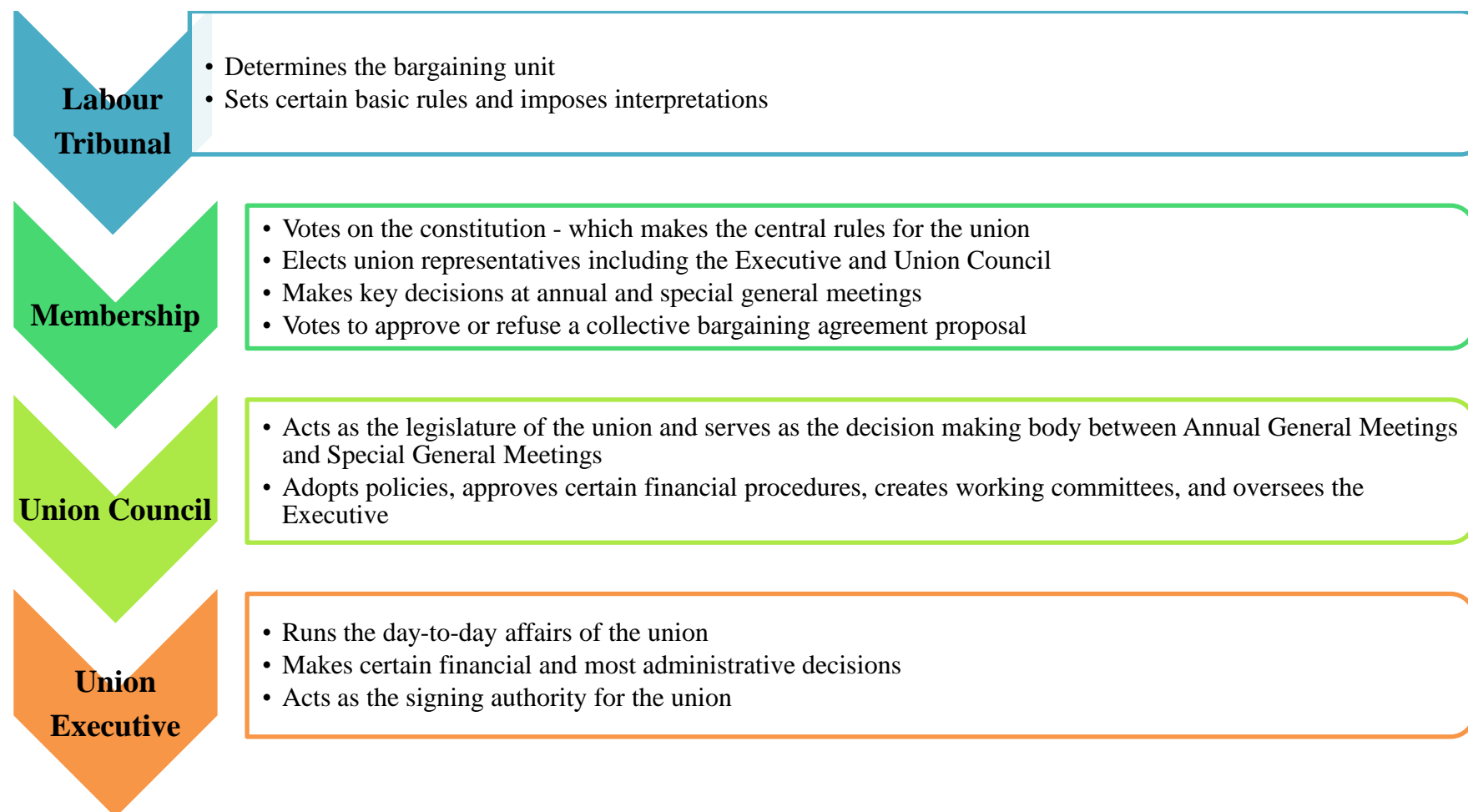


Brief on MUNACA Governance

MUNACA’s governance structure operates under Quebec law on labour unions. This creates a general framework for governance which MUNACA then develops by way of its bylaws and policies. The bylaws form the constitution of the union – these can only be changed by a vote of the membership. The bylaws create two internal bodies: the Union Council and the Executive. The Union Council is the legislative body of the union – they vote on major decisions taking place outside of a General Meeting (a meeting of all members). The Union Council, for example, might vote to purchase a very expensive computer, reallocate the budget, or censure a member of the Executive for unprofessional conduct. On the other hand, the Executive makes the decisions of the Union Council happen. This might involve things like the hiring of staff, the organisation of a summer BBQ, or the signing of a union grievance settlement. Just like for Canada’s federal and provincial governments, MUNACA’s Executive also belong to its legislative body (the Union Council) – more precisions on this can be found in the MUNACA bylaws.

In addition to the bylaws, MUNACA has a number of policies. Unlike the bylaws, the policies can be changed by a vote of the Union Council. These policies form the working rules of the union. They establish checks on power, efficient procedures, and accountability. The policies are binding on every member of MUNACA – even its Executive and Union Council. Members who believe that the Executive or Union Council are not respecting its bylaws and-or policies can hold their officials to these rules by way of MUNACA and PSAC complaints procedures, and, in some cases, Quebec’s civil courts.

Structure:



Governing Bodies & Regulations:

Law & Courts	PSAC Bylaws	MUNACA Bylaws	MUNACA Policies
<ul style="list-style-type: none">• Determine legal framework• Impose judicial decisions• Establish certain rules	<ul style="list-style-type: none">• Determine general working rules• Create reporting structures and an internal <i>court</i> system	<ul style="list-style-type: none">• Establish the internal governance structure• Creates voting and other democratic procedures	<ul style="list-style-type: none">• Create approval structures and checks on power• Establish formal, binding rules for certain <i>how to</i> procedures• Imposes rules on the Executive and Membership

Current Policies:

** Can be changed by the Union Council with the exception of the Trust Policy which is actually part of the bylaws**

Trust	Finance	Liberations	Mobile	Solidarity
<ul style="list-style-type: none">• Determines how we can use our Trust Fund• Can only be changed by MUNACA Membership (<i>this is an exception among the policies</i>)	<ul style="list-style-type: none">• Creates spending approval procedures• Sets limits on who can decide to buy what• Creates reporting obligations	<ul style="list-style-type: none">• Establishes procedure to request a liberation (loaning of a union representative to the union during working hours)• Determines who can be liberated, when, and why	<ul style="list-style-type: none">• Establishes a stipend to offset mobile phone costs for union representatives	<ul style="list-style-type: none">• Determines eligibility for donations• Creates approval procedures and spending limits

