



BYLAWS OF THE (NEW) CTV COUNCIL

JANUARY, 2011

The CTV Council is an evolving body of joined CEP Local unions who represent employees employed by CTV, Bell Media or any subsidiary Company. The council's purpose is to meet and discuss common employer issues, formulate and implement common bargaining platforms and goals and to defend participating Locals facing strikes or lockouts.

By joining this Council, participants agree to pay a one - time initiation fee, continue contributing to operational costs to run the council, and when the Council votes and call for support, Locals will send financial & moral support, based on the formula within these agreed upon bylaws, to those Locals in bargaining situations.

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BYLAWS OF THE (NEW) CTV COUNCIL

ARTICLE 1 – NAME AND PURPOSE

1.1 The name of the council shall be the **CTV Council** and shall include CEP Local unions who represent employees employed by CTV, Bell Media or any subsidiary Company and shall hereinafter be referred to as the “Council”.

1.2 The purpose of the Council shall be to:

(a) Facilitate communication among CTV broadcast locals and or bargaining units of the CEP with respect to common issues and concerns;

(b) Establish programs and/or policies for the advancement of the membership within broadcast bargaining units;

(c) Establish and direct Bargaining Strategies by which the Local Unions will apply to their individual local negotiations for the purposes of achieving common goals.

(d) A "member local" shall be defined as any CEP local union or bargaining unit that holds membership in accordance with the Council bylaws.

(e) Encourage and participate in organizing campaigns directed at non-union broadcast operations.

ARTICLE 2 – COMPOSITION AND DELEGATES

2.1 The Council shall be composed of the voting delegates from all participating CEP broadcast locals or bargaining units, who receive invite to the council and meet the application requirements.

2.2 The Council may, by majority vote, admit to its membership any locals or bargaining units as may be considered appropriate for membership subject to Article 7 & 10.

2.3 Each local or unit shall be entitled to one delegate representative on the Council. A delegate shall be the President, Unit chair or designate of the Local.

2.4 Observers designated by locals to attend Council meetings shall be entitled to participate in such meetings but shall not have a vote on any issue to be determined by the Council.

2.5 Membership on the council will be reviewed at the annual meeting. If a member local is found to be in contravention of these by-laws the member local may be removed from the Council with a 2/3 majority vote.

ARTICLE 3 – MEETINGS

3.1 The Council shall hold an annual meeting in conjunction with the CEP Media Council Conference. When at all possible, meetings will be held in association with CEP events, but with the goal of holding at least (2) two meetings per calendar year. Additional meetings shall be scheduled as required.

3.2 Where practical, Council meetings may be conducted by telephone conference calls or video conferencing.

3.3 All locals shall submit a local report to the CTV Council Chairperson a minimum of 2 weeks prior to Council meetings and the Chairperson shall distribute the local reports to all locals prior to the meeting. Also, each attending local shall select a designate(s) for the purposes of the email distribution list.

3.4 At all meetings of the Council a quorum shall consist of a majority of locals or bargaining units affiliated with the Council, subject to the provisions of Article 6.2.

3.5 Bourinot's Rules of Order shall prevail during Council meetings.

ARTICLE 4 – GOVERNING AUTHORITY AND ADMINISTRATION

4.1 The Council shall have authority in accordance with these Bylaws and the Constitution and policies of the CEP in all matters relating to the operations of the Council and its costs.

4.2 The Council shall have the authority to establish such committees as required, to carry out Council business.

4.3 The Council shall be administered by the Council Executive, which shall be responsible for the Council's meetings, records and finances.

4.4 The Council Executive shall consist of three officers: Chairperson, Secretary and Treasurer. The duties of the officers shall be as follows:

(a) The Chairperson shall call and chair all meetings of the Council, prepare and circulate meeting agendas and be responsible for the application of these Bylaws. The Chairperson must also hold delegate status.

(b) The Secretary shall record all proceedings of the Council, prepare and circulate minutes of Council meetings and keep such records as directed by the Council. The Secretary need not hold delegate status.

(c) The Treasurer shall receive all monies on behalf of the Council, deposit such monies into the appropriate accounts, make disbursements as directed by the Council and provide an accounting of the Council's accounts status on a regular basis, as directed by the Council.

The Treasurer need not hold delegate status. All accounts and cheques must require double signing authority. Signing authority shall be limited to the Council Executive Officers.

***The Treasurer shall provide an annual record of all transactions of the Council funds for review, and assurance of compliance of the bylaws to the Council. This report shall be made ready for review at the annual meeting held in association with the CEP Media Council.

(d) In the event the Chairperson is absent or otherwise unable to fulfill his/her functions, notice to the council members shall be sent out, and a temporary Chairperson from among those delegates who will be present at the Council meeting shall be appointed until the regular Chairperson is available.

ARTICLE 5 – ELECTIONS AND TERM OF OFFICE

5.1 Elections for Council Chairperson, Secretary and Treasurer shall be conducted at the annual meeting in even numbered years.

5.2 Elections for the Council Executive shall be by a vote of the delegates, in accordance with Article 6.

5.3 Elected positions shall be for a (2) year term, with elections being conducted at the annual Council meeting. Transfer of offices, shall commence at the conclusion of the annual Council meeting.

5.4 Removal of an Elected Executive Member, from office, requires a 2/3 thirds majority vote from sitting delegates.

5.5 In addition to the Council Executive, members of the National Health & Safety Committee shall also be elected in accordance to Article 5 of these By-laws. The committee shall consist of five (5) members: one (1) Co-Chairperson and four (4) National Health & Safety Regional Representatives. There shall be one (1) member from the West (British Columbia/Alberta/Saskatchewan, Manitoba), one (1) member from Ontario, one (1) member from Quebec and one (1) member from the Atlantic Region.

- a) The co-chair shall be elected first and can be from any region.
- b) Once the chair and representatives are elected, only the unsuccessful nominees will have a chance to run for two (2) alternate positions on the committee. There are no regional restrictions for the alternates. Order of the alternates is to be established based on vote totals during the election process.
- c) In the event the Co-Chair is absent or otherwise unable to fulfill his/her functions, notice to the Health and Safety Committee shall be sent out, and a temporary Co-Chairperson

from among the regional representatives shall be appointed until the regular Chairperson is available.

d) Alternates will only replace Regional Representatives.

ARTICLE 6 – VOTING

6.1 Decisions of the Council shall be made on the basis of consensus among delegates, whenever possible. In the event a vote is required, each delegate shall be entitled to cast one vote. A majority of those voting shall be required to pass any motion or resolution. For most votes a simple show of hands shall suffice, however any delegate may request secret ballot voting, to which the Council Executive will then create appropriate ballots, and appoint two neutral observers in attendance to conduct the ballot casting.

ARTICLE 7 – JOINING OF COUNCIL, FEES, OPERATIONS OF FINANCES

7.1 To join the Council, interested locals must officially request acceptance into the Council. Applicants must fill out and sign the declaration of membership form. Pay to the council a one-time only initiation fee of \$1000.00 and agree to abide by the By-laws set forth by the Council.

7.2 Each local or bargaining unit shall pay to the Council \$2 dollars per member per year, (or a minimum payment of \$100), to be used to cover Operational costs of the Council [such as meeting rooms, conference calls, office supplies, and continued support of travel assistance]. This payment shall be made upon Application into the Council (*detailed in the declaration of membership form), and at the Annual Council meeting held in association with the CEP Media Council Conference.

7.3 Submissions and expenditure costs of the Council will be reviewed and approved by the delegate's as laid out in Article 6 of these bylaws.

7.4 Membership numbers shall be based on the average membership over the past calendar year as shown on the Dues Reports issued by the National Office.

7.5 Submissions for travel assistance shall be made by the receiving local to the Chairperson of the Council, who will then present it to the Council members to vote on. This vote shall be by secret ballot. Travel assistance shall be drawn from the general operating fund.

ARTICLE 8 -COMMON ISSUES AND RATIFICATION

8.1 Each Local or Bargaining Unit shall: Gather top proposals from their local membership and classify them into priority order to be presented to the Council.

8.2 The Council shall then:

(a) Discuss all proposals brought forward by Council members.

- (b) The Council shall determine the common negotiating goals to be bargained on a coordinated basis. Specific contract language could be drafted and tailored for individual Locals, if needed.
- (c) The list of common bargaining goals will be compiled and voted on by Council members. In order to be placed on the common list, each issue must be approved by a unanimous vote of the Council.
- (d) The Council then has authority to return proposals back to the local level.

8.3 It is understood that each member Local or Bargaining Unit shall present these Council proposals to its membership for ratification, Locals that do not accept the Council's bargaining strategies shall still be subject to agreements of support, as defined in Article 9 of these bylaws.

8.4 Following such membership ratification, it is understood that participating Locals or Bargaining units shall continue to participate for the duration of contract negotiations affecting the member locals.

8.5 -Locals will advise council members when a common issue is dropped.

ARTICLE 9 — BARGAINING SUPPORT

9.1 In the event any member local or bargaining unit becomes involved in a labour dispute all locals agree to support and send a minimum \$500 contribution per month to the striking local or bargaining unit. Locals are encouraged support the striking local to the best of their ability. The non-striking Council members reserve the right, as a Council, to review the support it's giving on a monthly basis & discontinue strike support with a 2/3rds majority vote.

9.2 Should more than one local go out on strike at a time the bargaining support shall be divided equally between the locals requiring the support.

ARTICLE 10 — Optional BARGAINING SUPPORT

In addition to the mandatory Bargaining support that the CTV Council has designed and drafted in these bylaws. There is an **Optional** additional bargaining support available to those Locals that wish to participate and contribute to.

11.1 In the event any participating member local or bargaining unit which has signed up into the optional bargaining support, becomes involved in a Labour dispute, based on Common issues as determined by the Council, those units within this support fund not involved in the Labour dispute agree to:

(a) Pay to the local or bargaining unit involved in the Labour dispute an amount equal to fifty percent (50%) of each bargaining units monthly union dues rebate. Such payment shall

commence within thirty (30) days following the date a dispute begins and shall continue until the dispute is resolved.

(b) Implement an assessment of ten dollars (\$10.00) per week on each of its members. Such assessment shall commence in the month in which the dispute begins and shall continue until the dispute is resolved.

(c) In the event that more than one local or bargaining unit is in a labour dispute, the contributions under (a) and (b) above shall be divided proportionally (pro-rated) among the locals in disputes.

(d) The Participating Council members may withdraw such financial support where it is agreed that a dispute will take place over solely frivolous issues or issues that violate trade union principles.

10.1.1 The total amount of strike assistance as provided by this optional bargaining support, and with Article 10.1 above, when combined with strike pay from the National Union, shall not exceed the equivalent of a member's basic take-home pay.

10.2 In the event any member local or bargaining unit becomes involved in a Labour dispute:

(a) A local or bargaining unit that has received strike authorization per Article 16 of the National Constitution must submit a request to the council with a copy of the authorization in order to be eligible to collect monies from this fund. At that time that local or bargaining unit will be responsible for submitting a list of eligible strike pay recipients, as set out in Article 16 of the national constitution.

(b) Upon receipt of the request the chairperson of the council shall call a conference call of delegates participating in this option to vote on whether to approve the funding. Once approval has been given the Treasurer will issue payments in accordance to the payment schedule of the national strike fund policy, the cheques will cover a period of four (4) weeks at a time.

(c) Payment of the defence fund money during a strike will be according to the procedure set out in Article 16 of the national constitution. It will be the duty of the Council to distribute the money in the event of a strike.

10.3 The Council or its member locals shall provide to any member local or bargaining unit involved in a labour dispute as set out in Article 4.1, such additional resources as maybe appropriate, subject to ratification by local memberships where required.

ARTICLE 11 – WITHDRAWAL FROM THE COUNCIL

11.1 In the event that a Local or Bargaining Unit wishes to withdraw from membership in the Council, the following shall apply:

(a) Any Local or Bargaining unit that decides to leave the Council must give a minimum of six (6) months notice to the Chairperson. Included in the notice must be a copy of the minutes of their membership meeting where the members of said Local or Bargaining unit voted to leave the council.

(b) Terms of re-joining the Council shall be at the discretion of the current Council members. Any Local or Bargaining unit wishing to re-join the council must re-apply and may be admitted at least one (1) year before the expiry of their collective agreement.

ARTICLE 12 - DISSOLUTION OF THE COUNCIL AND OPTIONAL BARGAINING SUPPORT FUND

12.1 If for some reason the Council is dissolved all assets and liabilities will be assumed between member locals or bargaining units based on the amount each local has contributed to the Council. The Treasurer and Chairperson will disperse all monies in a timely fashion, to the appropriate and participating members.

ARTICLE 13 – BYLAW AMENDMENTS

12.1 These bylaws may be amended by a 2/3 majority vote of those member delegates in attendance at the annual meeting of the CTV Council.