

**Resolution C-22-01      (Submitted by the Board of Directors)**

**Subject of Resolution:** Young Workers and Equity Councils

**Intent of Resolution:** To create a Young Workers Council, a Young Worker Board Member, an Equity Council and an Equity Board Member.

**Whereas** in February 2020, the Board formed an Ad Hoc Structure Committee to review the structure of the Board.

**Whereas** the Ad Hoc Committee met several times in 2020 and 2021 and reviewed the history of the Board structure.

**Whereas** the Ad Hoc Committee concluded that changes are needed to the structure of the Board, including the creation of a Young Workers Council, a Young Worker Board Member, an Equity Council and an Equity Board Member.

**Whereas** the Ad Hoc Committee reported to the Board in December 2021 and the Board accepted the report of the Ad Hoc Committee and agreed to move forward with recommended changes.

**Therefore be it resolved that** the Constitution and By-laws be amended as follows:

1. Article 4, Section 4.2 be amended by adding the following two sections:
  - 4.2.2.9 a Young Worker Council
  - 4.2.2.10 an Equity Council
2. Article 5, Section 5.2 be amended by adding a new Section 5.2.2 and a new Section 5.2.3, as follows, and that the current Section 5.2.2, 5.2.3 be renumbered accordingly:
  - 5.2.2 The Young Workers Council shall elect a Young Worker Board member and an alternate member at a meeting called for that purpose no later than the third (3<sup>rd</sup>) Saturday in September at a date to be determined by the Executive Committee of the Union. The nomination and election shall be the responsibility of the Young Workers Council, with the assistance of the Board, if so required.
  - 5.2.3 The Equity Council shall elect a Equity Board member and an alternate member at a meeting called for that purpose no later than the third (3<sup>rd</sup>) Saturday in September at a date to be determined by the Executive Committee of the Union. The nomination and election shall be the

responsibility of the Equity Council, with the assistance of the Board, if so required

3. Article 5, Section 5.2.3 be amended as follows:

**5.2.3** The Executive Committee may extend the time for the election of Regional Board members, ~~and Occupational Board, Young Worker Board, and Equity Board~~ members under this Article or for the election of the officers of Regional Councils or Occupational Councils ~~and Young Worker Council and Equity Council~~ under the terms of this Constitution.

4. Article 5, Section 5.3.1 be amended as follows:

**5.3.1** Except at the formation of new locals, to be eligible for nomination to the Board, members must be a Regional or Occupational Councillor for that Regional Council or Occupational Council, ~~or a member of the Young Workers Council, or a member of the Equity Council~~, and shall have attended at least forty percent (40%) of his/her Local meetings in the twelve (12) months preceding the nominations, and shall have served as any of the following for a minimum of twelve (12) months in the six (6) years preceding the nominations::

5. Article 5, Section 5.3.1 be amended by adding Section 5.3.1.9 and Section 5.3.1.10 as follows:

**5.3.1.9** a Young Worker Councillor

**5.3.1.10** an Equity Councillor

6. Article 5, Section 5.3.2 be amended as follows:

**5.3.2** No member shall be eligible for election to the Board on behalf of a Regional or Occupational Council ~~or Young Worker Council or Equity Council~~ if that member has already been elected to represent another Regional or Occupational Council or ~~the Young Worker Council or the Equity Council~~ for the same term of office.

7. Article 5, Section 5.9.1 be amended as follows:

**5.9.1** All elected, appointed and ex-officio members of the Board and Local Executive, Regional Council Executive, ~~and Occupational Council Executive, Young Worker Council Executive and Equity Council Executive~~ upon assuming offices, shall be required to take the Pledge of Officers as follows:

"I, \_\_\_\_\_, promise that I will uphold and obey the Constitution and duly-authorized policies of the Nova Scotia Government and General

Employees Union and the principles of the trade union movement, fulfill the obligations and responsibilities of my office to the best of my ability, and promptly deliver to my successor all monies, records, and other property of the Union in my possession at the close of my term in office."

8. Article 7, Section 7.2 be amended by adding the following:

7.2.3 In addition to Regional Councillors elected under Section 7.2.2, each Regional Council shall have a Young Worker Representative and an Equity Representative. The Young Worker Representative on Regional Council shall be elected by the Young Worker Representatives from Locals in the Region. The nomination and election shall be the responsibility of the Regional Council. The Equity Representative on Regional Council shall be elected by the Equity Representatives from Locals in the Region. The nomination and election shall be the responsibility of the Executive at a time and place as determined by the Executive.

9. New Articles 9 and 10 be added as follows and that all subsequent Articles and Sections be renumbered accordingly:

## **ARTICLE 9 – YOUNG WORKERS COUNCIL**

### **Section 9.1 Organization and Composition**

- 9.1.1 The Board shall establish one (1) Young Workers Council to give stronger representation to young workers within the Union.
- 9.1.2 The Young Workers Council shall be comprised of the eight (8) Young Worker Representatives who are members of the Regional Councils.

### **Section 9.2 Functions of the Young Workers Council**

- 9.2.1 The Young Workers Council shall:
  - (a) Elect a Board member and an alternate as prescribed in this Constitution.
  - (b) Serve as a liaison body between the Board of Directors and the Locals.
  - (c) Serve as a venue to present ideas or suggestions for presentation to the Board of Directors meetings.

- (d) Act as a review body to ensure issues coming from the Locals are properly channelled and directed to ensure a fast, efficient, and appropriate response.
- (e) Engage in other related activities as requested by the Board of Directors, the Executive Committee or the Locals in the Region.

**9.2.2** The Young Workers Council shall meet at least twice per year or at other times as required and approved by the Executive Committee or the Board.

### **Section 9.3 - By-Laws**

**9.3.1** Subject to the approval of the Executive Committee and the Board of Directors, the Young Workers Council may make by-laws for the conduct of its affairs and the election of officers and committees, provided that such by-laws are not inconsistent with the Constitution.

### **Section 9.4 - Officers**

**9.4.1** The Officers of the Young Workers Council shall be a Chairperson and a Recording Secretary.

**9.4.2** The duties of the Chairperson and the Recording Secretary shall be set out in the Young Workers Council by-laws.

**9.4.3** The Officers of the Young Workers Council shall be elected at a meeting to be held no later than the third (3<sup>rd</sup>) Saturday in September at a date to be determined by the Executive of the Union, which shall be the same meeting at which the Young Workers Council elects a Board member and alternate member in accordance with this Constitution.

## **ARTICLE 10 – EQUITY COUNCIL**

### **Section 10.1 Organization and Composition**

**10.1.1** The Board shall establish one (1) Equity Council to give stronger representation to equity groups within the Union.

**10.1.2** The Equity Council shall be comprised of the eight (8) Equity Representatives who are members of the Regional Councils.

### **Section 10.2 Functions of the Equity Council**

**10.2.1** The Equity Council shall:

- (a) Elect a Board member and an alternate as prescribed in this Constitution.
- (b) Serve as a liaison body between the Board of Directors and the Locals.
- (c) Serve as a venue to present ideas or suggestions for presentation to the Board of Directors meetings.
- (d) Act as a review body to ensure issues coming from the Locals are properly channelled and directed to ensure a fast, efficient, and appropriate response.
- (e) Engage in other related activities as requested by the Board of Directors, the Executive Committee or the Locals in the Region.

**10.2.2** The Equity Council shall each meet at least twice per year or at other times as required and approved by the Executive Committee or the Board.

### **Section 10.3 - By-Laws**

**10.3.1** Subject to the approval of the Executive Committee and the Board of Directors, the Equity Council may make by-laws for the conduct of its affairs and the election of officers and committees, provided that such by-laws are not inconsistent with the Constitution.

### **Section 10.4 - Officers**

**10.4.1** The Officers of the Equity Council shall be a Chairperson and a Recording Secretary.

**10.4.2** The duties of the Chairperson and the Recording Secretary shall be set out in the Equity Council by-laws.

**10.4.3** The Officers of the Equity Council shall be elected at a meeting to be held no later than the third (3<sup>rd</sup>) Saturday in September at a date to be determined by the Executive of the Union, which shall be the same meeting at which the Equity Workers Council elects a Board member and alternate member in accordance with this Constitution.

10. Section B3 of the By-Laws be amended by adding a new Section B3.5 and Section B3.6 as follows and that all subsequent Sections be renumbered accordingly:

B3.5 Each Local shall elect a Young Worker Representative for the Local. The definition of "Young Worker" shall be determined by the Board and a member must meet that definition to be eligible for nomination and election.

B3.6 Each Local shall elect an Equity Representative for the Local. The definition of "Equity" shall be determined by the Board and a member must meet that definition to be eligible for nomination and election.

11. Section B3.7 of the By-Laws be amended by adding a new Section B3.7.9 and Section B3.7.10 as follows and that all subsequent Sections be renumbered accordingly:

B3.7.9 report of the Young Worker Representative;

B3.7.10 report of the Equity Representative;

12. Section B3.7 of the By-Laws be amended by adding a new Section B3.7.14 and B3.7.15 as follows and that all subsequent Sections be renumbered accordingly:

B3.7.14 election of Young Worker Representative;

B3.7.15 election of Equity Representative;

13. Section B3.11 of the By-Laws be amended as follows:

**B3.11** In the event of a vacancy in the office of Regional Councillor or Occupational Councillor, **Young Worker Representative, or Equity Representative** the Local shall elect a successor at a subsequent meeting of the Local.

14. Section B4.1.1 of the By-Laws be amended as follows:

**B4.1.1a** list of the Local Officers, Regional Councillors and Occupational Councillors, **Young Worker Representative and Equity Representative**;

15. Section B10 of the By-Laws be amended by adding a new Section B10.5 and 10.6 as follows and that all subsequent Sections be renumbered accordingly:

**B10.5** The duties of Young Worker Board members shall be to:

- (a) Represent the Young Worker Council at the Board of Directors.
- (b) Take a full and active part in the operation of the Board of Directors and serve in various capacities as required.

- (c) Take concerns of the Young Worker Council to the Board of Directors and vice versa.
- (d) Establish and maintain communications between the Young Worker Council and the Board of Directors.
- (e) Attend and participate in meetings of the Young Worker Council, Board of Directors, Triennial Conventions, Regional Council and special meetings that may be required from time to time.
- (f) Submit a written report of the Board's activities to the Young Worker Council after each Board meeting, in a timely manner.
- (g) Submit a written report of the activities of the Young Worker Council at each Board of Directors meeting.
- (h) May be required to deal directly with locals and/or local executives when requested by the Young Worker Council, Board of Directors or Executive Committee of the Union.
- (i) Represent the union at local, provincial or national functions.

B10.6 The duties of the Equity Board member shall be to:

- (a) Represent the Equity Council at the Board of Directors.
- (b) Take a full and active part in the operation of the Board of Directors and serve in various capacities as required.
- (c) Take concerns of the Equity Council to the Board of Directors and vice versa.
- (d) Establish and maintain communications between the Equity Council and the Board of Directors.
- (e) Attend and participate in meetings of the Equity Council, Board of Directors, Triennial Conventions, Regional Council and special meetings that may be required from time to time.
- (f) Submit a written report of the Board's activities to the Equity Council after each Board meeting, in a timely manner.
- (g) Submit a written report of the activities of the Equity Council at each Board of Directors meeting.

(h) May be required to deal directly with locals and/or local executives when requested by the Equity Council, Board of Directors or Executive Committee of the Union.

(i) Represent the union at local, provincial or national functions.

16. Section B10.5 of the By-Laws be amended as follows:

**B10.5 7** The alternate Regional Board members or alternate Occupational Board members, **alternate Young Worker Board member or alternate Equity Board member** shall act in the place of the Board member during the absence of the latter.

17. Section B10.6 of the By-Laws be amended as follows:

**B10.6 8** If for any reason during a term of office any member of the Board should cease to be a member of the Board, the Regional Council or the Occupational Council, **Young Worker Council or Equity Council** from which the Board member is elected shall conduct an election to be held in the Council for a replacement.