

REPORT OF THE CONSTITUTION AND BYLAWS COMMITTEE

FEESP's
29th Congress
June 3-7, 2024
Saguenay

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FÉDÉRATION DES EMPLOYÉES ET
EMPLOYÉS DE SERVICES PUBLICS

CHAPTER 1: GENERAL DISPOSITIONS

1.03 – JURISDICTION

The jurisdiction of the Federation covers unions of public, parapublic and peripublic employees that are in the service of a government, an agency, a corporation under the control of a government, a government body, a private company or Crown corporation. The determination of the abovementioned jurisdiction does not affect any jurisdiction granted to Federations by the CSN. In the event of a jurisdictional conflict, the case will be submitted to the Confédération des syndicats nationaux for a final decision.

For professional purposes, unions are grouped together into sectors, namely:

a) employees of general and vocational colleges (CÉGEPs) in the CÉGEP SUPPORT SECTOR;

b) employees of school boards in the SCHOOL SECTOR;

Add “of school service centres and” before “of school boards”.

Add “support” before “sector”.

b) employees of school service centres and of school boards in the SCHOOL SUPPORT SECTOR;

c) employees of transport companies and all categories of truck drivers in the TRANSPORT SECTOR;

d) employees of school transport companies in the SCHOOL TRANSPORTATION SECTOR;

e) employees of corporations and municipal services in the MUNICIPAL SECTOR;

f) employees of government agencies in the GOVERNMENT AGENCIES SECTOR;

g) employees of service companies in the MULTISECTORAL SECTOR;

h) employees working in security, public safety, including fire and emergency services, in the PUBLIC SAFETY SECTOR.

CHAPTER 3: FEDERAL CONGRESS

3.01 – REGULAR FEDERAL CONGRESS

The Federation holds a regular Congress every three years. The Congress is a meeting of delegates of the unions affiliated with the Federation and members of the Federal Bureau. The Congress takes place between April 1 and June 15.

However, the Federal Bureau has the authority, when the circumstances so require it in the interest of the unions, to delay or more forward the regular Congress.

Add the following paragraph:

In the event of force majeure or exceptional circumstances, the Federal Bureau may decide that the Congress will be held in virtual mode.

3.02 – SPECIAL FEDERAL CONGRESS

The Federal Bureau may, on at least 15 days' notice, convene a special Congress that has the same authority as the regular Congress to discuss and dispose of any urgent matter of general interest that it sees fit to put on the agenda. It sets the opening and closing dates of the special Congress and where it will be held. The convocation for a special Congress must state the matters that will be on the agenda.

Add the following paragraph:

In the event of force majeure or exceptional circumstances, the Federal Bureau may decide that the Special Congress will be held in virtual mode.

3.06 – ACCREDITATION: REQUIREMENTS AND FORMALITIES

Any official delegate must come from a local union, i.e., be a dues-paying member of a union in good standing with CSN bodies and have an employment relationship with the employer covered by the union's certification.

Members of the Executive Committee and Federal Bureau of the Federation are ex officio delegates, in accordance with the second paragraph of Article 3.04.

To be eligible to send a delegate to the Federation Congress, a new union must apply to the Secretary-General of the Federation for affiliation one month before the Congress in order to be affiliated before the Congress.

CURRENT WORDING

To be entitled to be represented by an official delegation at a regular or special Congress, affiliated unions must have paid their dues and per capita to CSN bodies (and the sector, if applicable) in the second month preceding the month when the Congress is held, unless a dues and per capita payment agreement has been reached.

PROPOSED AMENDMENT

Delete “second” and replace with “sixth”.

Reword the paragraph to harmonize the wording for all federative bodies.

To be entitled to be represented by an official delegation at a regular or special Congress, an affiliated union must have paid its dues and per capita to CSN bodies (and the sector, if applicable) in the ~~second~~ sixth month preceding the month when the Congress is held, unless a dues and per capita payment agreement has been reached between the parties.

The Secretary-General issues credentials accordingly.

Conditional credentials are issued to affiliated unions that on this date have outstanding dues or per capita owing to CSN bodies but are only valid if they are accepted by the Credentials Committee and the Congress.

Congress registration fees are set by the Federal Bureau and serve to offset a portion of the expenses and salaries of official delegates from unions with 70 or fewer dues-paying members, as well as unions from Îles-de-la-Madeleine affiliated with the Federation and attending the Congress. To be eligible, they must meet the conditions set out in the requirements. However, unions on strike, lockout or closed during the Congress, as well as unions with 70 or fewer dues-paying members that receive assistance to small unions, will not pay any registration fee.

The accreditation of official delegates ends by 6:00 pm on the second day prior to the day the Congress closes.

Any official delegate to the Congress who cannot attend one or more sessions of the Congress may be replaced by a substitute holding credentials who has been designated in advance by the union they represent. These credentials are only valid for the duration of this meeting.

3.07 – CONGRESS COMMITTEES

The Federal Bureau designates the members of the following committees at least one month before the opening date of the Congress:

a) Committee

b) Resolutions Committee

c) Constitution and Bylaws Committee

d) Assistance to Small Unions Committee

e) Workshop Summary Report Committee

f) Questions of Privilege Committee

These committees are composed of at least three members. They meet, if necessary, before the opening date of the Federation Congress.

Furthermore, the Federal Bureau appoints the chairs and secretaries of congress workshops.

The Congress may strike as many committees as it deems appropriate.

3.09 – RESOLUTIONS SUBMITTED BY AFFILIATED ORGANIZATIONS

All resolutions submitted by affiliated organizations are referred to the Resolutions Committee. These resolutions must be sent to the Secretary-General of the Federation at least six weeks before the opening date of the Congress.

A resolution that has not been sent to the Resolutions Committee in time cannot be submitted directly to the Congress. If the Congress considers that the situation is urgent, it may decide by a two-thirds majority to refer a late resolution to the Resolutions Committee. The Committee meets immediately and reports back to the Congress with its recommendations.

Delete “Resolutions” and replace with “Proposals”.

b) Resolutions **Proposals** Committee

Delete “Resolutions” and replace with “Proposals”.

3.09 – RÉSOLUTIONS **PROPOSALS SUBMITTED BY AFFILIATED UNIONS**

Delete “Resolutions” and replace with “Proposals”

All resolutions **proposals** submitted by affiliated unions are referred to the Resolutions **Proposals** Committee. These resolutions **proposals** must be sent to the Secretary-General of the Federation at least six weeks before the opening date of the Congress.

Delete “Resolutions” and replace with “Proposals”

A resolution **proposal** that has not been sent to the Resolutions **Proposals** Committee in time cannot be submitted directly to the Congress. If the Congress considers that the situation is urgent, it may decide by a two-thirds majority to refer a late resolution to the Resolutions **Proposals** Committee. The Committee meets immediately and reports back to the Congress with its recommendations.

3.12 – VOTE

Each official delegate is entitled to one vote.

Add the following paragraph:

A vote by secret ballot may be an electronic vote. If this option is chosen, the Election Chair and Secretary will organize the voting process and provide a secure digital platform for the vote.

3.13 – ELECTIONS

a) Executive Committee

An official statement of candidacy is established for official delegates and employees of the Federation who wish to run for a position on the Executive Committee of the Federation.

A candidate must fill out and sign a form prepared for this purpose by the Federation and have it countersigned by five duly accredited delegates. This form must be submitted to the Election Secretary no later than the adjournment of the second day preceding the closing day of the Congress.

A candidate must explicitly state for which of the following positions they are running: President, Vice-President, Vice-President-Treasurer, 2nd Vice-President or Secretary-General.

Add “First” before “Vice-President” and switch “2nd” for “Second”.

A candidate must explicitly state for which of the following positions they are running: President, First Vice-President, Vice-President-Treasurer, Second Vice-President or Secretary-General.

Candidacies for these positions are mutually exclusive, meaning that a person cannot run for more than one Executive Committee position.

The Election Secretary gives the Election President the forms that have been received in accordance with the prescribed conditions and deadline. Only candidates who have duly completed the candidacy form may be nominated for election. The list of candidates for elected office in the Federation is distributed to the delegates the day after the end of the period for submitting nomination forms, along with brief information about the candidate’s union background (union CV).

Voting is by secret ballot and all official delegates, without exception, have the right to vote.

Candidates are elected by an absolute majority of votes. If no candidate receives an absolute majority, the candidate who received the fewest votes is dropped from the ballot for the next round of voting.

3.14 – VACANCY

- a) Any vacancy on the Executive Committee or a Federation committee shall be filled by the Federal Council at a meeting following the vacancy. Elections are held in accordance with the procedure for the Congress, except that nominations and the accreditation of official delegates shall end at the noon adjournment of the day preceding the closing day of the Council.

Add the following paragraph:

In the event that a member of the Executive Committee is absent indefinitely, the Executive Committee will assess the need to make a temporary replacement. If a replacement must be made, the Federal Bureau will appoint a replacement for the duration of the absence.

- b) Any vacancy in a sector President position may be filled by the Federal Council at a meeting following the vacancy or according to the following procedure:

1. Unions in the sector concerned must be duly convened.
2. The presence of 15 per cent of unions is required.
3. A compliant nomination form must be submitted.
4. The presence of a member of the Federation Executive Committee is required.
5. The Federal Bureau endorses the election and the Federal Council ratifies it.

An elected person completes the mandate of the officer they replace.

CHAPTER 4: EXECUTIVE COMMITTEE

4.01 – COMPOSITION

The Executive Committee of the Federation is composed of a President, Vice-President, Vice-President-Treasurer, 2nd Vice-President and Secretary-General .

Add “First” before “Vice-President” and switch “2nd” for “Second”.

The Executive Committee of the Federation is composed of a President, **First** Vice-President, Vice-President-Treasurer, **Second** Vice-President and Secretary-General .

4.03 – MEETINGS

The Executive Committee meets as needed at the invitation of the President at least twice a month, except in the months of July and August.

Add the following paragraph:

Coordinators are invited to attend meetings (with speaking rights but no voting rights).

Add the following paragraph:

Exceptionally, when circumstances so require, the Executive Committee may hold its meeting by teleconference or on a virtual platform and official minutes will be taken.

4.11 – RESPONSIBILITIES OF THE 2nd VICE-PRESIDENT OF THE FEDERATION

The role of the 2nd Vice-President includes the responsibilities described in this article and those appearing in other provisions of the Constitution and Bylaws of the Federation.

The duties of the 2nd Vice-President are as follows:

- a) assuming all other responsibilities assigned to them by the Congress, Federation Council, Federal Bureau, Executive Committee and President of the Federation;

Insert a new b).

- b) **jointly signing cheques with the President or Vice-President-Treasurer in the absence of one of these people;**

- b) sending to a successor all Federation property in their custody at the end of their term.

b) becomes c).

- c) transferring to a successor all Federation property in their custody at the end of their term.**

4.12 – RESPONSIBILITIES OF THE VICE-PRESIDENT-TREASURER OF THE FEDERATION

The role of the Vice-President-Treasurer includes the responsibilities described in this article and those appearing in other provisions of the Constitution and Bylaws of the Federation.

The duties of the Vice-President-Treasurer are as follows:

- a) being responsible for the finances of the Federation; in that respect, the staff of this department fall under the Treasurer's authority in the performance of their duties;
- b) being responsible for the Accounting and Administration Departments of the Federation;
- c) being responsible for collecting the per capita, contributions and other sums owing to the Federation;
- d) ensuring the payment of authorized expenses, keeping the ledger for per capita and contributions and the cash book;
- e) addressing the Congress regarding the financial administration and management of the Federation's assets;
- f) presenting a financial report, semi-annually to the Federal Bureau, annually to the Federal Council and triennially to the Congress. This triennial financial report must be audited by one or more auditors belonging to a recognized association of accountants, chosen by the Executive Committee and ratified by the Federal Bureau;
- g) initiating preparation of the triennial budget;
- h) signing cheques jointly with the President;
- i) providing access to the books at each meeting of the Congress, Federal Council, Federal Bureau or Executive Committee;
- j) they are bonded and premiums are paid by the Federation;
- k) being responsible for the Federation's fiscal year beginning on January 1 of any year and ending on the last day of December three years thereafter;
- l) sending to a successor all Federation property in their custody at the end of their term.

Delete "annually" and replace with "every 18 months".

- f) presenting a financial report, semi-annually to the Federal Bureau, ~~annually~~ every 18 months to the Federal Council and triennially to the Congress. This triennial financial report must be audited by one or more auditors belonging to a recognized association of accountants, chosen by the Executive Committee and ratified by the Federal Bureau;

CHAPTER 5: FEDERAL BUREAU

5.01 – COMPOSITION

The Federal Bureau is composed of:

- a) four members of the Executive Committee;
- b) the President of each of the eight sectors: Municipal, Transport, School Transportation, CÉGEP Support, Government Agencies, Multisectoral and Public Safety;
- c) the Chairperson of each of these three committees: Training and Union Life, Status of Women and Health-Safety-Environment.

Delete “four” and replace with “five”.

- a) four **five** members of the Executive Committee;

Add “support” after “school”.

- b) the President of each of the eight sectors: Municipal, Transport, School Transportation, CÉGEP Support, School **Support**, Government Agencies, Multisectoral and Public Safety;

5.04 – MEETINGS

The Federal Bureau meets at least five times per year on dates set by the Executive Committee. It may, however, meet as often as required by the interests of the Federation, either convened by the President or upon written request by five of its members to the President or Secretary-General of the Federation.

Delete “five” and replace with “four”.

The Federal Bureau meets at least five **four** times per year on dates set by the Executive Committee. It may, however, meet as often as required by the interests of the Federation, either convened by the President or upon written request by five of its members to the President or Secretary-General of the Federation.

Add the following paragraph:

Coordinators and the shop steward are invited to attend meetings (with speaking rights but no voting rights).

Exceptionally, when circumstances so require, the Federal Bureau may proceed through a telephone conference or a virtual platform and official minutes will follow.

Align the text with that of clause 4.03.

Exceptionally, when circumstances so require, the Federal Bureau may hold its meeting by teleconference or on a virtual platform and official minutes will be taken.

5.05 – POWERS AND DUTIES

The Federal Bureau has the following responsibilities:

- a) overseeing and helping prepare Federation briefs in accordance with the Federation’s orientation and general policies;
- b) carrying out mandates entrusted to it by the Congress or Federal Council;

CURRENT WORDING**PROPOSED AMENDMENT**

c) examining any matters submitted to it by the Executive Committee or Federal Council and make its recommendations;

d) receiving reports on the activities of the Executive Committee and any information on the Federation's situation;

e) making recommendations to the Executive Committee and Federal Council;

f) issuing guidelines for the conduct of current business if it deems this necessary;

g) examining and discussing reports on services and making all the necessary recommendations to the Federal Council;

h) receiving the annual financial statements of the Federation, approving the semi-annual financial statements of the Federation and receiving the report of the Oversight Committee;

i) ratifying the financial statements of sectors concerned and receiving the report of the Oversight Committee;

j) addressing the Congress regarding the application of the budget;

k) reporting to the Congress on its activities;

l) ensuring the presence of the Federation within the unions;

m) making sure that unions affiliated with the Federation receive the required technical and professional services; these services may be provided, depending on the case, either directly by the Federation or by service agreement with another organization affiliated with the CSN;

n) ratifying the collective agreement for employees of the Federation;

o) helping, as needed, the unions in searching for and applying the most appropriate solutions to issues that arise at the local level and that require union action at this level;

Delete “, approving the semi-annual financial statements of the Federation”.

h) receiving the annual financial statements of the Federation, ~~approving the semi-annual financial statements of the Federation~~ and receiving the report of the Oversight Committee;

Delete “ratifying” and replace with “receiving”.

i) ~~ratifying~~ **receiving** the financial statements of sectors concerned and receiving the report of the Oversight Committee;

CURRENT WORDING**PROPOSED AMENDMENT**

p) appointing the delegation to the Confederal Council and to the CSN Convention and appointing delegates of the Federation to sit on any other committee;

q) creating or abolishing positions within budget guidelines in order to ensure the proper functioning of the Federation;

r) meeting the Federation working group as needed;

s) discussing and making decisions on disputes submitted by the working group;

t) exercising any other power specifically conferred on it by the Constitution and Bylaws of the Federation;

u) ratifying the nomination of the service coordinators chosen by the working group;

v) assigning the unions by sector of activity; however, a union may appeal the Bureau's decision, either to the Federal Council or Congress;

w) appointing people to serve on committees and sectoral associations;

Insert a new x).

x) appointing the people who will act as Election Chair and Secretary during a Congress and/or Federal Council.

y) acting as a Pre-Congress Committee in preparation for the Congress;

x) becomes y)

y) acting as a Pre-Congress Committee in preparation for the Congress;

z) on the recommendation of the Executive Committee, authorizing a member of the Executive Committee or Federal Bureau to complete their term, on an exceptional basis, even if they no longer meet the conditions outlined in Article 3.06 of this Constitution and Bylaws.

y) becomes z).

z) on the recommendation of the Executive Committee, authorizing a member of the Executive Committee or Federal Bureau to complete their term, on an exceptional basis, even if they no longer meet the conditions outlined in Article 3.06 of this Constitution and Bylaws.

CHAPTER 6: FEDERAL COUNCIL

6.01 – FEDERAL COUNCIL

The Federal Council meets annually between congresses on a date set by the Federal Bureau. Special meetings may be convened by the Executive Committee or the Federal Bureau or by 25 delegates representing at least 25 unions. A special meeting so requested shall be held within a month of receipt of such a request. This request is addressed to the Secretary-General of the Federation and must indicate the reasons for the convocation.

Delete “annually” and replace with “once”.

The Federal Council meets annually **once** between congresses on a date set by the Federal Bureau. Special meetings may be convened by the Executive Committee or the Federal Bureau or by 25 delegates representing at least 25 unions. A special meeting so requested shall be held within a month of receipt of such a request. This request is addressed to the Secretary-General of the Federation and must indicate the reasons for the convocation.

Add the following paragraph:

In the event of force majeure or exceptional circumstances, the Federal Bureau may decide that the Federal Council or Special Federal Council will be held in virtual mode.

6.02 – POWERS AND DUTIES

The Federal Council is the highest authority of the Federation between congresses. It has the following responsibilities:

- a) contributing to the development of the Federation’s social outlook and general policies in keeping with Congress decisions;
- b) assuming the general leadership of the Federation between congresses as circumstances require and also defending the general interests of workers;
- c) carrying out mandates entrusted to it by the Congress and acting in accordance with the latter’s decisions;
- d) disposing of the report of the Executive Committee and requiring information from them on the situation of the Federation;
- e) making sure the Executive Committee and the Federal Bureau carry out the mandates entrusted to them and that Congress decisions are applied. It may make any decision that is necessary for this purpose;

CURRENT WORDING**PROPOSED AMENDMENT**

f) creating commissions or committees that it deems useful, defining their mandates, disposing of their reports;

g) ratifying the recommendation from the Federal Bureau on the collective agreement for employees of the Federation;

h) approving the annual financial statements of the Federation;

i) authorizing any changes needed in the budget approved by the Congress. Such an authorization requires the vote of two thirds of delegates;

j) authorizing any necessary amendment or transfer of funds to the budget approved by the Congress;

k) exercising any power explicitly provided for in the Federation's Constitution and Bylaws;

l) imposing and lifting suspensions;

m) borrowing on behalf of the Federation to meet the obligations of budgeted items;

n) electing a member of the Executive Committee, a committee or sector President if a vacancy occurs between congresses in accordance with Article 3.14 of the Constitution and Bylaws;

o) ratifying the decision of the Federal Bureau to authorize a member of the Executive Committee or Federal Bureau to complete their term, on an exceptional basis, even if they no longer meet the conditions outlined in Article 3.06 of this Constitution and Bylaws.

Delete "annual" and replace with "18 month".

h) approving the annual **18 month** financial statements of the Federation;

Delete "article" and replace with "articles". Add "3.12 and" before "3.14".

n) electing a member of the Executive Committee, a committee or sector President if a vacancy occurs between congresses in accordance with **Article Articles 3.12 and** 3.14 of the Constitution and Bylaws;

6.05 – ACCREDITATION: REQUIREMENTS AND FORMALITIES

Any official delegate must be a dues-paying member of a union in good standing with CSN bodies and have or have had an employment relationship with the employer covered by the union's certification.

To be eligible to send a delegate to the Federal Council, a new union must apply to the Secretary-General of the Federation for affiliation one month before the Council meeting in order to be affiliated before the council meeting.

To be entitled to be represented at the Council, affiliated unions must have paid their dues and per capita to CSN bodies (and the sector, if applicable) in the second month preceding the month when the Congress is held, unless a dues and per capita payment agreement has been reached between the parties.

Delete "second" and replace with "sixth".

Reword the paragraph to harmonize the wording for all federative bodies.

To be entitled to be represented at the Council, an affiliated union must have paid its dues and per capita to CSN bodies (and the sector, if applicable) in the ~~second~~ sixth month preceding the month when the Congress is held, unless a dues and per capita payment agreement has been reached between the parties.

The Secretary-General issues credentials accordingly.

Conditional credentials are issued to affiliated unions that on this date have outstanding dues or per capita owing to CSN bodies.

The registration of official delegates ends no later than the noon adjournment of the day preceding the closing day the Federal Council.

Any official delegate to the Federal Council who cannot attend one or more sessions of the Council may be replaced by a substitute holding credentials who has been designated in advance by the union they represent. These credentials are only valid for the duration of this meeting.

CHAPTER 10: PUBLIC SECTOR COUNCIL

10.01 – PUBLIC SECTOR COUNCIL

The Public Sector Council shall meet as required during public and parapublic sector negotiations but must meet at least three times during provincial negotiations. The Council is convened and chaired by the person(s) in charge of provincial negotiations on the Executive Committee of the Federation.

Add the following paragraph:

In the event of force majeure or exceptional circumstances, the Executive Committee may decide that the Public Sector Council will be held in virtual mode.

10.02 – SPECIAL PUBLIC SECTOR COUNCIL

A special Public Sector Council with the same authority as a regular Council may be convened to discuss any matter deemed urgent. The convocation for a special Council must include the agenda items; only those items can be discussed and dealt with during this meeting.

Add the following paragraph:

In the event of force majeure or exceptional circumstances, the Executive Committee may decide that the Public Sector Council will be held in virtual mode.

10.04 – COMPOSITION

The Public Sector Council is composed of:

- a) members of the delegation forming the FEESP caucus on the Bargaining Coordinating Committee for negotiations established among public sector organizations of the CSN;
- b) delegates from unions in the School Sector and CÉGEP Support Sector, and relevant unions in the Government Agencies Sector;

Add “Support” before “Sector”.

- b) delegates from unions in the School Support Sector and CÉGEP Support Sector, and relevant unions in the Government Agencies Sector;

CURRENT WORDING

PROPOSED AMENDMENT

- c) members of the negotiation committees of sectoral tables, members of the Executive Committee of the Federation, members of Bargaining Coordinating team from public sector organizations of the CSN who act as resource persons and, upon special invitation, members of the Federal Bureau with speaking rights as an official delegate, but without voting rights, except for those who are members of the delegation of the Bargaining Coordinating Committee for negotiations established among public sector organizations of the CSN;
-
- d) unions whose members are subject to the RREGOP are eligible to participate with speaking rights on this matter during meetings in which the RREGOP is on the agenda;
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- e) observers (as defined in the Protocol of the Bargaining Coordinating Committee for negotiations established among public sector organizations of the CSN) with speaking rights, just like a fraternal delegate with no voting rights.

10.06 – ACCREDITATION: REQUIREMENTS AND FORMALITIES

To be eligible to send a delegate to the Public Sector Council, a new union must apply to the Secretary-General of the Federation for affiliation one month before the meeting of the council and become affiliated before the meeting of the Public Sector Council.

To be entitled to be represented officially on the Public Sector Council, affiliated unions must have paid their dues and per capita to the Federation and the sector, if applicable, in the second month preceding the month when the Public Sector Council is held, unless a dues and per capita payment agreement has been reached.

Delete “second” and replace with “sixth”.

Reword the paragraph to harmonize the wording for all federative bodies.

To be entitled to be represented officially at a Regular or Special Public Sector Council, an affiliated union must have paid its dues and per capita to CSN bodies (and the sector, if applicable) in the ~~second~~ sixth month preceding the month when said proceeding is held, unless a dues and per capita payment agreement has been reached between the parties.

However, a union or group of unions that voluntarily withdraws from the Bargaining Coordinating Committee for negotiations established among public sector organizations of the CSN cannot be officially represented.

CHAPTER 11: FEESP PUBLIC SECTOR CAUCUS

11.01 – FEESP PUBLIC SECTOR CAUCUS

The FEESP caucus is composed of:

- the Executive Committee officer(s) in charge of the file;
- three representatives of the CÉGEP Support Sector;
- a maximum of five representatives of the School Sector (French-speaking table);
- a representative of the School Sector (English-speaking table);
- a maximum of two representatives per union grouping of government agencies involved in public sector negotiations;
- any other person authorized by the caucus (with speaking rights, no voting rights).

Furthermore, the spokespersons for these bargaining tables are part of the caucus with speaking rights and no voting rights.

Add “Support” after “School”.

- a maximum of five representatives of the School **Support** Sector (French-speaking table);

Add “Support” after “School”.

- a representative of the School **Support** Sector (English-speaking table);

CHAPTER 13: FINANCES

13.04 – OVERSIGHT COMMITTEE

A three-member Oversight Committee is elected by the Triennial Congress. In addition, a substitute is elected to fill a vacancy or replace a Committee member for a prolonged absence. Members of the Federal Bureau, sector Executives or Committee members are not eligible to sit on this committee. Its duties are to:

- a) oversee the finances and the application of bylaws of the Federation;
- b) examine any special expense not provided for in the budget;
- c) examine the Treasurer’s semi-annual reports on the general administration of the Federation and on the administration of sectors;
- d) make recommendations it deems useful to the Executive Committee, Federal Bureau, Federal Council and Congress;
- e) inform the Federal Council of transfers of funds recommended by the Executive Committee and Federal Bureau;
- f) report once a year to meetings of the School Sector and CÉGEP Support Sector.

Add “Support” after “School”.

- f) report once a year to meetings of the School Support Sector and CÉGEP Support Sector.

13.05 – REPORT OF THE OVERSIGHT COMMITTEE

Members of the Oversight Committee are called upon to produce reports for various Federation bodies as well as the School Sector and CÉGEP Support Sector as follows:

a) Federal Bureau

Presentation of a written report by one of its members at each meeting of the Federal Bureau where a report must be submitted.

b) School and CÉGEP Support Sectors

Presentation of a written report by one of its members once a year at the sectoral meeting provided for this pur.

c) Congress and Federal Council

Presentation of a written report by all committee members at a Congress and Federal Council.

Add “Support” after “School”

Members of the Oversight Committee are called upon to produce reports for various Federation bodies as well as the School **Support** Sector and CÉGEP Support Sector as follows:

Add “Support” after “School”

b) School **Support** and CÉGEP Support Sectors

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Every word counts when it comes
to defending our convictions. Our
constitution and bylaws are a solid
foundation on which to build
our movement.



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