**Constitutional Amendments**

Amendments to the Local Constitution and Bylaws can only be made at the General Meeting of the Union Local. The proposed changes are designed to update and clear up the way we do business. Ultimately our goal is to represent and serve the membership while advancing the cause of education and the status of occasional teachers.

**Current wording Proposed Wording Rationale**

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| Objectives Article II 2.2The jurisdiction of the Hastings and Prince Edward Occasional Teachers' Local shall be all elementary occasional teachers employed by the Hastings and Prince Edward District School Board. (Revised September 2014) | Objectives Article II 2.2The jurisdiction of the Hastings and Prince Edward Occasional Teachers' Local shall be all elementary occasional teachers employed by the Hastings and Prince Edward District School Board (Revised September 2014). | Housekeeping –period moved. |
| Objectives Article III 3.3to advance the cause of education and the status of occasional teachers in the Local, in the Federation and in the community at large; | Objectives Article III 3.3to advance the cause of education and the status of occasional teachers in the Local, in the Federation and in the community at large through collective bargaining and political action. | More and more the job of the Local is to engage members and the public to proposed changes to education. This revision identifies this need. |
| Code of Professional Conduct 6.9.2An Executive member who believes that he/she has a conflict of interest, or a potential conflict of interest, in a matter that is before a meeting of the Executive, the Annual Meeting, the Representative Council, or a Committee meeting, shall, if present at a meeting considering the matter disclose the general nature of the conflict of interest. | Code of Professional Conduct 6.9.2An Executive member who believes that he/she has a conflict of interest, or a potential conflict of interest, in a matter that is before a meeting of the Executive, the Annual Meeting, the Representative Council, or a Committee meeting, shall, if present at a meeting considering the matter and disclose the general nature of the conflict of interest. | Housekeeping |
| 6.9.3An Executive member who has disclosed a conflict of interest, or a potential conflict of interest, shall consider: | 6.9.3An Executive member who has disclosed a conflict of interest, or a potential conflict of interest, must: | Stronger wording |
| 6.9.3.1abstaining from voting or participating in the consideration of the matter that is before the meeting; or, | abstaining from voting or participating in the consideration of the matter that is before the meeting; or, | Housekeeping remove ing |
| 6.9.3.2withdrawing from the meeting. | 6.9.3.2withdrawal from the meeting. | Housekeeping |
| Article IX General Meetings9.1.2There shall be at least two General Meetings per year. The Annual General Meeting shall be one of the General Meetings per year. | Article IX General Meetings9.1.2There shall be at least one General Meetings per year. The Annual General Meeting must be one of the General Meetings each school year. | Attendance at the Fall GM continues to decline in non-bargaining years. This October (2019) the Executive will hold the GM at the start of our fall PL Day. Future Executives should not be held to two general meetings, especially if not needed. The contract Local did away with their fall meetings a few years back.  |
| Article 9.1.3The Local may hold such General Meetings of the membership as may be determined by the Executive or on the written request of at least ten percent of the membership. | Article 9.1.3The Local may hold such General Meetings of the membership as may be determined by the Executive or on the written request of at least ten percent of the membership. | Housekeeping- better wording, omit may be. |
| Section 2 -Local Annual Meetings9.2.1An Annual General Meeting of the members of the Hastings and Prince Edward Occasional Teachers' Local shall be held between May 1 and June 30 each year. (May 2004) | Section 2 -Local Annual Meetings9.2.1An Annual General Meeting of the members of the Hastings and Prince Edward Occasional Teachers' Local shall be held between April 1 and June 30 each year.  | Our former VP and I spoke of the need to move the meeting up a month, as May and June are particularly busy months for teachers. This has helped keep our attendance higher. |
| 9.2.3 A quorum for the Local Annual General Meeting shall be the members in attendance. (Revised May 2010) | 9.2.3 A quorum for the Local Annual General Meeting shall be the members in attendance (Revised May 2010). | Housekeeping |
| Section 3 Amendment to the Local Constitution10.2 The Executive shall publish all proposed amendments to the General Membership by email, mail or the website, or a combination of the three, at least ten (10) days prior to the Annual General Meeting. (Revised April 2015) | Section 3 Amendment to the Local Constitution10.2 The Executive shall publish all proposed amendments to the General Membership by email, mail or the website, or a combination of the three, at least ten (10) days prior to the Annual General Meeting. (Revised April 2015).  | Housekeeping |

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| Section 2 – Stewards11.2.1School groups as per our Constitution:Bayside School Group, Centennial School Group, Centre and North Hastings School Group, Moira School Group, Prince Edward School Group, Quinte School Group and Trenton School Group. (Revised September 2014) | Section 2 – Stewards11.2.1School groups as per our Constitution:Bayside School Group, Centennial School Group, Centre and North Hastings School Group, Moira School Group, Prince Edward School Group, Quinte School Group and Trenton School Group (Revised September 2014). | Housekeeping |
| 11.2.2 Each area shall be represented by at least one Steward. Stewards shall be appointed by the Annual General Meeting with the Executive having the power to appoint other Stewards as necessary until the next Annual General Meeting. (Revised 2014) | 11.2.2 Each area shall be represented by at least one member of the Executive. Stewards shall be appointed at the first Executive meeting of the school year. The Executive may appoint other Stewards as necessary until the next Annual General Meeting.  | Housekeeping-inline with established practices. |
| ByLawsSection 1 – Duties of the Executive2.1.8 recommend Committee membership and Steward appointments to the Annual General Meeting. | ByLawsSection 1 – Duties of the Executive2.1.8 recommend Committee membership and appointments to the Annual General Meeting. | Omit Steward. See 11.2.2 above |
| Section 1Duties of the Executive 2.1.15 failure of a member of the Executive to attend 50% of the Executive meetings may cause the removal from her/his position, at the discretion of the Executive. (Revised May 2010) | Section 1Duties of the Executive 2.1.15 a) failure of a member of the Executive to attend 50% of the Executive meetings may cause the removal from her/his position, at the discretion of the Executive. (Revised May 2010)b) Executive Members will be paid for each meeting attended or at the discretion of the President. | Pay for each meeting keep Executive members engaged and up to date on issues involving members. Executive members devote a great deal of their time to the Local and pay for each meeting is a honorarium as outlined in the constitution. |
| Duties of the President2.2.1 n)n) to forward an updated database of member email addresses; | Duties of the President2.2.1 n)n) to forward an updated database of member email to the treasurer and the Vice president.p) to write the Annual Report for presentation at the Annual General Meeting of the Local;q) to forward the Annual Report of the Local to the Provincial office of the Federation by June 1;r) to keep on file an updated copy of the Local Constitution and to notify the membership, in writing, of any proposed amendments to the Constitution before the subsequent Local meeting; | Standard practice. The addition of p, q and r come from the duties of the secretary. These reports and constitution are the responsibility of the President in most Locals. |
| Duties of the Secretarye) to write the Annual Report for presentation at the Annual General Meeting of the Local;f) to forward the Annual Report of the Local to the Provincial office of the Federation by June 1;g) to keep on file an updated copy of the Local Constitution and to notify the membership, in writing, of any proposed amendments to the Constitution before the subsequent Local meeting; | See above – moved to the president | Update. See above. |
| Bylaw 3 ElectionsSection 1 – Eligibility3.1.1 An active member in good standing may be nominated to stand for elected office. | Bylaw 3 ElectionsSection 1 – Eligibility3.1.1 An active member in good standing may be nominated to stand for elected office.3.1.2 The position of President shall require a potential candidate to have served one term on the Local Executive and at least two years as an Occasional teacher prior to declaring their intention to run.  | The position of President requires a good understanding of the issues facing members and the workings of not only the Local but the Elementary Teachers Federation of Ontario. The President’s position has changed greatly since the constitution was written. To be effective, the Local wants to ensure those running for President are the most qualified.  |
| **Bylaw 7 Compensation**7.4 Members attending conferences, meetings or other professional activities, regardless of their duration, may be compensated for overnight accommodations at the discretion of the Executive.  | Bylaw 7 Compensation7.4 Members attending conferences, meetings or other professional activities,regardless of their duration, may be compensated for overnight accommodations at the discretion of the Executive.7.5 Compensation for overnight accommodation will not be paid if the activity is less than 100 km from the members home.  | The Local should not be required to pay accommodation costs when a conference or workshop is less than an hour from the attendee’s home. This was in the constitution in the past and newer additions have omitted it. |
| Policy: Professional Development Remuneration FundThis policy has its purpose to provide funding, on a first come first served basis, to the members of the Hastings and Prince Edward Occasional Teachers’ Local.A fund of $6000.00 is available to members to access for professional Development courses or workshops using the following guidelines:1. Members may apply to the Executive for a maximum of $200 per member, per school year, until which time the fund is exhausted.2. Members will be compensated for a maximum of 50% of the cost of their course9s)/workshops or a maximum of $200, whichever is the lesser amount.3. Members may access the fund for professional growth.4. Members may apply to the Professional Learning Chair, in writing or by email, providing the name, a brief description of the course or workshop, the start and end dates plus receipts for all costs of the course of workshop.5. All applications require the approval of the Executive before the awarding of funds.6. Applications must be received after the 25th of August each year, as these funds are used up quickly (Revised September 2014). | Policy: Professional Development Remuneration FundThis policy has its purpose to provide funding, on a first come first served basis, to the members of the Hastings and Prince Edward Occasional Teachers’ Local.A fund of $4000.00 is available to members to access for professional Development courses or workshops using the following guidelines:1. Members may apply to the Executive for a maximum of $200 per member, per school year, until which time the fund is exhausted.2. Members will be compensated for a maximum of 50% of the cost of their successful completion of course(s)/workshops or a maximum of $200, whichever is the lesser amount.3. Members may access the fund for professional growth.4. Members may apply to the Professional Learning Chair, in writing or by email, providing the name, a brief description of the course or workshop, the start and end dates plus receipts for all costs to successfully complete the course or workshop5. All applications require the approval of the Executive before the awarding of funds.6. Applications must be received after the 25th of August each year, as these funds are used up quickly (Revised September 2014).7. All applications for the Professional Learning Fund and receipts must be submitted by June 1 of the school year in which they applied or at the discretion of the Professional Learning Chair. | Successful completion of any course provides the Professional Learning Chair to verify the course was taken.The addition of number 7 provides for timely processing of the application, in line with the end of the Local’s fiscal year. Some exceptions can be made at the PL Chair’s discretion. |
| POLICY: TECHNOLOGY FUNDThe Ontario Teachers Insurance Plan (OTIP) campaign will provide funding in exchange for advertising their services. Any monies received from OTIP will be distributed to our members through the Technology Fund. Funds will be available in July each year.To be eligible for these funds the following guidelines apply:1. Members may apply to the President in writing or by email, for a maximum of $200.00 per member, until such time as the fund is exhausted.f the school year in which they applied. | POLICY: TECHNOLOGY FUNDThe Ontario Teachers Insurance Plan (OTIP) campaign will provide funding in exchange for advertising their services. Any monies received from OTIP will be distributed to our members through the Technology Fund. Funds will be available in July each year.To be eligible for these funds the following guidelines apply:1. Members may apply to the President or Vice President in writing or by email, for a subsidy of one-half their technology purchase to a maximum of $200.00 per member, until such time as the fund is exhausted.  | . |