

PREAMBLE

The PSAC B.C. Regional structure shall be founded upon and guided by solidarity, fairness, equity, transparency, accountability, and union principles.

SECTION 1

ORGANIZATION

Sub-Section (1)

Pursuant to Section 16 of the PSAC Constitution, the governing organization of the PSAC in British Columbia (B.C.) shall be known as the B.C. Regional Council.

Sub-Section (2)

- a) All members within B.C., their Locals, sub-locals and branches are under the jurisdiction of the B.C. Regional Council and are encouraged to participate in its activities and decision-making processes;
- b) All PSAC Regional Women's Committees, regional committees of recognized Equity Groups, Area Councils and other nationally or regionally recognized committees shall be under the jurisdiction of the B.C. Regional Council and are encouraged to participate in its activities and decision-making processes. This in no way undermines the autonomy of these Committees;
- c) All Locals, sub-Locals or branches having members working or residing in more than one PSAC regional jurisdiction may affiliate those members in a particular PSAC region to the Regional Council for that region. A member may only participate in one PSAC Regional Council.

SECTION 2

MANDATE AND OBJECTIVES

Sub-Section (1)

To unite all B.C. members of the Public Service Alliance of Canada in a single democratic organization that reflects the needs of the membership in B.C. while respecting the constitutional integrity of the PSAC and its Components.

Sub-Section (2)

To promote the organization of PSAC members in B.C. into Area Councils that are representative, inclusive, fair, equitable and respectful of the individual and collective rights of all PSAC members in the region.

Sub-Section (3)

To implement an efficient communications structure among PSAC members in all areas of B.C and to facilitate networking between members of different components and bargaining units.

Sub-Section (4)

To identify the needs of B.C. members and ensure the union's regional programs and services meet these needs by setting priorities, policies and directions.

Sub-Section (5)

The B.C. Regional Council shall:

- a) Apply the PSAC Constitution, Regulations and Policies according to the needs and specific situations of the B.C. Region;
- b) Address political and workplace issues at the community/regional/provincial levels and encourage members to be involved in these;
- c) Identify and articulate issues that, through the B.C. Regional Executive Vice-President, will be submitted to the Alliance Executive Committee and the National Board of Directors of the Alliance;
- d) Make regulations for the good and well-being of the membership in B.C.;
- e) Encourage affiliation to and participation in the B.C. Federation of Labour and district Labour Councils.

SECTION 3

MEMBERSHIP

Sub-Section (1)

Affiliation to the B.C. Regional Council shall be voluntary.

Sub-Section (2)

Affiliation to the B.C. Regional Council shall be open to the following:

- i) Locals/Branches
- ii) Regional Women's Committees
- iii) Equity seeking group committees
- iv) Area Councils
- v) Other bodies approved and recognized by the B.C. Regional Council

SECTION 4

MEMBERSHIP RIGHTS

Sub-Section (1)

Every member in good standing is entitled:

- a) To be free from any act or omission on the part of the B.C. Regional Council or its members that would discriminate against the member on the basis of age, gender, colour, national or ethnic origin, race, religion, marital status, physical or mental disability, sexual orientation, language, political belief or employer;
- b) To be free from harassment by another member on the basis of any of the grounds mentioned above;
- c) To be nominated for and hold elected office in the region subject to any qualifications or stipulations stated in the PSAC Constitution, individuals' respective Components' Bylaws, and these Bylaws.
- d) To observe meetings of the B.C. Regional Council with voice but no vote.

SECTION 5

STRUCTURE OF THE B.C. REGIONAL COUNCIL

Sub-Section (1)

The B.C. Regional Council shall consist of the Regional Executive Vice-President, the Alternate Regional Executive Vice-President, and coordinators from each of the following districts and constituencies:

a.) Coordinators and alternates for each of the following districts shall be elected at the B.C. Regional Convention from amongst the delegates of and by the delegates from the geographic district they are to represent. Where there is more than one coordinator within a geographic district, the determination of the areas of responsibility of the coordinators will be decided by the delegates from the district and will be guided by the preamble to the bylaws:

DISTRICT # OF COORDINATORS

- | | |
|---------------------------|-----------|
| 1. North Vancouver Island | 1 (one) |
| 2. South Vancouver Island | 2 (two) |
| 3. Northern B.C. | 2 (two) |
| 4. Okanagan/Kootenay | 2 (two) |
| 5. Fraser Valley | 2 (two) |
| 6. Metro Vancouver | 3 (three) |

b) Coordinators for each of the following constituencies and their alternates shall be elected as follows:

CONSTITUENCY # OF COORDINATORS

- | | |
|--|---------|
| 1. Women | 1 (one) |
| 2. Lesbian, Gay, Bisexual and Transgendered | 1 (one) |
| 3. Racially Visible | 1 (one) |
| 4. Aboriginal | 1 (one) |
| 5. Members with Disabilities | 1 (one) |
| 6. Directly Chartered Locals/Separate Employer Units (representing fewer than 2% of the total PSAC membership in B.C.) | 1 (one) |
| 7. National Officers | 1 (one) |

- | | |
|----------------------|---------|
| 8. Health and Safety | 1 (one) |
| 9. Youth | 1 (one) |

The Coordinator for women and her alternate shall be a representative from a duly established Regional Women's Committee and shall be elected in the women's caucus at the PSAC B.C. Founding Convention and at each subsequent Convention.

The Coordinator of each of the equity seeking groups and his/her alternate shall be elected by the self-identified delegates and observers of each of the equity seeking groups at the PSAC Founding Convention and at each subsequent Convention.

The Coordinator of Directly Chartered Locals/Separate Employers and her/his alternate shall be elected by the delegates and observers representing Directly Chartered Locals/Separate Employer Locals at the PSAC B.C. Founding Convention and by accredited delegates only at each subsequent Convention.

The Coordinator of the National Officers and his/her alternate shall be a National Officer in B.C. and shall be elected by the National Officers at the PSAC B.C. Founding Convention and at each subsequent Convention.

The Coordinator for Health and Safety and her/his alternate shall be a member of the B.C. Regional Health and Safety Committee and shall be elected by the delegates and observers at the PSAC B.C. Founding Convention and by accredited delegates only at each subsequent Convention.

The Coordinator for Youth and her/his alternate shall be a young worker, whether term, indeterminate or student who is under thirty years of age and shall be elected by the self-identified youth delegates and observers at Convention

SECTION 6

COUNCIL MEETINGS

Sub-Section (1)

- a) The B.C. Regional Council shall meet at least twice a year.
- b) In the year of the B.C. Regional Convention, the B.C. Regional Council shall meet immediately prior to Convention and shall remain in session throughout the Convention.
- c) Additional meetings shall take place as necessary through teleconferencing and other available technology and cost-saving initiatives.
- d) For decision-making purposes, quorum of the B.C. Regional Council shall consist of fifty percent of Council members plus one (50% +1).

- e) There will be an open question and answer period at each Council meeting during which observers can interact with the Council members. The Council reserves the right to hold in-camera sessions regarding confidential matters.

SECTION 7

B.C. REGIONAL COUNCIL MEMBERS' ROLES AND RESPONSIBILITIES

Sub-Section (1)

- a) The Council shall be able to submit resolutions to the Triennial B.C. Regional Convention.
- b) The Council through its activities shall promote the active involvement of the membership.

Sub-Section (2)

The Regional Executive Vice-President--B.C. shall:

- a) Chair meetings of the B.C. Regional Council and the Triennial B.C. Regional Convention;
- b) Be the political voice for the PSAC in British Columbia.
- c) Represent the B.C. Region at meetings of the AEC and at all meetings of the National Board of Directors.
- d) Act as the liaison officer between the PSAC and the B.C. Federation of Labour and be the political voice of the PSAC at the B.C. Federation of Labour.
- e) Serve as an ex-officio member of all B.C. Regional Council Committees;
- f) Submit a written report of her/his activities to the B.C. Regional Council meetings and the B.C. Regional Convention.

Sub-Section (3)

The Alternate Regional Executive Vice-President shall:

- a) Perform the duties of the Regional Executive Vice-President in her/his absence and perform other duties as may be assigned by the REVP;
- b) Serve as an ex-officio member of all B.C. Regional Council Committees.

Sub-Section (4)

The Coordinators for the districts shall:

- a) Communicate with the locals/branches and Area Councils in their geographic area
- b) Attend meetings of the B.C. Regional Council and shall be the spokespersons for members in the district under their jurisdiction;
- c) Promote the creation of and be responsible for the Area Councils in the district under their jurisdiction and attend Area Council meetings whenever possible;
- d) Ensure and promote representation in groups who defend the interests of members in the district under their jurisdiction.
- e) Submit a written report of her/his activities to the B.C. Regional Council at each meeting and the Triennial B.C. Regional Convention;
- f) Serve on Council Committees and/or perform other roles and responsibilities as determined by the B.C. Regional Council.

Sub-Section (5)

The Coordinators for women, Equity groups, Directly Chartered/Separate Employer Locals, National Officers and Youth shall:

- a) Communicate with PSAC-B.C. Regional Women's Committees, Equity Seeking Groups Committees, Directly Chartered Locals/Separate Employer Units representing fewer than 2 (two) % of the total PSAC membership in B.C., National Officers and young workers respectively;
- b) Be responsible for their respective constituencies and/or committees and promote the activism of the members within these constituencies or committees;
- c) Attend the B.C. Regional Council meetings and be the spokesperson for the members in their constituencies or committees;
- d) Submit a written report of their activities and those of their respective constituencies or committees to each B.C. Regional Council meeting and Convention;
- e) Ensure and promote representation in various union bodies, programs and social justice groups.
- f) Serve on Council Committees and/or perform other roles and responsibilities as determined by the B.C. Regional Council.
- g) The Coordinator for National Officers shall act as liaison with the Components of the PSAC.

Sub-Section (6)

All reports submitted by Council members should be submitted to the Locals in their geographic districts or to the groups and committees that they represent. Reports should be distributed to Local Presidents, Regional Women's Committees and Equity groups.

SECTION 8

TRIENNIAL B.C. REGIONAL CONVENTION

Sub-Section (1)

- a) The B.C. Regional Council shall hold its Triennial Convention within the period commencing 14 months and ending 9 months prior to the PSAC Triennial Convention;
- b) The B.C. Regional Council may, at the request of two-thirds (2/3) of its members, call a special Convention.
- c) The B.C. Regional Council shall be responsible for the production and distribution of the Triennial Convention proceedings to all Convention delegates within six (6) months of Convention.
- d) The B.C. Regional Council shall issue a call to Convention to all appropriate bodies not less than 4 months prior to the date of the PSAC-B.C. Convention. Such Convention Call shall include the final date for receipt of resolutions.

Sub-Section (2)

The Triennial B.C. Regional Convention shall be chaired by the Regional Executive Vice-President—B.C. or, in her or his absence, by the Alternate Regional Executive Vice-President or a member of the B.C. Regional Council.

Sub-Section (3)

The Triennial B.C. Regional Convention shall:

- a) Adopt rules of procedure governing the processing of all matters before the Triennial Convention;
- b) Deal with all resolutions and matters submitted to it by the Locals, Branches, Regional Women's Committees, Area Councils in good standing, and nationally and regionally recognized committees.

- c) Elect the Coordinators of the B.C. Regional Council, as outlined in Section 4, Sub-Section (1) and Section 9, Sub-Section (9) to (14).
- d) Approve the priorities proposed by Regional Council for the regional budget allotted by the Triennial PSAC Convention; including any membership fees to be paid by each participating Local or Branch;
- e) Deal with any other administrative matters placed before it by the delegates, in the manner prescribed by the procedural rules adopted by the Convention for the orderly conduct of its business.
- f) Elect the Regional Executive Vice-President (REVP) for BC and the Alternate REVP as per Section 10

Sub-Section (4)

Resolutions except for Bylaws and Finance that are not dealt with at the Triennial B.C. Regional Convention will be deferred to the first meeting of the B.C. Regional Council.

SECTION 9

REPRESENTATION AND VOTING AT THE TRIENNIAL B.C. REGIONAL CONVENTION

Sub-Section (1)

Step 1:

All locals/branches which have 100 members or more will be entitled to 1 delegate

Step 2:

All locals/branches which have more than 100 members will be entitled to an additional delegate for each 300 members or major portion thereof (A major portion of 300 would be 151 to 299) over the initial 100 members.

Step 3:

Combine the membership in a component for those locals/branches which did **not** qualify for Step 1 and 2. This group of locals/branches will be entitled to 1 delegate for any portion up to 100 members. (**Note:** none of the “extra” members for Step 1 and 2 locals/branches are included in that addition).

Step 4:

For each 300 members or major portion thereof (A major portion of 300 would be 151 to 299) over 100 members, this group of locals/branches will be entitled to another delegate.

Sub-Section (2)

- a) The B.C. Regional Council members shall be delegates to Triennial B.C. Regional Conventions.
- b) PSAC members who hold a PSAC national elected office and Component National Officers who are members of the B.C. Regional Caucus shall be entitled to attend Triennial B.C. Regional Conventions as delegates. A National Officer who is unable to attend the Regional Convention is entitled to be replaced by an alternate from his/her specific organization.

Sub-Section (3)

Each accredited B.C. Regional Women’s Committee in good standing shall be entitled to 1 (one) delegate to the Triennial B.C. Regional Convention.

Sub-Section (4)

Each recognized B.C. Regional equity seeking group shall be entitled to 1 (one) delegate to the Triennial B.C. Regional Convention.

Sub-Section (5)

Each B.C. Regional Area Council in good standing shall be entitled to one delegate to the Triennial B.C. Regional Convention.

Sub-Section (6)

Directly Chartered Locals/ Separate Employer Units representing fewer than 2 (two) % of the total PSAC membership in B.C., shall be entitled to 1 (one) delegate to the Triennial B.C. Regional Convention to represent their entire constituency.

Sub-Section (7)

Young workers under 30 years of age shall be entitled to 3 (three) delegates to the Triennial BC Regional Convention to represent their constituency.

Sub-Section (8)

Each committee created subsequent to ratification of these Bylaws which is recognized by the B.C. Regional Council and is in good standing shall be entitled to 1 (one) delegate to the Triennial B.C. Regional Convention.

SECTION 10

ELECTION OF REGIONAL EXECUTIVE VICE-PRESIDENT (REVP) AND ALTERNATE REVP

Eligibility of Nominees for Office – REVP and Alternate REVP

Sub-Section (1)

All nominees for the office of REVP-BC and Alternate REVP-BC shall be members in good standing of the PSAC.

Sub-section (2)

- a) A nominee for office as the Regional Executive Vice-president-BC or alternate shall reside or work in the BC region.
- b) Nominees for the office of Regional Executive Vice-president - BC shall be prepared to live in a location as determined by the Alliance Executive Committee.

Nomination of REVP and Alternate REVP

Sub-Section (3)

- a) At each Triennial Regional Convention, a Nominations Committee of at least three (3) persons shall be appointed by the Regional Council from among those present, other than staff
- b) The duties of the Nominations Committee shall be to:
 - a. receive nominations for the offices of REVP and Alternate REVP;
 - b. verify the eligibility of nominees for office;
 - c. ascertain the willingness of nominees to accept and perform the duties of the office to which they may be elected; and
 - d. report to the Triennial Regional Convention the names of all such nominees
- a) Nominations for the office of REVP and Alternate REVP filed with the Nominations Committee shall be in writing, signed by a nominator and a seconder, each of whom shall be an accredited delegate.
 - a. Nominees who are not present at the Convention must submit a nomination form to the PSAC Regional Coordinator, in confidence, prior to the start of the Regional Convention.
 - b. Nominees who are delegates to the Regional Convention can submit a nomination form to the Regional Coordinator, in confidence, prior to the start of the Regional Convention or be nominated from the floor of the Regional Convention. The Regional Coordinator will provide the sealed nomination forms received prior to the commencement of Convention to

the Chair of the Nominations Committee as soon as the Nomination Committee has been ratified by Convention.

- a) The Chairperson of the Nominations Committee shall be appointed by the Regional Council and shall conduct the election of REVP and Alternate REVP. The Chairperson shall have the power to appoint scrutineers and assistants deemed necessary to conduct the elections in an orderly manner, subject to the limitations of (1) above.

Election of the REVP and Alternate REVP

Sub-section (4)

- a) The election of the Regional Executive Vice-President - BC and the Alternate Regional Executive Vice-president – BC shall be conducted in turn. Each office shall be called in turn and completed before the next office is called.
- b) As the election for the office of REVP and Alternate REVP is called, the Nominee, Nominator or Secunder of each nominee, whether filed previously with the Nominations Committee or nominated from the floor, may speak to the Triennial Regional Convention for not more than three (3) minutes on behalf of that nominee.
- c) The election to the office of REVP and Alternate REVP shall be by secret ballot. A blank ballot paper shall be distributed to all voting delegates, for each office in turn as it is called. Each voting delegate shall write on the ballot paper the name of his/her choice for the office called, from among the nominees for office.
- d) Election to the office of REVP and Alternate REVP shall be declared only on receipt of a clear majority of the ballots cast with standings revealed to voting delegates after each ballot. In the event that more than two (2) nominees stand for election to any one office, the election procedure shall be by way of elimination.
- e) In the event of a tie vote, the Chairperson shall immediately take a second ballot without recess or adjournment. If this results in a second tie vote, the Chairperson shall call a short recess before taking the third ballot.
- f) Upon completion of the election of the REVP and Alternate REVP, the Nominations Committee will sign a declaration outlining the number of accredited delegates, the number of accredited delegates voting, the vote tally for each candidate, and the number of spoiled ballots for each ballot during the election of the REVP. The signed declaration will be forwarded to the PSAC National President and maintained on file.

- g) The REVP and the Alternate REVP shall take office at the end of the BC Triennial Convention.
- h) Members elected to the position of Regional Executive Vice-President shall not hold Component, Local or Branch Executive Officer positions other than steward.

Vacancy in the Position of REVP or Alternate REVP

Sub-section (5)

- a) A vacancy in the office of REVP shall be filled by the Alternate REVP.
- b) A vacancy in the office of Alternate REVP occurring six months or more prior to the BC Regional Triennial Convention shall be filled in the following manner:
 - i. Nominations shall be called by the Alliance Executive Committee from amongst all members in the BC region.
 - ii. The AEC shall ensure that all nominees are members in good standing of the PSAC in the BC region of the PSAC.
 - iii. The nominations process will be concluded within 60 days from the date of notice of vacancy in the position of Alternate REVP.
 - iv. If there is more than one nominee for the office of Alternate REVP, and an election is necessary, it shall be conducted by the AEC from amongst those members in good standing who were voting delegates at the preceding BC Triennial Regional Convention.

SECTION 11

COUNCIL COMMITTEES

Sub-Section (1)

- a) The B.C. Regional Council shall have the authority over and the responsibility for establishing operational/standing committees of the Council.
- b) The Regional Executive Vice-President, in consultation with and with ratification by the B.C. Regional Council, shall appoint council committee members, bearing in mind gender and equity representation;
- c) All B.C. Regional Council Committees shall submit a written report of their activities to B.C. Regional Council meetings and the Triennial B.C. Regional Convention;
- d) The B.C. Regional Council shall establish Terms of Reference to guide the work and activities of each Committee.

SECTION 12

AREA COUNCILS

Sub-Section (1)

Pursuant to Section 14, Sub-Section (1) of the PSAC Constitution, the B.C. Regional Council shall promote the organization and operation of Area Councils in B.C.

Sub-Section 2

Area Councils are encouraged to facilitate participation of National Officers, Regional Council members, Regional Women's Committee members, Human Rights Committee members and members of other nationally and regionally recognized committees in their activities.

SECTION 13

FINANCE AND COLLECTION OF MEMBERSHIP FEES

Sub-Section (1)

The B.C. Regional Council shall be funded from the budget allocated by PSAC to the B.C. Region and from any membership fees levied.

Sub-Section (2)

Pursuant to Section 16, Sub-Section (2) of the PSAC Constitution, membership fees levied by the B.C. Regional Council shall be established at the Triennial B.C. Regional Convention.

Sub-Section (3)

The fiscal year of the B.C. Regional Council shall be from January 1 to December 31. A Committee of three shall be elected from and by the B.C. Regional Council to serve as the Finance Committee. The Finance Committee shall be responsible for initiating an independent annual audit of Council finances and expenditures. The Finance Committee shall submit a written report to all B.C. Regional Council meetings and the Triennial B.C. Regional Convention.

Sub-Section (4)

A projected 3 (three)-year priority proposal shall be presented by the B.C. Regional Council at the B.C. Regional Convention.

SECTION 14

DISCIPLINE

Sub-Section (1)

The B.C. Regional Council shall have the authority, by a 2/3 (two-thirds) majority vote at a regular or a special meeting, to suspend or expel from the B.C. Regional Council any Coordinator for contravening a provision of the PSAC Constitution or these Bylaws. These Coordinators shall have the right to appeal this decision in accordance with the PSAC Constitution.

SECTION 15

AMENDMENT OF BYLAWS

Sub-Section (1)

- a) Any amendment of, deletion from, or addition to these Bylaws shall become effective by approval of 50%+1 (fifty percent plus one) of the delegates voting at a Triennial B.C. Regional Convention.
- b) Unless otherwise specified, any amendment of, deletion from, or addition to these Bylaws shall become effective at the time of its adoption.

SECTION 16

INTERPRETATION OF B.C. REGIONAL COUNCIL BYLAWS

Sub-Section (1)

The REVP shall have the authority to interpret these Bylaws and the interpretation shall be conclusive and in full force and effect unless reversed by the B.C. Regional Council or a B.C. Regional Convention.

SECTION 17

DEFINITIONS

Sub-Section (1)

For the purposes of these Bylaws, the word "region" refers specifically to the province of British Columbia.

Sub-Section (2)

For the purposes of these Bylaws, the words or phrases "district" or "geographic jurisdiction" or "geographic area" refer to one or all of the following:

1. South Vancouver Island
2. North Vancouver Island
3. Northern B.C.
4. Okanagan/Kootenay
5. Fraser Valley
6. Metro Vancouver

Sub-Section (3)

For the purposes of these Bylaws, the above-mentioned districts or geographic jurisdictions are defined as follows:

1. South Vancouver Island—everything south of the Malahat
2. North Vancouver Island—everything north of and including the Malahat, as well as Powell River and the Sunshine Coast
3. Northern B.C.—everything north of but excluding Clearwater and north of and including 100 Mile House
4. Southern Interior—everything south and east of Clearwater and 70 mile, east of but excluding Hope.
5. Fraser Valley—Pitt Meadows, Maple Ridge, Mission, Surrey, Langley, Aldergrove, Abbotsford and Chilliwack, North and South Delta, Tswassen, White Rock and Hope
6. Metro Vancouver—Richmond, Vancouver, West and North Vancouver, Burnaby, Coquitlam, New Westminster, Port Coquitlam and Port Moody

Sub-Section (4)

For the purposes of these Bylaws, Separate Employer Units are defined as separate employer units representing fewer than 2 (two) % of the total PSAC membership in B.C.

Sub-Section (5)

For the purposes of these Bylaws, Youth shall be defined as young workers less than 30 (thirty) years of age.

Sub-Section (6)

For the purposes of these Bylaws, "in-camera session" means that the B.C. Regional Council reserves the right to ask all observers and visitors not to be present during any discussions that may be deemed of a confidential nature.

Section 18

Oath of Office

Sub-Section (1)

"I, _____, having been elected an officer of the Public Service Alliance of Canada of the B.C. Regional Council, give my word that for my term of office I shall abide by and uphold these Bylaws and the Constitution of the PSAC, fulfill the duties of such office, will maintain and uphold the dignity of our Union".