**CUPE Southern Interior District Council**

**B Y L A W S**

**20*23***

**PREAMBLE**

CUPE Southern Interior District Councilof the Canadian Union of Public Employees has been formed to:

* Improve the social and economic well being of all of its members;
* Promote equality for all members and to oppose all types of harassment and discrimination
* Promote the efficiency of public services; and express its belief in the unity of organized labour.

The following Bylaws are adopted by CUPE Southern Interior District Council in accordance with the CUPE National Constitution, to protect the rights of all members, to provide for responsible governance of the Union, and to involve as many members of the Union as possible through the sharing of duties and responsibilities.

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# SECTION 1 NAME

The name of this Council shall be: “CUPE Southern Interior District Council” and it shall be subject to the Constitution of the Canadian Union of Public Employees and the Canadian Labour Congress

1. The jurisdictional area of CUPE Southern Interior District Council shall cover British Columbia fromthe Central Interior, to the North as far as the Northern District Council, to the South as far as the U.S.A. and Canadian Border, to the West as far as the Fraser Valley District Council and to the East as far as the Kootenay District Council.
2. Membership in the CUPE Southern Interior District Council shall be confined to Local Unions within its jurisdiction, whichare chartered by the Canadian Union of Public Employees and in good standing~~s~~.
3. LocalUnions shall conform with the Constitution of the Canadian Union of Public Employees, and the Constitution, rules and Bylaws of the CUPE Southern Interior District Council as set forth herein.
4. TheCUPE Southern Interior District Council shall not be dissolved so long as five (5) Local Unions continue their affiliation.
5. The CUPE Southern Interior District Council shall affiliate to the BC Division of the Canadian Union of Public Employees.

# SECTION 2 PRINCIPLES & OBJECTIVES

The principles and objective of the CUPE Southern Interior District Council shall be:

1. Promoting the participation of all local unions in BC Division of the Canadian Union of Public Employees, Canadian Labour Congress, Provincial Federation and Local Labour Councils.
2. To promote co-operation among affiliates on matters of mutual concern including negotiations.
3. To further the aims, objectives and policies of the Canadian Union of Public Employees and of the BC Division of the Canadian Union (CUPE BC).
4. To encourage all workers especially equity seeking workers to share alike in the benefits of union organization, particularly public employees.
5. To promote and endeavor to secure provincial legislation in co-operation with all parts of the organized labour movement, which will safeguard and promote the interests of public employees and of free collective bargaining, and the security and welfare of the trade union movement.
6. To provide, co-ordinate and promote education relative to the needs of the CUPE Southern Interior District Council delegates.
7. To monitor the effects of Private Public Partnerships (p3s) and contracting out on our affiliates and to fight to protect Public Services.
8. To advocate for the elimination of harassment and discrimination of any sort or on any basis; for fair treatment regardless of class, race, ancestry, ethnicity, place of origin, age, sexuality, gender identity, gender expression, religious belief, or disability; and the active opposition of discrimination wherever it occurs or appears.

# SECTION 3 AFFILIATIONS, DISAFFILIATION & REAFFILIATION

1. Affiliation

Application to affiliate shall be made in writing to the CUPE Southern Interior District Council and approved on the 2/3 majority vote of the CUPE Southern Interior District Council delegates, at a regular or special meeting.

1. Disaffiliation
   1. A local shall be deemed disaffiliated upon written notice from the local that it wishes to disaffiliate.
   2. The CUPE Southern Interior District Council may disaffiliate a local for a breach of the National Constitution or the CUPE Southern Interior District Council’s by-laws, by a two-thirds (2/3) majority vote at an CUPE Southern Interior District Council meeting.
2. Re-affiliation

A local may re-affiliate to the CUPE Southern Interior District Council with a two-thirds (2/3) majority vote of the CUPE Southern Interior District Council on the terms and conditions as negotiated between the CUPE Southern Interior District Council and the locals.

# SECTION 4 DELEGATES

1. Delegates shall be assigned by the Local Union represented.
2. Each affiliated local union may be entitled to representation at meetings as follows:
   * Up to 200 members 2 delegates
   * 201 to 300 members 3 delegates
   * 301 to 400 members 4 delegates
   * 401 to 500 members 5 delegates
   * 501 to 750 members 6 delegates
   * 751 to 1000 members 7 delegates

For each additional 500 members or portion thereof – 1 additional delegate.

# SECTION 5 EXECUTIVE, ~~&~~ GENERAL & SPECIAL MEETINGS

a) The CUPE Southern Interior District Council shall meet quarterly: in the months of November, January, May and September, or such other time as be deemed advisable but not less than four (4) meetings per annum.

b) The CUPE Southern Interior District Council Executive Board will meet at least 4 times a year. The President can call an emergency Executive Board meeting. The President will call an emergency Executive Board meeting if a majority of the Executive Board members request it in writing.

c) Special membership meetings may be ordered by the Executive Board or requested in writing by no fewer than eight (8) Locals, The President shall immediately call a special membership meeting when ordered or requested. Notice shall be posted so that all Locals receive at least twenty-four (24) hours notification of the meeting and the subject to be discussed. No business shall be transacted at the special membership meeting other than that stated in the notice.

**SECTION 6 MEETINGS & QUORUM**

1. Meetings of CUPE Southern Interior District Councilshall be held in locations as determined by the council.
2. A quorum for the transaction of business at any regular or special meeting shall consist of at least eight (8) delegates in good standing, including at least three (3) officers, with representation from at least 5 locals.
3. A local may send as many representatives as desired. Representatives over the delegate entitlement shall be seated as guests with voice but no vote.

# SECTION 7 RULES OF ORDER

The rules of Order of CUPE Southern Interior District Councilshall be Bourinot’s Rules of order.

The rules of Order and Business shall be as follows. In the event that any of the following rules of order are in contradiction to the Constitution of the Canadian Union of Public Employees those of the Constitution shall apply.

# ORDER OF BUSINESS

1. Recognition of Territory and reading of one (1) Call to Action.
2. Equality Statement
3. Roll Call of Officers
4. Voting on new members and initiations
5. Reading of minutes of previous meeting
6. Matters arising out of minutes
7. Correspondence and communications
8. Treasurer's Report
9. Executive Board Reports
10. Reports of Committees and Delegates
11. Nominations, Elections & Installations
12. Unfinished Business
13. New Business
14. Good of the Union
15. Adjournment
16. The President, or in their absence, the Vice President shall take the chair at the time specified, at all regular and special meetings. In the absence of both the President and the Vice President, the Treasurer shall act as President, and in their absence a President pro team shall be chosen by the local.
17. The President shall state every question coming before the Local and before allowing debate thereon, and immediately before putting it to a vote, shall ask: "Is the CUPE Southern Interior District Council ready for the question?". Should no member rise to speak, and the Local indicates readiness, the question shall be put. After the President has risen, no member shall be permitted to speak on the question.
18. A motion to be entertained by the presiding officer must be seconded, and the mover as well as the seconder must rise and be recognized by the chair.
19. A motion to amend, or to amend an amendment, shall be in order, but no motion to amend an amendment to an amendment shall be permitted. No amendment or amendment to an amendment which is a direct negative of the resolution shall be in order.
20. On motion, the regular order of business may be suspended, by a two-thirds vote of those present, to deal with any urgent business.
21. All resolutions and motions, other than those named in Rule (p) or those to accept or adopt the report of the committee, shall if requested by the presidingofficer, be presented in writing before being put to the Local.
22. At the request of any member, and upon a majority vote of those present, a question may be divided when the sense will admit of it.
23. When a member desires to speak on a question, or offers a motion, he/she shall rise in place and respectfully address the presiding officer; but he/she shall not proceed further until recognized by the chair, except to state that he/she rises to a point of order or on a question of privilege.
24. When two or more members rise to speak at the same time, the presiding officer shall decide which one is entitled to the floor.
25. Every member, while speaking, shall adhere to the question under debate and avoid all personal, indecorous, or offensive language, as well as any reflection of the Local or any member thereof.
26. If a member, while speaking, is called to order, he shall cease speaking until the point is determined, when, if decided in order, he may again proceed.
27. No sectarian discussion (that is to say, religious discussion) shall be permitted in the meeting at any time.
28. No member, except the Chairperson of a Committee or the mover or seconder of a resolution, shall speak more than (3) minutes at any one time, or more than once on the same question, until all members wishing to speak have had an opportunity to do so, when he may be allowed, by permission of the chair, to speak a second time.
29. The President shall take no part in debate while presiding but may yield the chair to the Vice President in order to speak on any question before the Local or introduce a new question.
30. The presiding officer shall have the same right as other members to vote on any question. In case of a tie, he/she may give a casting vote, if he/she chooses to refrain from voting, in which case the motion does not prevail, and the decision is negative.
31. When a question has been put, no motion shall be in order except (1) to adjourn, (2) to move the previous question, (3) to lay on the table, (4) to postpone for a definite time, (5) to refer, (6) to divide or amend, which motion shall have precedence in the order named. The first three of these shall be decided without debate.
32. A motion for the previous question, when regularly moved and seconded, shall be put in this form: "Shall the main question be now put"?" If it is adopted, the President shall proceed to take the vote on the resolution and amendments thereto (if any) according to their priority. If an amendment or an amendment to an amendment is adopted, the original resolution, as amended, shall be put to the Local.
33. A motion to adjourn is in order except (1) when a member has floor, and (2) when members are voting. A motion to adjourn, having been put and lost, shall not be in order again if there is further business before the local, until fifteen minutes have elapsed.
34. Before the presiding officer declares the vote on a question or after a vote has been declared lost or carried by acclamation, and before the Local proceeds to another order of business, any member may ask for a division. A standing vote shall be taken, and the Secretary shall count same.
35. If a member wishes to appeal a decision of the Chairperson, the member must appeal at the time the decision is made. If the appeal is seconded, the member will be asked to state briefly the basis for the appeal.
36. When the decision of the President is appealed from, he/she shall state his/her decision, and the reasons therefore, from the chair. The party appealing there from shall state briefly the reasons for the appeal, after which, without further debate, the question shall be put thus: "Shall the decision of the chair stand as the decision of the Local?" It shall require majority vote to sustain such appeal.
37. After a question has been decided, any two members who have voted in the majority may at the same or next meeting move consideration thereof.
38. No member shall enter or leave a meeting during the reading of the minutes, the initiation of new members, the installation of officers, or the taking of a vote; and no member shall be allowed to leave without the permission of the Vice President.
39. All business done in the Local shall be strictly secret to all outside the Local.
40. All rules and proceedings of debate not herein provided for, shall be defined in the Constitution of the Canadian Union of Public Employees.

# SECTION 8 ELECTIONS & NOMINATIONS

1. Elections, Nominations and Duties shall be as prescribed in the Constitution of the Canadian Union of Public Employees; installation and vacancies shall be dealt with in the same manner as provided in the National Constitution as it pertains to Local Unions. Elections of Officers shall be held every two (2) years in the month of January, with the exception of the three (3) Trustee positions which shall be three (3) year terms. One (1) trustee position will beelected in January of each year.
2. Nominations shall be opened at the last regular CUPE Southern Interior District Council meeting prior to the January meeting. Additional nominations can be received at the January meeting in person or by letter that has been signed by the delegate and witnessed by another member.
3. Election of Officers shall be determined as per the CUPE National Constitution.

# SECTION 9 OFFICERS & DUTIES

1. The Officers of the CUPE Southern Interior District Councilshall consist of a President, Vice President, Secretary, Treasurer and Membership Officer. These five (5)delegatesshall form the Executive Board of the CUPE Southern Interior District Council. Three (3) Trustees shall be elected in accordance with the CUPE National Constitution.

b) All Officers must give all properties, assets, funds and all records of the to their successors at the end of their term of office.

1. All signing Officers of the CUPE Southern Interior District Councilshall be bonded through the master bond held by CUPE National. Any Officer who cannot qualify for the bond shall be disqualified from having signing authority.
2. The President shall:
   * Enforce the CUPE National Constitution**,** these Bylaws**,** the Equality Statementand the Code of Conduct (Appendix “A”).
   * Interpret these bylaws as required.
   * Preside over all the CUPE Southern Interior District Council and Executive Board meetings and preserve order**.**
   * Decide on all points of order and procedure (subject always to the appeal of the CUPE Southern Interior District Council delegates).
   * Have a vote on all matters (except appeals against presiding officer rulings), and in case of a tie vote in any matter, excludingelections, have the right to cast an additional vote to break the tie.
   * Ensure that all Executive Officers perform their assigned duties.
   * Fill committee vacancies where elections are not provided for.
   * Introduce new members and conduct them through the initiation ceremony.
   * Sign all cheques and ensure that the CUPE Southern Interior District Council’s funds are used only as authorized or directed by the Constitution, Bylaws or vote of the CUPE Southern Interior District Council delegates.
   * Be allowed necessary and reasonable funds to reimburse the President or any Officers for expenses incurred on behalf of the*C*UPE Southern Interior District Council. Expense claims must be listed on a proper form outlining the expense, the reason for the expense, and with supporting receipt(s) attached.
   * Have first preference as a delegate to CUPE BC and CUPE National Conventions.
3. The Vice-President shall:
   * If the President is absent or incapacitated, perform all duties of the President.
   * Preside over the CUPE Southern Interior District Council and Executive Board meetings in the absence of the President.
   * If the office of the President falls vacant, be acting President until a new President is elected.
   * Render assistance to any delegateof the Executive board as directed by the Executive Board.
4. The Treasurer shall:
   * Receive all revenue, dues and assessments, keeping a record of each Local’s payments, and deposit promptly all money with a Bank or Credit Union.
   * Sign all cheques and ensure that the CUPE Southern Interior District Council’s funds are used only as authorized or directed by the CUPE Constitution, the CUPE Southern Interior District Council bylaws, or vote of the membership. In consultation with the Executive Board, designate a signing officer during prolonged absences.
   * Ensure that per capita tax is paid by direct remittance, or where per capita is not paid by direct remittance, prepare all CUPE National per capita tax forms and remit payment, including $1.00 for each initiation fee on all members admitted, no later than the last day of the following month.
   * Be responsible for maintaining, organizing, safeguarding and keeping on file all supporting documents, authorizations invoices and/or expense claims for every disbursement made, receipts for all money sent to CUPE National, as well as records and supporting documents for all income received by theCUPE Southern Interior District Council
   * Record all financial transactions in a manner acceptable to the Executive Board and in accordance with good accounting practices.
   * Make a full financial report to meetings of the CUPE Southern Interior District Council Executive Board.
   * Make a written financial report to each regular CUPE Southern Interior District Council.
   * meeting, detailing all income and expenditures for the period.
   * Be bonded through the master bond held by CUPE National. Any Secretary Treasurer who cannot qualify for the bond shall be disqualified from office.
   * Pay no money unless supported by a cheque requisition or expense form or request for payment duly signed by the President and one other member of the Executive Board as determined by the Executive Board. No request shall be required for payment of per capita fees to any organization to which the CUPE Southern Interior District Council is affiliated.
   * All payments must have two (2) authorized signatures on the cheque.
   * Make all books available for inspection by the Trustees and/or auditors on reasonable notice. Ensure that the books are audited at least once each calendar year and within a reasonable time, respond in writing to any recommendations and concerns raised by the Trustees.
   * Provide the Trustees with any information they may need to complete the audit form supplied by CUPE National.
   * Be empowered, with the approval of the membership, to employ necessary administrative assistance to be paid for out of the CUPE Southern Interior District Councilfunds.
   * Notify all Localsone month in arrears and report to the Executive Board all Localstwo or more months in arrears in the payment of union dues.
5. The Secretary shall:
   * Keep full accurate and impartial accounts of the proceedings of all CUPE Southern Interior District Counciland Executive Board meetings.
   * Record all alterations to the Bylaws and forward to the National Office for approval.
   * Answer all correspondence and fulfill other secretarial duties as directed by the Executive Board and keep on file all communication to the CUPE Southern Interior District Council. Prepare and distribute all minutes and notices to delegates.
   * Have all records ready on reasonable notice for the Trustees.
   * Be empowered, with the approval of the membership, to employ administrative assistance to be paid for out of the CUPE Southern Interior District Council funds.
   * Performs other duties required by the CUPE Southern Interior District Council, its bylaws or the National Constitution.
6. The Membership Officer shall:
   * Guard the inner door at CUPE Southern Interior District Councilmeetings and admit only delegates in good standing, or Officers and Officials of CUPE, except on the order of the President and by consent of the delegates present.
   * Maintain the record of delegate attendance at CUPE Southern Interior District Council meetings.
   * Contact information shall be collected and distributed to all members of CUPE Southern Interior District Council.
   * Perform other duties as may be assigned by the Executive Board.
7. The Trustees shall:

* Act as an auditing committee on behalf of the CUPE Southern Interior District Councildelegates and audit the books and accounts of the Treasurer, the Recording Secretary, and the committees at least once every calendar year.
  + Make a written report their findings to the first CUPE Southern Interior District Councilmeeting following the completion of the audit.
  + Submit in writing to the President and Secretary-Treasurer any recommendations and/or concerns they feel should be reviewed in order to ensure that the CUPE Southern Interior District Council’*s* funds, records, and accounts are being maintained by the Secretary-Treasurer in an organized, correct, and proper manner.
  + Be responsible to ensure that monies are not paid out without proper Constitutional or CUPE Southern Interior District Council authorization.
  + Ensure that proper financial reports are made to the membership.
  + Audit the record of attendance.
  + Inspect once a year any stocks, bonds, securities, office furniture, equipment, and titles or deeds to property that may at any time be owned by the CUPE Southern Interior District Counciland report their findings to the delegates.
  + Send to the National Secretary-Treasurer, with a copy to the assigned Servicing Representative, the following documents.

1. Completed Trustee Audit Program
2. Completed Trustees’ Report
3. Secretary-Treasurer Report to the Trustees
4. Recommendations made to the President and Treasurer of the CUPE Southern Interior District Council.
5. Treasurer’s response to recommendations
6. Concerns that have not been addressed by the CUPE Southern Interior District Council Executive Board.

# SECTION 10 PER-CAPITA ASSESSMENTS

1. Per Capita Tax shall be thirty-five (35) cents per member per month, or other amounts as may be determined by the CUPE Southern Interior District Council from time to time. Such per capita shall be paid in advance, based on the membership of the previous month or months.
2. Per Capita Tax shall not be paid while Locals are on strike or locked out. Per Capita Tax already paid by Locals who are on strike or locked out shall be refunded.

# SECTION 11 SPECIAL COMMITTEES

1. Special committee may be set up either by election at any meeting or by appointment of the Executive Board as directed by the meeting, and at least one Executive Officer shall sit on all Special Committees.

# SECTION 12 DELEGATES ELECTED TO REPRESENT CUPE SOUTHERN INTERIOR DISTRICT COUNCIL

1. Delegates elected to represent the CUPE Southern Interior District Council shall be paid in accordance with the CUPE BC expense Policy. The president shall be given first preference to attend CUPE BC & CUPE National conventions.

# SECTION 13 EXPENDITURES & AUDITS

1. Expenses as outlined in CUPE BC Expense Policy shall be paid to the Executive Board for attendance at all meetings of the Executive Board.
2. Mileage will be paid to Locals on the basis of one vehicle per local at a rate to coincide with the CUPE BC mileage rate.
3. The Executive Board is empowered to spend up to a maximum of $250.00 without formal approval at a Regular Meeting.
4. Out of Pocket expenses as follows:
   1. President - $50 per month
5. Vice President - $50 per month
6. Treasurer - $75 per month
7. Secretary - $50 per month
8. Membership Officer - $50 per month
9. The provisions for audit of Locals set out in the Constitution of the Canadian Union of Public Employees, shall likewise apply to the CUPE Southern Interior District Council; Trustees Reports shall be made available to Locals affiliated, at least annually.

# SECTION 14 GENERAL INFORMATION

1. Should the CUPE Southern Interior District Council become defunct, its funds and property shall revert to the Canadian Union of Public Employees.
2. The National Executive Board shall have the same power over the CUPE Southern Interior District Councilas chartered Local Unions, in accordance with the terms of the Constitution of the Canadian Union of Public Employees.

# SECTION 15 AMENDMENTS AND ALTERATIONS

1. These Bylaws shall not be amended, added to, or suspended except upon a 2/3 majority vote of those present and voting at a regular or special meeting following seven (7) days’ notice at a previous meeting or at least (60) days written notice.
2. The Bylaws of theCUPE Southern Interior District Councilshall at all times be subordinate and subject to the provisions of the Constitution of the Canadian Union of Public Employees, as such Constitution and Bylaws exist or may, from time to time hereafter, be altered or amended; and in any event of conflict, the Constitution of the Canadian Union of Public Employees shall govern.

Any changes in these Bylaws shall not be valid until approved by the National President of the Canadian Union of Public Employees.

**APPENDIX A – CODE OF CONDUCT**

The mandate of our union, the Canadian Union of Public Employees (CUPE), is to organize and defend workers and to promote economic and social justice for our members and for all workers. In carrying out our work, we in CUPE strive to promote our core values which include the principles of solidarity, equality, democracy, integrity, and respect. We are committed to mobilizing our energy and skills to work together to promote these values and to attain these goals in our union, our communities, and globally.

CUPE is committed at all levels to creating a union which is inclusive, welcoming, and free from harassment, discrimination and all types of bullying and intimidation. CUPE needs to ensure that we provide a safe environment for members, staff and elected officers to carry out our work. CUPE’s expectation is that mutual respect, understanding and co-operation will be the basis of all our interaction.

The Code of Conduct sets out standards of behaviour for participants at national convention, national conferences, schools, meetings, and all other events organized by CUPE National. It is also applicable to structures of CUPE – locals, Provincial and Service Divisions, District Councils, Provincial Unions, Councils of Unions, Provincial Councils of Unions, and Provincial Sectoral Groups. It is consistent with the expectations outlined in the Equality Statement and the CUPE National Constitution.

This Code of Conduct is intended to deal with complaints of inappropriate behaviour at events organized by CUPE National. It does not apply to complaints arising in the workplace, as those are dealt with through the grievance procedure and/or the applicable workplace harassment policy.

As CUPE members, staff, and elected officers, we commit to one another and to the union to be governed by the principles of the Code of Conduct and agree to:

* Abide by the provisions of the Equality Statement.
* Respect the views of others, even when we disagree.
* Recognize and value individual differences.
* Communicate openly.
* Support and encourage each other.
* Make sure that we do not harass or discriminate against each other.
* Commit to not engaging in offensive comment or conduct.
* Make sure that we do not act in ways that are aggressive, bullying, or intimidating.
* Take responsibility for not engaging in inappropriate behaviour due to use of alcohol or other drugs while participating in union activities, including social events.

Harassment is objectionable behaviour which may include actions, language, gestures, and/or written material, and which the harasser knows or ought reasonably to know is abusive and unwelcome. Bullying is a form of harassment which is serious ongoing behaviour which targets an individual or group and which threatens that person or persons’ mental and/or physical well-being.

A complaint regarding the Code of Conduct will be handled as follows:

1. If possible, a member may attempt to deal directly with the person alleged to have engaged in behaviour contrary to the Code, by asking them to stop such behaviour. If that is not possible, or if it does not resolve the problem, a member may bring forward a complaint.
2. At national convention, national conferences, schools, meetings, and all other events organized by CUPE National, a complaint shall be brought to the attention of an ombudsperson.
3. At a meeting, event, or activity held by a structure of CUPE, should an ombudsperson be available, the same process would be used. Should an ombudsperson not be available, a person properly appointed and designated to be in charge shall receive the complaint.
4. If the complaint involves a staff member, it shall be referred to the appropriate director for investigation and the complaint shall be dealt with in accordance with the applicable staff collective agreement. If the complaint involves a staff member employed by another part of CUPE, the person responsible for their employment will be the one to whom a complaint is referred and the relevant collective agreement, should it exist, would be applicable.
5. Once a complaint is received where an ombudsperson is being used, the ombudsperson will work to seek a resolution.
6. If this fails to resolve the matter, the ombudsperson shall report the matter to the person in charge, who shall determine whether there is need to remove the member. The person in charge has the authority to expel members from the event for serious or persistent offenses.
7. At CUPE National events where an ombudsperson is not available, a person properly appointed and designated to be in charge shall receive the complaint. Depending on the nature of the problem, the person in charge may attempt to resolve it through conflict resolution. If this fails to resolve the matter, the person in charge shall determine whether there is a need to remove the member. The person in charge has the authority to expel members from the event for serious or persistent offenses. The same process is to be used for other parts of CUPE where an ombudsperson is not available.
8. For National events, if the person in charge is a party to the complaint, the director or designate shall assume that role. For all other parts of CUPE, an alternate will be designated to assume the role.
9. In a case where a member has been expelled from an event, the National President shall receive a report on the matter. For all other structures of CUPE, the presiding officer shall receive a report on the matter.
10. For events organized by CUPE National, the National President shall determine if further remedial action is appropriate, including restricting a member’s participation in future events organized by CUPE National. A similar process may be applicable to the other parts of CUPE, done in consultation with the National President.

This Code of Conduct is designed to create a safe, respectful and supportive environment within all parts of CUPE. It is meant to enhance the rights and obligations outlined in the CUPE National Constitution, the Equality Statement, and applicable human rights legislation, not replace them.

All chartered organizations are subject to this Code of Conduct, to apply to conventions, conferences, schools, and meetings which they organize.