

August 31, 2021

Proposed Amendments to Local 40 Bylaws

Article I Name and Object

Section 3. The pronouns “they” and “them” are used in these bylaws to refer to the individuals involved in a gender-neutral manner.

[Change the pronouns throughout the bylaws to “they” and “them”.]

Article V Nomination and Election

Section 1. The election of officers shall be held in the month of **September 2023** and every five years thereafter among the members in good standing in this Local Union. No write-in votes shall be permitted. The election shall be conducted by **secret** ballot and the candidate receiving the highest number of votes for each office shall be declared elected.

Section 2. A reasonable opportunity shall be given to the members to nominate candidates for office. Nominations of officers shall be received in the month of **August 2023**, and every five years thereafter.

Section 3. (a) In order to be eligible to be nominated for office, a member must have been an active member of Local 40 in continuous good standing for a period of **12** calendar months immediately preceding nominations.

Section 5. (a) All active members of this Local, who are in good standing as of the first day of **August** immediately preceding an election, are eligible to receive a ballot.

Section 5. (b) **The election shall be conducted by in-person balloting in Vancouver, Richmond, Burnaby, and Surrey, and by mail ballot everywhere else. Members who work in Vancouver, Richmond, Burnaby, and Surrey who wish to vote by mail shall be provided a mail ballot upon request.**

Section 5. (c) The Election Committee shall be responsible for having the ballots printed and mailed to all members eligible to receive **mail** ballots. Each ballot shall be numbered with the heading, UNITE HERE Local 40, Official Election Ballot.” Below the heading shall be a perforation so that the top of the ballot, containing the number, can be torn off and kept by the Election Committee.

During the month of **September 2023**, and every five years thereafter, the Election Committee shall mail, at least 21 days prior to the date of the election, to each eligible member, an envelope marked “Local 40 Election Ballot.” Said envelope shall contain a ballot, an official ballot envelope of Local 40 and a return envelope, which shall be addressed to “Election Committee, P.O. Box #____, Vancouver, British Columbia. The

ballot envelope shall be marked "Election Ballot" and the return envelope shall be marked "Local 40 Ballot Return."

Article IX Duties of Officers

Section 5. (b) The President may incur and authorize the payment of the routine operating expenses of the Union. Routine operating expenses include expendable supplies, cell phones, minor equipment (individual computers and ancillary devices, fax machines, low-volume copiers, phone units, bullhorns, adding machines, desktop organizers, etc.), repair and maintenance of buildings and equipment, expense reimbursement per policy and travel within the US and Canada for normal union business, campaign materials, and legal and other professional fees. All other donations and expenditures require approval of the Executive Board or in the case of major financial commitments, the approval of both the Executive Board and the membership. Examples of expenditures requiring Executive Board approval are real estate transactions, new construction and major remodeling, computer systems, high-volume copiers, telephone systems, furniture, expense reimbursement policies, expense allowances, travel outside the US and Canada, travel within the US and Canada for special purposes, policies regarding the lending of employees to other organizations, and policies regarding the expenses of employees borrowed from other organizations. All real estate transactions, indebtedness in excess of \$500,000 in a single transaction or series of related transactions or purchases or sales of fixtures, furniture or equipment in excess of \$100,000 in a single transaction or series of related transactions shall also require the approval of the membership at a regular or special meeting. No real property of the Local shall be transferred, conveyed, hypothecated or encumbered, unless the written consent of the International Union is first obtained.

Section 5. (c) All salaries, wages, compensation or expense allowances for officers, employees and delegates of the Union shall, ~~when practical~~, be ~~first~~ recommended by the Executive Board and shall be subject to approval or ratification by majority vote of the membership present at a regular or special meeting.

Section 5. (d) All plans for the ownership or long-term lease of real estate or the use of any of the funds of the Local or its members for such purposes shall be first recommended by the Executive Board and submitted to the membership for final approval by a ~~two-thirds~~ majority of those members present.

Article XI Finances

Section 1. Dues are payable the first day of each month. Dues rates as of ____, 2021 are listed in Exhibit A. If dues rates are changed, Exhibit A shall be updated to reflect the changed dues rates.

Section 2. The dues rates listed in Exhibit A can be increased upon recommendation of the President, approval of Executive Board, and approval by majority vote of the membership in a secret ballot.

Delete Section 3. [Sick stamps.]

Delete Section 6. [Traveling card.]

Article XII Amendments

Delete Article XII section 2. [Bylaw amendment to change dues.]

Attachments

Update addresses.

Delete "For Your Information."

Attach Exhibit A. Current dues.