

SASKATCHEWAN UNION OF NURSES

SUN LOCAL BYLAWS

True Certified Copy of the Local Bylaws

For Local _____

Of The Saskatchewan Union of Nurses

Approved by the Local

This _____ day of _____, 20____

(Local President - *print name and sign*)

Approved by SUN Board of Directors

This _____ day of _____, 20 _____

(SUN President)

Approved by Constitution, Bylaws and Resolutions Committee

(Date)

LOCAL BYLAWS

BYLAW 1 – NAME

- 1.01 This organization shall be known as the Saskatchewan Union of Nurses - _____ and shall hereinafter be referred to as “the Local.”

BYLAW 2 – OBJECTIVES

- 2.01 To support the objectives and activities of the Saskatchewan Union of Nurses.
- 2.02 To regulate relations and promote effective communication between Union members and their employer.
- 2.03 To promote the knowledge of members of the Local in all things related to their social and economic welfare through education and research.

BYLAW 3 – MEMBERSHIP

- 3.01 Subject to Article 3 - Membership of the Constitution of the Saskatchewan Union of Nurses, the Local shall have jurisdiction to represent all registered nurses, graduate nurses, registered and graduate psychiatric nurses, registered and graduate nurse practitioners and other allied personnel employed in _____ Regional Health Authority at _____ (facility/agency(s)) hereinafter referred to as “the employer,” and who are eligible for membership in the Local.
- 3.02 Any person who is employed as set forth in Bylaw 3.01 of these bylaws and is a member in good standing of the Saskatchewan Union of Nurses is entitled to membership in the Local.
- 3.03 Workers who occupy positions designated as multi-site/multi-facility positions are members of the local determined to be their “home base.”
- 3.04 Members of the Local shall pay dues as and when required. Any member who is in arrears in the payment of dues and/or

assessments for a period of three (3) months, shall lose her good standing in the Local until all such arrears are paid in full.

- 3.05 All members of the Local are subject to the orders, bylaws, rulings and decisions of the Local.

BYLAW 4 – MEETINGS

- 4.01 The Local shall hold an annual meeting between September 1st and October 31st of each calendar year for the purpose of electing officers and committees, receiving the annual reports of the officers and committees for the previous business year, and transacting such other business as may be brought before it.
- 4.02 The Local may hold such additional meetings as the Local executive or the members may desire.
- 4.03 _____ members present at a meeting of the Local, or two (2) members, whichever is the greater, shall constitute a quorum for meetings of the Local.
- 4.04 Notice of any meeting of the Local shall be deemed to be duly given if it is posted on the appropriate notice board in each facility of the Local not less than seven (7) calendar days prior to such meeting.
- 4.05 Every member in good standing of the Local may attend and participate in any meeting of the Local.
- 4.06 Each member is entitled to one (1) vote at meetings of the Local and there shall be no votes by proxy.
- 4.07 The Local executive and/or committee(s) of the Local may hold such meetings as necessary to assist in the administration of the affairs of a Local.
- 4.08 A majority of officers shall constitute a quorum for any meeting of the Local executive or committee(s).

BYLAW 5 – NOMINATIONS AND ELECTIONS

Nominations

- 5.01 Any member in good standing of the Local may be nominated for office.

Elections

- 5.02
- i) The executive shall be elected at the annual meeting.
 - ii) The SUN District Council representative(s) nominated from each facility/agency shall be elected to the executive at the local annual meeting.
 - iii) The Occupational Health and Safety Representative(s) will be elected at the Annual Meeting.
 - iv) In the absence of nominees for committees, the executive may appoint members to said committees.
 - v) Elections of Executive and committees for the Local shall be by secret ballot and shall require a majority of the votes cast. The term of office is for a period of one (1) year or such longer time as the Local may desire except for the SUN District Council Representative whose term of office is for two (2) years.
- 5.03 In the event a vacancy occurs in the executive or committees of the Local, the executive shall appoint a temporary officer for the duration of the unexpired term or annual meeting, whichever first occurs.

BYLAW 6 – EXECUTIVE

- 6.01 The affairs of the Local shall be administered by an executive composed of the following:
- i) President;
 - ii) Vice-President;
 - iii) SUN District Council representative(s);
 - iv) Secretary;
 - v) Treasurer;
 - vi) Chairperson of committees as desired by each Local.

- 6.02 Where desirable, the offices of president and vice-president, secretary and treasurer may be combined for a two-person executive.
- 6.03 Any member of the Executive may also be nominated and elected to the position of SUN District Council representative.
- 6.04 The duties of the officers of the Local shall be:
- i) The President shall:
 - a) preside at all meetings of the Local;
 - b) enforce the provisions of the Constitution, Bylaws and Local Bylaws of the Saskatchewan Union of Nurses;
 - c) be an ex-officio member of all committees of the Local;
 - d) perform such other duties as the Local or the Local executive may assign to her;
 - e) be responsible to the general meeting for carrying out and enforcing policies, rules and regulations enacted by the Union;
 - f) inform members of the receipt of nomination forms for elections to the Saskatchewan Union of Nurses' Board of Directors and provincial standing committees.
 - ii) The Vice-President shall:
 - a) assist the President of the Local in the discharge of her duties;
 - b) perform the duties of the president during her absence.
 - iii) The District Council representative shall:
 - a) attend SUN District Council meetings or arrange for an alternate from the Local to attend in her place;
 - b) be charged with the responsibility of establishing and maintaining communications between the Local and the SUN District Council and within the Region;
 - c) be charged with representing the views of the membership of the Local they represent at the meetings of the SUN District Council and Region where applicable;
 - d) serve as SUN District Council liaison to committees of the SUN District Council in their district, as required.

iv) The Secretary shall:

- a) keep accurate minutes of all meetings of the Local and the executive;
- b) conduct all correspondence in accordance with instructions given her by the President and the executive.

v) The Treasurer shall:

- a) receive all monies paid into the Local and give official receipts for all monies received;
- b) deposit all monies received in the name of the Local in such financial institution as the executive may direct.

Occupational Health and Safety Representatives

6.05 Members of each facility/agency represented within this Local shall elect, or the Local shall appoint, one or more representative(s) to each facility/agency Occupational Health and Safety Committee. The representative is responsible for carrying out duties as prescribed in The Occupational Health and Safety Act and Regulations. The representative will report at Local meetings. In the absence of the elected Occupational Health and Safety Representative, the elected representative or the Local may appoint an alternate to attend a meeting as SUN's representative.

Unit Representative

6.06 Locals existing of multiple units or sites will appoint a unit representative(s) from interested members on the unit.

6.07 The Unit Representative shall be responsible to communicate between the Local Executive and the members on the unit or site in the following manner:

- a) Contact Local President when labour relations concerns arise in day to day work.
- b) Provide a report to Local meetings.
- c) Post material provided for member information.
- d) Provide report to members from Local meetings.

6.08 The executive shall have full power and authority to set up committees of the Local as deemed necessary.

- 6.09 The executive may delegate any of its powers to any committee subject to any restrictions or regulations imposed on said committee by the executive.
- 6.10 If desired by the Local, the chairperson for each committee shall be chosen from the executive.

BYLAW 7 – DISCIPLINE

- 7.01 Any member against whom a complaint has been made or against whom any disciplinary or adverse action has been taken shall be obliged to exhaust all remedies provided for in the Local Bylaws, and in the Constitution and Bylaws of the Union, before resorting to any other court or tribunal.
- 7.02 Before any member of the Local may be disciplined, written charges shall be filed with the Secretary of the Local who shall thereupon promptly transmit a copy to the accused at her last known address by registered mail, together with written notice of the time and place of hearing thereon, which shall be held not less than five (5) days after the date of the notice.
- 7.03 After a hearing conducted by the Executive, a member who shall be found guilty of conduct detrimental to the advancement of the purposes of or reflecting discredit upon the Saskatchewan Union of Nurses or the Local, shall be subject to reprimand, fine, loss of good standing and/or expulsion from the Local.
- 7.04 The rules governing the hearing by the Executive shall be as follows:
- i) The member shall be entitled to be assisted at the hearing by any other member of the Local in good standing, except by a member of the Executive.
 - ii) The Executive shall appoint a member of the Local in good standing, except a member of the Executive, who shall present the facts of the complaint fairly and in an impartial manner through witnesses. The member against whom the case is presented shall then have the right to answer the case presented and may call witnesses.

- iii) The Executive may receive and accept the statements of witnesses, whether or not such statements would be admissible in any court. All witnesses called shall be subject to cross-examination on any statements made.
- iv) A quorum of the Executive for the conduct of such hearing shall not be less than two-thirds ($\frac{2}{3}$) of the members of the Executive.
- v) A majority of the members of the Executive present at the hearing shall determine whether or not the member charged is guilty, and impose any penalty prescribed in bylaw 7.03.
- vi) In respect of all other matters of procedure not specifically hereinbefore set forth, the Executive shall determine its own procedure.

7.05 In the event the Executive shall convict the member of any charges, the member shall have the right to appeal to the membership of the Local at its next meeting, provided that the member serves notice to the secretary, in writing of her intention to appeal, not more than thirty (30) days following the decision from which the appeal is taken.

7.06 Where a member of a Local has been convicted by the Executive of any charge and such conviction has been upheld by the membership of the Local, such member shall have the right to appeal to the Board of Directors of the Saskatchewan Union of Nurses and shall have a further right of appeal to the next Annual Meeting of the Saskatchewan Union of Nurses.

BYLAW 8 – REVENUE

8.01 The revenue of the Local shall be derived from membership dues, and income from bank deposits and investments such as government bonds or other legal investments.

8.02 Members of the Local shall pay dues in such amount as may be determined from time to time by a meeting of the Local. The Local shall fix such dues at such amount as will enable it to meet its obligations and to function effectively in carrying out the objectives of these Bylaws.

- 8.03 All officers and persons having custody or control of the funds or property of the Local shall, if so required by the Local, give a bond of a reliable surety company in the form approved and in the amount fixed by the local Executive. All officers of the Local shall deliver to their successors all funds and property in their possession received by them from their predecessors, and they shall not be released from their bonds until they have fully accounted for and delivered such funds and property. Any officer or member who misappropriates any funds or property of the Local, or who retains for her own use or fails to deliver to her successor any funds or property of the Local, shall be expelled from the Local.
- 8.04 There may be an annual audit of the accounts of the Local with the report of the auditor to be presented to the annual meeting of the Local.
- 8.05 Financial business of the Local, such as withdrawal of funds or transactions by cheque, must be signed by any two (2) of the following officers of the Local: the President, Vice-President, Secretary or the Treasurer.
- 8.06 The expense allowance of paid officers of the Local, if any, shall be fixed by the membership of the Local at the meeting at which such paid officers are to be elected. Thereafter, such expense allowance shall not be increased during the terms of their office except by a special meeting of the membership of the Local called for such purpose.

BYLAW 9 – AMENDMENTS

- 9.01 These bylaws may be amended or altered only with the approval of a majority vote at a meeting of the Local. No amendments shall take effect until the approval of both the members of the Local and the Board of Directors of the Saskatchewan Union of Nurses has been obtained.
- 9.02 Notice of intention to amend these bylaws shall be given at least two (2) weeks prior to the Local meeting being called for that purpose. Such notice must set out details of the proposed amendments for the information of the members of the Local.

BYLAW 10 – INTERPRETATION

- 10.01 These bylaws, and every provision herein contained, shall be construed in all respects as to be consistent with the Constitution and Bylaws of the Saskatchewan Union of Nurses. In the event of any ambiguity or inconsistency between any provisions of these bylaws and any provision or provisions of the Constitution and Bylaws of the Saskatchewan Union of Nurses, the Constitution and Bylaws of the Saskatchewan Union of Nurses shall govern.