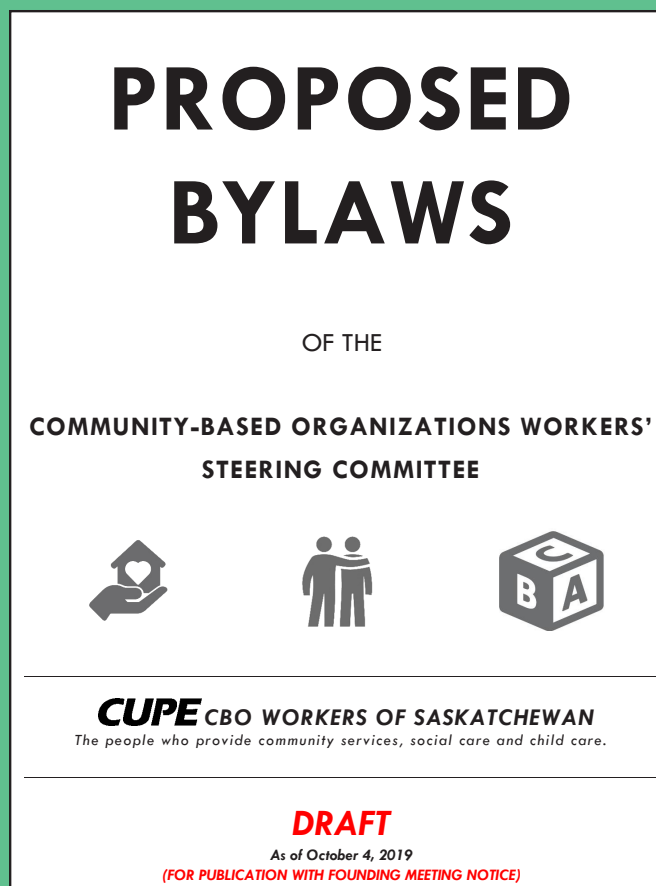


EXPLANATION OF THE PROPOSED BYLAWS



A Closer Look at:

1. Proposed Structure
2. Election Cycle
3. Affiliation Levy

PROPOSED STRUCTURE

CUPE CBO WORKERS OF SASKATCHEWAN

October 4, 2019

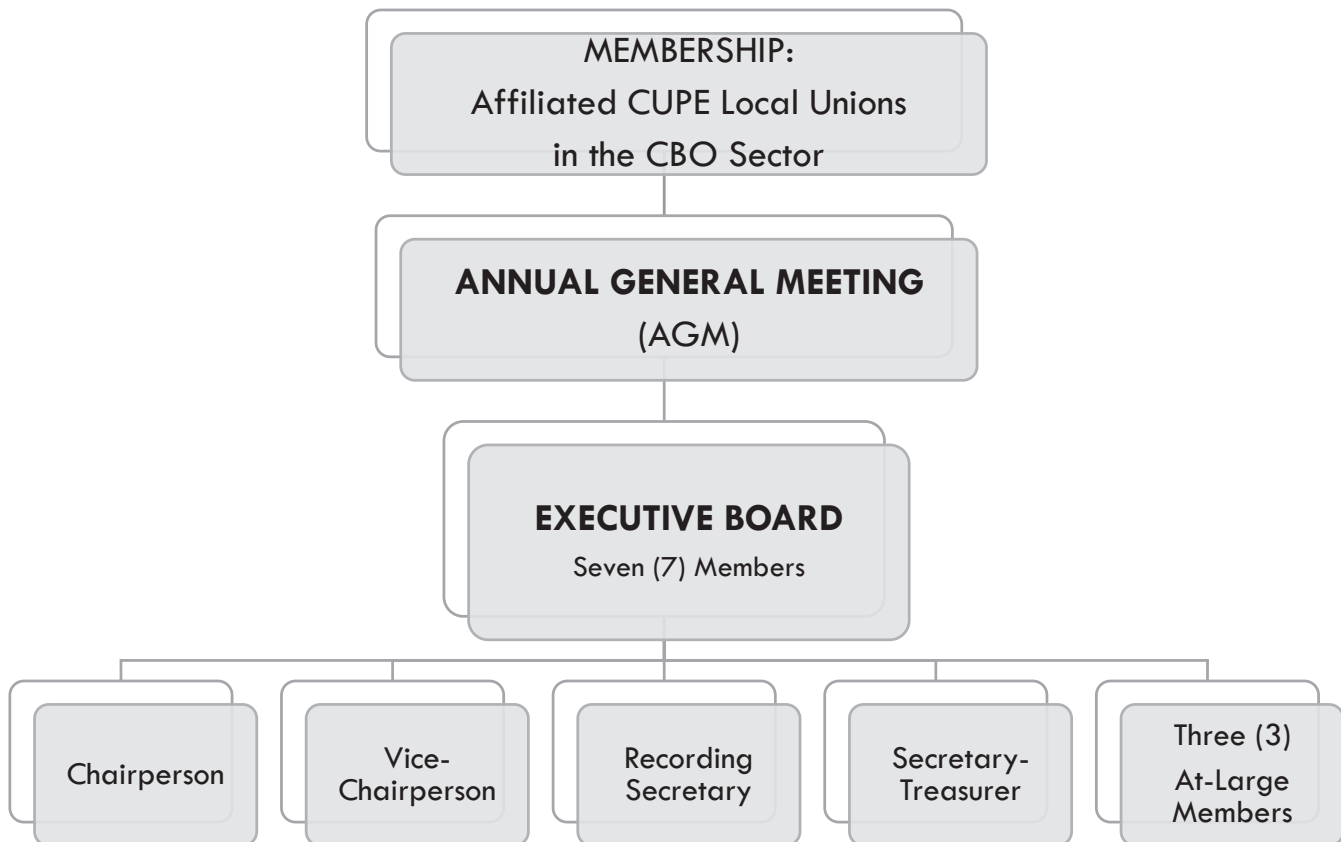
What is the CBO Sector?

Workers employed by various community-based organizations, non-profit organizations, co-operatives, associations and/or registered charities across Saskatchewan, who:

- Care for people with disabilities and offer employment or vocational training for people living with disabilities including at SARCAN depots;
- Provide frontline crisis services and shelter for those experiencing domestic violence;
- Support addictions treatment and harm reduction; and
- Deliver early learning and child care.

Proposed Structure of a CBO Sectoral Group in Saskatchewan

The following is the proposed structure to establish a Provincial Sectoral Group to coordinate activities and programs in the Community-Based Organizations Sector, from among over 31 CUPE Local Unions.



Proposed Bylaws, 2019

PROPOSED ELECTION CYCLE

CUPE CBO WORKERS OF SASKATCHEWAN

October 4, 2019

AGM 2019

Chairperson:

Two (2) years, with election to be held in 2021 at the AGM.

Vice-Chairperson:

One (1) year, with election to be held in 2020 at the AGM.

Recording Secretary:

One (1) year, with election to be held in 2020 at the AGM.

Secretary-Treasurer:

Two (2) years, with election to be held in 2021 at the AGM.

At-Large Members:

At-Large #1 & At-Large #2:

Election for a term of one (1) year, with election to be held in 2020 at the AGM.

At-Large #3:

Election for a term of two (2) years, with election to be held in 2021 at the AGM.

AGM 2020

Chairperson:

No election.

Vice-Chairperson:

Election for Two (2) year term.

Recording Secretary:

Election for Two (2) year term.

Secretary-Treasurer:

No election.

At-Large Members:

At-Large #1 & At-Large #2:

Election for a Two (2) year term.

At-Large #3:

No election.

AGM 2021

Chairperson:

Election for Two (2) year term.

Vice-Chairperson:

No election.

Recording Secretary:

No election.

Secretary-Treasurer:

Election for Two (2) year term.

At-Large Members:

At-Large #1 & At-Large #2:

No election.

At-Large #3:

Election for Two (2) year term.

AGM 2022

At the AGM held in the year 2020 and onwards every position will have a term of two (2) years in length, with positions to be elected on a rotating basis in alternating years as follows:

In even-numbers AGM years:

Vice-Chairperson, Recording Secretary, and At-Large #1 and #2 are up for election, each for a term of two (2) years.

In odd-numbered AGM years:

Chairperson, Secretary-Treasurer, and At-Large #3 are up for election, each for a term of two (2) years.

PROPOSED AFFILIATION LEVY

CUPE CBO WORKERS OF SASKATCHEWAN

October 4, 2019

What is an Affiliation Levy?

- The affiliation levy is the monthly cost a Local Union would have in order to affiliate to the CBO Sector Committee, to be known as the “CUPE CBO Workers of Saskatchewan”
- The affiliation levy paid by Local Unions would be the sole source of funds by which the CBO Sector Committee would operate.

What is the reason for the proposed rate?

- The affiliation levy rate of .0005 based on total regular monthly wages in the proposed bylaws dated October 4, 2019 is the same rate of the former committee.

How would the affiliation levy be calculated, according to the proposed bylaws?

Total regular monthly wages of a Local Union’s membership **x .0005** **= Affiliation amount payable to the CUPE CBO Sector Committee**

Proposed Bylaws, 2019