

Whereas the existing provisions for absences are ambiguously worded, and do not cover the RMGS

And Whereas Several provisions of Appendix A are contradictory or illogical

BIRT the following sections be stricken from Appendix A

- A.3.1.2.2. Notwithstanding directives given in section A.3.1.2.1, an EB member cannot have more than six (6) unmotivated absences in the course of a single mandate.
- A.3.1.2.3. Should an EB member accumulate more than six (6) unmotivated absences in the course of a single mandate, their position will automatically be declared vacant.

BIFRT the following sections be added to Appendix A

- **A.1.7.** A regular Standing Committee meeting is defined as a meeting of a committee listed in Article 8 of the present bylaws for which reasonable notice was given. *Ad-hoc* committee meetings are not included in this term.
- **A.1.8.** An exempt absence is a absence with reasonable advance notice to the President for a reason outlined in A.4.1. or A.4.2. Although members absent for such reason should be recorded as such in the minutes, the absence will not count toward their allowed number of motivated or unmotivated absences and they shall incur no penalty.
- **A.2.3. ATTENDANCE AT STANDING COMMITTEE MEETINGS AND OTHER PROVISIONS**
 - A.2.3.1** EB members are required to attend all regular meetings of standing committees of which they are *ex-officio* members or otherwise required to attend (e.g. President, Vice-President and CSs must attend GC meetings).
 - A.2.3.1.1** The RMGS must attend all regular meetings of the Grievance Committee.
 - A.2.3.2** Any EB member or RMGS who is absent from a standing committee meeting is responsible for obtaining a copy of the minutes of that meeting and for finding out when the next committee meeting will be held.
 - A.2.3.3.** Any EB member who cannot attend a standing committee meetings meeting must notify the committee chair and the President or their replacement.
 - A.2.3.4.** The presence, motivated absence or unmotivated absence of EB members and the RMGS at standing committee meetings must be recorded and reported to the EB.
 - A.2.3.5.** Standing Committee meetings should called in such a way as to accommodate first the schedule of the committee chair, and then that of as many paid members as possible.
- **A.2.4. ATTENDANCE AT GENERAL ASSEMBLIES AND OTHER PROVISIONS**
 - A.2.4.1.** All EB members must be in attendance at General Assemblies.
 - A.2.4.2.** Any member of the EB who is absent from an GA is responsible for getting a copy of the minutes of that assembly.
 - A.2.4.3.** Any EB member who cannot attend a GA must notify the President or their replacement.

A.2.1.4. The presence, motivated absence or unmotivated absence of EB members must be recorded in the minutes of GAs.

- **A.3.1.3 Combinations of Motivated and unmotivated absences**

A.3.1.3.1 Should an EB member accumulate three (3) motivated and one (1) unmotivated absence during in the course of a single mandate, the consequences outlined in A.3.1.1.2.a shall apply.

A.3.1.3.2 Should an EB member accumulate four (4) motivated and one (1) unmotivated absence during in the course of a single mandate, the consequences outlined in A.3.1.1.2.b shall apply.

A.3.1.3.3 Should an EB member accumulate three (3) motivated and two (2) unmotivated absences during in the course of a single mandate, the consequences outlined in A.3.1.1.2.b shall apply.

A.3.1.3.4 Should an EB member accumulate four (4) motivated and one (1) unmotivated absences during in the course of a single mandate, the consequences outlined in A.3.1.1.2.b shall apply.

A.3.1.3.5 Should an EB member accumulate five (5) motivated and one (1) unmotivated absences during in the course of a single mandate, the consequences outlined in A.3.1.1.2.c shall apply.

- **A.3.2.2.2.** Should a Chief Steward accumulate one (1) motivated and one (1) unmotivated absence from regular SC meetings in the course of a single mandate they shall lose fifty percent (50%) of their honoraria.

- **A.3.2.2.3.** Should a Chief Steward accumulate two (2) motivated and one (1) unmotivated absence from regular SC meetings in the course of a single mandate the sanctions in A.3.2.1.4.b shall apply.

- **A.3.2.3. Rules to apply to the Recording Officer**

A.3.2.3.1. The Recording Officer's required attendance at SC meetings will be governed by the rules for Standing Committee meetings in A.3.6.

- **A.3.3.4** Across all EB, SC and GA meetings, the President of Assembly is allowed a total of three (3) unmotivated absences and six (6) motivated absences. Should their number of absences exceed these numbers, their position will be considered vacant.

- **A.3.4. RULES TO APPLY TO ABSENCES OF REGULAR MEMBER IN GOOD STANDING**

A.3.4.1. The RMGS is required to attend all regular GC meetings

A.3.4.2. The rules governing the RMGS's absences from GC meetings are identical to those outlined in A.3.1. for EB members' absences from EB meetings.

- **A.3.5. GENERAL ASSEMBLIES**

A.3.5.1. EB members are required to attend all GAs.

A.3.5.2. Should an EB member be absent from a General Assembly during the course of their mandate, the absence will count toward their total allowed absences from EB meetings stipulated in A.3.1.

- **A.3.6. STANDING COMMITTEES**

A.3.6.1. EB Members are required to attend all regular meetings of standing committees of which their description of duties requires them to be members or to attend.

A.3.6.2. Should an EB member accumulate two (2) unmotivated at regular standing committee meetings, any further absences in such meetings (motivated or unmotivated) will count toward their total allowed absences from EB meetings stipulated in A.3.1.

A.3.6.3. Should the President find that an EB member's attendance at Standing Committee meetings to be problematic, they may inform said member that all further absences will count toward their total allowed absences from EB meetings stipulated in A.3.1.

- **A.4.1.2.** Notwithstanding section A.3 and of the present appendix, the President of Assembly's absence from a meeting over which they were supposed to preside will be considered as an exempt absence if proper notification was given to the President and if the absence is motivated by one of the justifications listed in A.4.1.1.

- **A.5.3. HOLIDAYS FOR THE RMGS**

A.5.3.1. A RMGS, upon request accepted by a majority vote of the GC, is entitled to take a vacation for either ten (10) consecutive working days or two periods of five (5) consecutive working days without being penalized under the condition that:

- a. A notice of at least two (2) weeks be given to the Vice-President and the GC with the dates at which the member plans to take their vacation;
- b. They list, in the notice, the tasks and work that need to be done while they are away (if any); and
- c. They make sure that their work is completed or that another GC member offers to fulfill their task, as specified in the notice, for the period during which they are away.

A.5.3.2. Notwithstanding section A.5.3.1, if the RMGS would rather have two (2) periods of five (5) working days rather than one (1) period of ten (10) working days, they must either:

- a. Make sure that, during those periods, they will not miss more than one GC meeting; or
- b. Accept that subsequent absences will be considered motivated absences.

And BIFRT the following sections be revised as follows:

NB bold text is used to emphasise changed sections and is not to be recorded in the bylaws

Article	Current Text	Proposed Text
A.3.1.1.2.	In cases of motivated absences, an EB member can miss a maximum of two (2) regular EB meetings per academic term without losing any honoraria. If, in the course of one academic term, a member misses:	In cases of motivated absences, an EB member can miss a maximum of three (3) regular EB meetings per mandate without losing any honoraria. If, in the course of one academic term, a member misses: a. Four (4) regular EB meetings, they will lose

	<p>a. Three (3) regular EB meetings, they will lose twenty-five percent (25%) of their honoraria;</p> <p>b. Four (4) regular EB meetings, they will lose fifty percent (50%) of their honoraria;</p> <p>c. Five (5) regular EB meetings, they will lose one hundred percent (100%) of their honoraria and their position will automatically be considered vacant.</p>	<p>twenty-five percent (25%) of their honoraria;</p> <p>b. Five (5) regular EB meetings, they will lose fifty percent (50%) of their honoraria;</p> <p>c. Six (6) regular EB meetings, they will lose one hundred percent (100%) of their honoraria and their position will automatically be considered vacant.</p>
A.3.1.1.3.	Notwithstanding directives given in section A.3.1.1.2, an EB member cannot have more than five (5) motivated absences in the course of a single mandate.	Notwithstanding directives given in section A.3.1.1.2, an EB member cannot have more than two (3) motivated absences in the course of a single academic term .
A.3.1.1.4.	Should an EB member accumulate more than five (5) motivated absences during the course of a single mandate, the following absences will be declared unmotivated.	Should an EB member accumulate more than three (3) motivated absences during the course of a single academic term , the following absences for that term will be declared unmotivated.
A.3.1.2.1.	<p>In cases of unmotivated absences, an EB member can miss a maximum of one (1) regular EB meeting per academic term without loss of honoraria. If, during an academic term, an EB member is absent from:</p> <p>a. Two (2) regular EB meetings, they will lose twenty-five percent (25%) of their honoraria;</p> <p>b. Three (3) consecutive regular EB meetings, they will lose one hundred percent (100%) of their honoraria and their position will be considered vacant.</p>	<p>In cases of unmotivated absences, an EB member can miss a maximum of one (1) regular EB meeting per academic term without loss of honoraria. If, during a single mandate an EB member is absent from:</p> <p>a. Two (2) regular EB meetings, they will lose twenty-five percent (25%) of their honoraria;</p> <p>b. Three (3) regular EB meetings, they will lose sixty percent (60%) of their honoraria</p> <p>c. Three (3) consecutive regular EB meetings, they will lose one hundred percent (100%) of their honoraria and their position will be considered vacant.</p> <p>d. Four (4) regular EB meetings, they will lose one hundred percent (100%) of their honoraria and their position will be considered vacant.</p>
A.3.3.3.	<p>The President of Assembly incurs a loss of:</p> <p>a. \$50 for any EB meeting from which they are absent;</p> <p>b. \$75 for any SC meeting from</p>	<p>The President of Assembly incurs a loss of:</p> <p>a. \$75 for any EB meeting from which they are absent;</p> <p>b. \$125 for any SC meeting from which they are absent;</p>

	which they are absent; c. \$100 for any GA from which they are absent.	c. \$150 for any GA from which they are absent.
A.1.3	A motivated absence from an EB meeting is defined as an absence with notification to the President before the meeting, if possible, and justified by a reason deemed acceptable by the President.	A motivated absence from an EB meeting, a GA or a Standing Committee meeting is defined as an absence with notification to the President before the meeting, if possible, and justified by reason of illness, bereavement, or other such reason deemed acceptable by the President.
A.1.4.	A motivated absence from a meeting of the Stewards Council is defined as an absence with notification to the President and to the other Chief Steward at least two (2) hours before the meeting is held.	A motivated absence from a meeting of the Stewards Council is defined as an absence with notification to the President and to the other Chief Steward at least two (2) hours before the meeting is held and justified by reason of either illness of bereavement.
A.5.3.	A.5.3.	A.5.2.2. [i.e. that the section be re-numbered]
A.4.1.	EXCEPTIONS FOR EB MEMBERS A.4.1.1. Notwithstanding section A.3 of the present Appendix, an EB member will not be penalized for missing a regular EB meeting if proper notification was given to the President and if the absence is motivated by one of the following justifications: a. Attendance at a class; b. Defence of a thesis or memoir; c. Academic conference; d. A meeting or event approved by CUPE; e. A simultaneous CUPE 2626 meeting; or f. A task related to a job classification within the CUPE 2626 Collective Agreement.	EXCEPTIONS FOR EB MEMBERS, the RMGS and the PoA A.4.1.1. Notwithstanding section A.3 of the present Appendix, absences of EB members or the RMGS from EB or standing committee meetings or GAs will be considered as exempt absences if proper notification was given to the President and if the absence is motivated by one of the following justifications: a. Attendance at a class; b. Defence of a thesis or memoir; c. Academic conference; d. A meeting or event approved by CUPE; e. A simultaneous CUPE 2626 meeting; or f. A task related to a job classification within the CUPE 2626 Collective Agreement.
A.4.2.1.	Notwithstanding section A.3 of the present Appendix, a Chief Steward will not be penalized for missing a SC meeting if proper notification was given to the President and if the absence is motivated by one of the following justifications: a. Defence of	Notwithstanding section A.3 of the present Appendix, a Chief Steward's absence from an SC meeting will be considered as an exempt absence if proper notification was given to the President and if the absence is motivated by one of the following justifications: a. Defence of a thesis or memoir;

	a thesis or memoir; b. Academic conference.	b. Academic conference.
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