A current or former member can apply only once under this article.~~

AGM 2007 (e)

~~6.2.2 Affiliate Member~~ A member who, in addition to becoming ineligible to belong to an Institute bargaining unit, does not retain a classification otherwise represented by the Institute.

~~BY-LAW 7 RIGHTS OF MEMBERSHIP~~

~~Subject to being members in good standing:~~

~~7.1 Regular and Retired Members Only~~ Regular and Retired members have the right to be candidates for office, to vote for officers, to otherwise participate in the affairs of the Institute, and, subject to By-Law 7.1.1, the affairs of the constituent bodies of the Institute. Only Regular and Retired members shall be eligible to attend General Meetings of the Institute. Only Regular members shall be eligible for appointment as Stewards.

~~7.1.1 Groups and Sub-Groups may, in accordance with their Constitutions, determine the level of participation of Retired members in their affairs.~~
AGM 2006 (e)

bargaining unit or starts to receive a pension which they had previously deferred upon retirement. Application is subject to the approval of the Board.

4.4.2.2 A member who, in addition to becoming ineligible to belong to an Institute bargaining unit, does not retain a classification otherwise represented by the Institute **shall be termed an "Affiliate member".**

RIGHTS

4.5 Regular and Retired members in good standing have the right to be candidates for office, to vote for officers, to otherwise participate in the affairs of the Institute, and, subject to **By-Law 4.5.1**, the affairs of the constituent bodies of the Institute. **Regular and Retired members in good standing** shall be eligible to attend General Meetings of the Institute. Only Regular members shall be eligible for appointment as Stewards.

4.5.1 Groups and Sub-Groups may, in accordance with their Constitutions, determine the level of participation of Retired members in their affairs.

Actual 6.2.1.1 would be included in 4.4.2.1

6.2.2 Affiliate Member would become 4.4.2.2 and we would add "shall be termed an "Affiliate member"."

Actual "Subject to being members in good standing." would be removed

Actual "7.1 Regular and Retired Members Only Regular and Retired members" would become "4.5 Regular and Retired members in good standing" Actual **By-Law 7.1.1** would become **By-Law 4.5.1** Actual "Only Regular and Retired members" would become "Regular and Retired members in good standing"

Actual 7.1.1 would become 4.5.1

~~7.1.2~~ Retired members who ceased to be Regular members during the retroactive period of a collective agreement may be granted the right to vote on that tentative agreement that affects them, unless otherwise precluded by the applicable legislation.

~~7.1.3~~ Regular and Retired members have a right to be fully informed of all actions and subjects of Institute concern and to be given full disclosure as expeditiously as possible of such information by news release or as a reply to the written request of a member.

~~7.1.3.1~~ Personal information about identified individuals and proceedings of Closed Session meetings convened by the Board, the Executive Committee or by any constituent body or its Executive shall not be so disclosed.

AGM 2005 (e)

~~7.1.4~~ Members not in good standing shall not be eligible to hold Institute office at any level, to vote in any and all Institute elections, to ratify Group tentative agreements, or to participate in Institute training.

~~7.3~~ Affiliate Members Affiliate members shall not be eligible to be candidates for office, to vote for officers or to otherwise participate in the affairs of the Institute or those of its constituent bodies, nor to receive representational services. They shall be entitled to receive general Institute publications and be eligible to participate in various benefit plans available to Institute members.

4.5.2 Retired members who ceased to be Regular members during the retroactive period of a collective agreement may be granted the right to vote on that tentative agreement that affects them, unless otherwise precluded by the applicable legislation.

4.6 Regular and Retired members **in good standing** have a right to be fully informed of all actions and subjects of Institute concern and to be given full disclosure as expeditiously as possible of such information by news release or as a reply to the written request of a member.

4.6.1 Personal information about identified individuals and proceedings of Closed Session meetings convened by the Board, the Executive Committee or by any constituent body or its Executive shall not be so disclosed.

4.7 Affiliate members shall not be eligible to be candidates for office, to vote for officers or to otherwise participate in the affairs of the Institute or those of its constituent bodies, nor to receive representational services. They shall be entitled to receive general Institute publications and be eligible to participate in various benefit plans available to Institute members.

4.8 Members not in good standing shall not be eligible to hold Institute office at any level, to vote in any and all Institute elections, to ratify Group tentative agreements, or to participate in Institute training.

Actual 7.1.2 would become 4.5.2

Actual 7.1.3 would become 4.6 and we would add " in good standing"

Actual 7.1.3.1 would become 4.6.1

Actual 7.1.4 would become 4.8 and would be place after 4.7 at the end of the rights section

Actual 7.3 Affiliate Members would become 4.7 and would be placed before the BL about members not in good standing

BY-LAW 8 MEMBERSHIP REGISTER AND NOTICES

8.1 A register shall be kept of all members with their addresses and any other pertinent information. It shall be the duty of the member to notify the Institute, in writing, of any change ~~in address~~ and the address shown on the register shall, for all purposes, be deemed to be the correct address of the member.

8.2 Any notice or letter relating to any matter concerning the Institute or a member thereof ~~sent by ordinary or registered mail~~ to a member at the address shown on the register shall be deemed to have been properly sent and to have been received by such member in due course.

REGISTER AND NOTICES

4.9 A register shall be kept of all members with their addresses and any other pertinent information. It shall be the duty of the member to notify the Institute, in writing, of any change **in their information** and the address shown on the register shall, for all purposes, be deemed to be the correct address of the member.

4.10 Any notice or letter relating to any matter concerning the Institute or a member thereof **sent electronically or by mail** to a member at the address shown on the register shall be deemed to have been properly sent and to have been received by such member in due course.

Actual 8.1 would become 4.9 and actual “in address” would become “in their information”

Actual 8.2 would become 4.10 and actual “by ordinary or registered mail” would become “electronically or by mail”