

BRITISH COLUMBIA REGIONAL OFFICE

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May 16, 2024

Dear Local 1004 member,

I am writing to advise the members of CUPE Local 1004 that on May 15, 2024, in accordance with article 7.8 a) of the National Constitution, CUPE has placed your local under administration.

Administration is a form of trusteeship adopted into the National Constitution by members voting at CUPE National Conventions. The National Constitution requires the National President, with the support of the National Executive Board, to place a chartered body, such as a local union, under administration when local democratic structures cease to function to the point that members' interests and the well-being of the local are at risk.

Conditions at Local 1004 in recent months have provided increasing evidence that the Local Executive has ceased to function appropriately and is not able to address the structural challenges faced by the local following the departure of a large unit. Relations among Executive members, and between Executive members and staff, have devolved to a point where the day-to-day functions are no longer occurring. This situation places members at risk, and calls on the National Union to fulfill its responsibilities under the Constitution by placing Local 1004 under Administration.

Under administration, the Local 1004 Executive Board has been relieved of their duties, and the National Union has appointed myself as administrator for the Local, and Rob Limongelli, as assistant in the administration. As administrator and assistant our priority will be to ensure that all operations and obligations of CUPE Local 1004 are carried out with as little disruption as possible. During this time, CUPE Local 1004 will continue to receive the full support of the National Union, including assigned servicing representatives, legal, research, communications, health and safety, and sector coordination supports. Further, Rob and myself will work as swiftly as possible to secure and stabilize the key structures of the Local, ensuring office hours and staff resources remain accessible to members.

The contact information for the local remains unchanged, and questions and requests for support can continue to be made by emailing info@cupe1004.ca or calling (604) 324-2440.

MARK HANCOCK

National President/Président national

CANDACE RENNICK

National Secretary-Treasurer/Secrétaire-trésorière nationale

PATRICK GLOUTNEY, FRED HAHN, JUDY HENLEY, SHERRY HILLIER, KAREN RANALLETTA

General Vice-Presidents/Vice-présidences générales

It is understandable that members have many questions, and a list of answers to common questions about administration is appended to this letter. In our role in the administration, Rob and I will work diligently to ensure members have up-to-date information about the local, sending information by email and posting updates to the CUPE 1004 website (www.cupe1004.ca).

We ask for members' patience and understanding as we navigate many moving pieces throughout the next few days and weeks, and work in the months to come to restore the normal democratic functions of your local.

In solidarity,

A handwritten signature in blue ink, appearing to read 'S. Beasley', written in a cursive style.

Steven Beasley
Administrator, Local 1004
National Representative

rr-cope:491

FREQUENTLY ASKED QUESTIONS ABOUT ADMINISTRATION

CUPE 1004

What is Administration?

Administration is a form of trusteeship adopted into the National Constitution by members voting at CUPE National Conventions. The National Constitution requires the National President, with the support of the National Executive Board, to place a chartered body, such as a local union, under administration when local democratic structures cease to function to the point that members' interests and the well-being of the local are at risk.

How does Administration Work?

When a local is put under administration, the National Union relieves all the local's elected officers of their duties, and places the local under the supervision and control of an administrator. An assistant may also be appointed. Together they will oversee the day-to-day functions, identify the extent of the issues that gave rise to the administration, repair those issues, and work with members to restore the proper democratic functioning of the Local.

More specifically, the administrator and their assistant have full authority to conduct the affairs of the chartered organization and to carry out the duties that would normally be performed by the officers of the chartered organization. The administrator can receive and pay out funds of the chartered organization for the regular and necessary business of the organization but for no other purpose. The funds and assets of the chartered organization remain the property of the chartered organization.

What is the goal of Administration?

The goal of administration is to empower the local membership through training and guidance, to achieve a point where members can, upon completion of a democratic election, begin to operate in accordance with their local Bylaws and the CUPE National Constitution.

Why was Local 1004 placed under Administration?

Conditions at Local 1004 in recent months have provided increasing evidence that the Local Executive has ceased to function appropriately, and is not able to address the structural challenges faced by the local following the departure of a large unit. Relations among Executive members, and between Executive members and staff, have devolved to a point where the day-to-day functions are no longer occurring. This situation places members at risk, and calls on the National Union to fulfill its responsibilities under the Constitution by placing Local 1004 under Administration.

Did CUPE Local 1004 leadership engage in wrongdoing?

There has been a breakdown of civility and respect in the local's democratic structures, creating an unworkable environment for all involved—members, staff and elected officials. This contributed directly to the current dysfunction.

FREQUENTLY ASKED QUESTIONS ABOUT ADMINISTRATION

Despite the issues being faced by Local 1004, it is important to remember that most members who get involved in their union local are stepping up to do good. Accordingly, appreciation and thanks is owed to all those who served the Local in elected office, even though things did not go as planned.

How does a decision to place a local under Administration get made?

The process is described in Article 7.8 a) of the CUPE National Constitution. The decision begins in the office of the National President, who can place a chartered organization under administration in cases of emergency, and where substantive evidence exists that administration would be in the best interests of the chartered organization.

The National Executive Board reviews the decision of the National President within 21 days. If the National Executive Board approves the decision to place the chartered organization under administration, the administrator will continue to exercise authority over the local and its affairs.

Can the decision to place a local under Administration be appealed?

Yes. The National Executive Board reviews the decision to place a local under administration at their next scheduled meeting following the imposition of administration. At this meeting, any officer or member of the executive of the chartered organization can ask to speak, and will be given every reasonable opportunity to do so.

How are Administrators supervised and held accountable?

The administrator will be subject to the authority of the National President and the National Executive Board, and will report regularly to them. The administrator and their assistant are also responsible for calling membership meetings in the normal way, and keeping members informed about the administration.

How long does Administration last?

Administration is rarely a short process, and often lasts a number of months. In accordance with the CUPE National Constitution, beyond a 12-month period requires a two-thirds vote of the National Executive Board. The length of administration depends on complexity of the issues involved, and the length of time required to resolve them.

How Does Administration end?

The National Executive Board can end the administration at any time by a two-thirds vote. An audit of the chartered organization must be completed before the end of administration. When the administration is ended, new elections for officers of the chartered organization will be held.