

BOARD POLICY

Directors and Committee Members Accepting Positions Outside of a CIPP Bargaining Unit

1 POLICY STATEMENT

As professionals, CIPP members' career paths and regular duties often provide opportunities for them to move to positions excluded from the jurisdiction of CIPP, whether temporarily or permanently.

2 PURPOSE

The purpose of this policy is to clarify eligibility for holding positions of governance in CIPP when members have opportunities to accept positions outside of the bargaining unit.

3 SCOPE

This policy applies to CIPP's Board of Directors and Board Committees.

4 POLICY AND PROCEDURE

As a union certified by the Ontario Labour Relations Board and subject to the Ontario Labour Relations Act, and where membership in the union is defined by the CIPP by-laws, members holding positions of governance must be employees within the scope of the bargaining certificates granted to CIPP and under its by-laws.

4.1 Where a current member of the CIPP Board of Directors or a Board Committee accepts a permanent position outside of a CIPP bargaining unit they must inform the CIPP President immediately and resign from the Board of Directors or Board Committee.

4.2 Where a current member of the CIPP Board of Directors or a Board Committee accepts a temporary position outside of a CIPP bargaining unit they must inform the CIPP President immediately and either resign from the Board of Directors or Board Committee or request a leave of absence from their Board position while they are outside the union's bargaining unit and thus temporarily not a member in good standing of CIPP. The Board of Directors will determine whether to grant such leave. No leave of more than 60 consecutive days or more than 90 days in a single calendar year will be granted. Approval of any leave of absence, even when it meets these requirements, is at the sole discretion of the Board of Directors.

- 4.3 Where a CIPP member has been nominated to be elected to the CIPP Board of Directors and accepts a position outside of a CIPP bargaining unit, whether permanent or temporary, they must immediately inform the Chairperson of the Nominating Committee and withdraw their nomination from the election.
- 4.4 Failure to comply with 5.1 or 5.2 above is subject to By-law 14 Discipline and will result in immediate suspension from the Board of Directors or Board Committee, pending the outcome of the process under that By-law.

5 REVIEW

This policy shall be reviewed every three (3) years or earlier as required.

6 REFERENCE

- 6.1 CIPP By-laws [3, 6.11 and 14]
- 6.2 Art. 1.01 of CIPP City of Ottawa collective agreement
- 6.3 Art. 1.01 of CIPP Ottawa Community Housing collective agreement
- 6.4 CIPP Ontario Labour Relations Bargaining Certificate