

POLICY 2 – General Policy

Headquarters of Table Officers

- 2.01** The President shall be headquartered in the Lower Mainland of British Columbia. R
May 16
- 2.02** There shall be one (1) Vice-President headquartered in the Lower Mainland of British Columbia. R
May 16
- 2.03** There shall be one (1) Vice-President headquartered east of the British Columbia/Alberta border, in the Telecommunications Workers Union (TWU), United Steelworkers Local Union 1944 office closest to their residence. R
May 16
- 2.04** The Secretary-Treasurer shall be headquartered in the Lower Mainland of British Columbia. R
May 16

Active Members

- 2.05** When a member holding any elected position applies for or relieves in a management position, they must present their written resignation of that position to the Unit Executive effective immediately.
- This is not in violation of para. 2, Section 9 (1) of the Human Rights Act. R
Jan 89
- 2.06** Relieving management supervisors shall not report on any matters that can be construed as being of a disciplinary nature, or evaluation of an employee. R
Jan 96
- 2.07** Local Union policy shall be non-signature of any Employee Evaluation Form (e.g. SP23). R
Jan 96
- 2.08** No member shall participate in participatory management groups until the Company agrees to the Telecommunications Workers Union (TWU), United Steelworkers Local Union 1944 policies on participatory management as laid out by the National Executive Council. R
Jan 96
- 2.09** The Secretary-Treasurer of the Local Union shall receive, by appointment, any member of the Local Union in good standing who wishes to inspect the books and records of the Local Union.

Retired Members

- 2.10** Members shall be considered retired when they begin collecting any pension negotiated by the Local Union, or where there is no pension, at the decision of the National Executive Council. R
Jan 97
- 2.11** The Telecommunications Workers Union (TWU), United Steelworkers Local Union 1944 Secretary-Treasurer shall organize annual banquets for retired Local Union members. R
Feb 10
- 2.12** The retired members of the Local Union shall be placed on the mailing list. R
Jan 96

Job Transfers

- 2.13** Job classifications not changed by a Job Posting Procedure can only be changed by a Letter of Agreement, giving a reason for the change and receiving approval by the National Executive Council. R
Jan 92
- 2.14** (a) Lateral transfers must have the approval of both the involved Unit's Executive and also the National Executive Council. Such approvals must be in writing and must be a product of a duly constituted meeting of the approving body. R
Feb 00

- (b) Compassionate Transfers shall be governed by the Human Rights Act under the Duty to Accommodate. The affected Units shall be notified of Compassionate Transfers prior to completion.

Units

- 2.15** Unit Membership Jurisdiction R
Jan 92
 - (a) Members must belong to a Unit having jurisdiction for their classification in their permanent headquarters. Paid Officers may retain Unit membership for as long as they hold office.
 - (b) For Unit Officers changing jurisdictional boundaries, the original Unit shall decide whether or not a transferring Officer can retain office for the remainder of that elected term only.
 - (c) The new Unit of the transferring member shall process the transferring member and shall be empowered to initiate, process and effect the transfer with or without the signature of the transferring member. R
Jan 82
- 2.16**
 - (a) The National Executive Council shall encourage and assist Units to amalgamate.
 - (b) Amalgamation Process
 - (i) A joint meeting of the affected Units shall be held to discuss the amalgamation.
 - (ii) A membership vote shall be taken in each affected Unit in order to proceed with amalgamation.
 - (iii) A by-laws Committee shall be formed with equal representation from each of the affected areas.
 - (iv) The proposed by-laws must be passed in each of the affected Units.
 - (v) A copy of the proposed by-laws and the ballot counts shall be sent to the Telecommunications Workers Union (TWU), United Steelworkers Local Union 1944 Bylaws Committee.
 - (vi) Upon Local Annual Delegated Meeting approval, the new Unit shall then be formed. R
Jan 96
 - (c) This policy shall not be interpreted as an impediment to units that have identified the need to reform into more than one unit. R
Feb 10
- 2.17** A copy of all minutes shall be sent to the Secretary-Treasurer of the Local Union no later than fourteen (14) days after each Unit meeting.
- 2.18** Units should co-ordinate their meeting times in order to cut down on the need for repeated trips of Local Union Representatives. R
Jan 92
- 2.19** All proposed Bylaw changes shall be included with the meeting notice. R
Jan 96
- 2.20** All education videos created for the Telecommunications Workers Union (TWU), United Steelworkers Local Union 1944 which require acting skills will be made by unionized firms utilizing unionized actors and actresses. R
Jun 90

The National Executive Council

- 2.21 The National Executive Council shall meet a minimum of **six (6)** times per calendar year at the call of the President. Approved National Executive Council meeting minutes shall be distributed to all Unit Officers. R
May 16
- 2.22 The National Executive Council meetings shall be open to a maximum of three observers per Unit and that those observers be members of their Unit Executive or appointees of their Executive. No Union compensation for time or expenses are to be involved. R
Jan 96
- 2.23 In order to expedite meetings of the Executive Board, all correspondence shall be reviewed by the Table Officers and where applicable, formulate recommendations as to the disposition of the correspondence reviewed. R
Feb 15
- 2.24 Effective immediately, recorded votes are to be mandatory at all National Executive Council meetings. R
Jan 84
- 2.25 Local Union Representatives should have at least one Unit to service and make every effort to attend the Unit's meetings. R
Jan 96
- 2.26 In order to reduce the Union's legal costs, the paid Officers shall assume more of the responsibility of presenting cases at arbitration. R
Jan 96
- 2.27 No Telecommunications Workers Union (TWU), United Steelworkers Local Union 1944 officer or Telecommunications Workers Union (TWU), United Steelworkers Local Union 1944 Union representative shall meet with management on Union business without another paid Telecommunications Workers Union (TWU), United Steelworkers Local Union 1944 officer or Telecommunications Workers Union (TWU), United Steelworkers Local Union 1944 representative with them as a witness. R
Mar 07
- 2.28 The National Executive Council will have all existing official bargaining notes entered into the Telecommunications Workers Union (TWU), United Steelworkers Local Union 1944 data base. R
Feb 10

Letters of Agreement

- 2.29 Letters of Agreement formulated during negotiations shall be approved by the Bargaining Committee and included in the bargaining package. Letters of Agreement formulated outside of negotiations shall be signed only after discussion and approval of the National Executive Council. R
Jan 96
- 2.30 All new Letters of Agreement shall be distributed to Local Annual Delegated Meeting Delegates and Unit Secretary-Treasurers for information at least annually. R
Mar 02

Councillors

- 2.31 (a) Councillors should participate in grievances that are taken to the Industrial Relations level and in arbitrations in order to give them experience and reduce dependency on Local Union Representatives. R
Jan 96
- (b) Local Union Representatives meeting with the Company on Unit issues shall have a Councillor from the Unit involved at those meetings. R
Jan 94
- (c) Before the Local Union declines to proceed with an arbitration, the servicing Local Union Representatives shall inform the affected Unit Executive and Grievor(s). R
May 13

- 2.32 Councillors in outlying districts should be allowed to do more servicing of their areas in order to relieve pressure on Local Union Representatives, with the approval of the National Executive Council. R
Jan 96

Other Conventions/Conferences

- 2.33 Provincial Federation of Labour Convention Delegates shall be elected by Units on the basis of one Delegate for each 500 members or less and one additional Delegate for each 500 members or the major portion thereof. The National Executive Council may authorize elections of additional Delegates by the Units. R
Jan 01
- 2.34 The Telecommunications Workers Union (TWU), United Steelworkers Local Union 1944 delegation to the Provincial Federation of Labour Convention shall hold caucuses to keep all Telecommunications Workers Union (TWU), United Steelworkers Local Union 1944 delegates informed as to what resolutions will be coming up each day for debate. The first caucus shall be held prior to opening of the Local Annual Delegated Meetings to debate positions on issues and elect whips. R
Jan 01
- 2.35 All persons voting on behalf of the Telecommunications Workers Union (TWU), United Steelworkers Local Union 1944 shall be members in good standing of the Telecommunications Workers Union (TWU), United Steelworkers Local Union 1944. R
Jan 96

General

- 2.36 When the Bargaining Committee considers that all other means available through the process of collective bargaining have been exhausted, it shall authorize the taking of a strike vote in the bargaining certification affected.
Upon receipt of a favourable strike vote, the National Executive Council and Tactical or Strike Committee shall have the authority to implement the strike. R
Jun 83
- 2.37 The Telecommunications Workers Union (TWU), United Steelworkers Local Union 1944 shall not use 800 or 900 line numbers except for the purposes of a National 800 Hotline and shall encourage members to use live Operator Services wherever possible. R
Jan 06
- 2.38 All "Hot" edicts and places not to be patronized shall be published in the Transmitter and other bulletins by the Telecommunications Workers Union (TWU), United Steelworkers Local Union 1944. R
Jan 96
- 2.39 The Telecommunications Workers Union (TWU), United Steelworkers Local Union 1944 will investigate any action that would be required to remove the TELUS Management trustees of the TWPP and replace them with elected Telecommunications Workers Union (TWU), United Steelworkers Local Union 1944 members of the plan. R
May 09