

Amalgamated Transit Union Local 757 PRIDE Caucus Bylaws

Our Purpose and Mission Statement:

Consistent with ATU commitment to its oath of obligation not to discriminate so all members thrive, the ATU 757 PRIDE Caucus works to build relationships with union members and leadership to address homophobia, transphobia, racism, sexism, and other forms of oppression.

The ATU 757 PRIDE Caucus serves as a gathering place for members who identify as LGBTQIA+ and allies, providing networking and team-building between roles, levels, races, abilities, and ethnic backgrounds. It serves as a sounding board to inform leadership of policies, procedures, training, and other actions needed to advance a strong, supportive, and equitable environment for all ATU members.

The mission of the ATU 757 PRIDE Caucus is to strive to empower and strengthen our LGBTQIA+ members with pride and dignity to help lead and transform our working conditions by collaborating with other caucuses and the COPE Committee.

Article 1: Name and Membership Requirements

Section 1: The organization shall be known as the Amalgamated Transit Union Local 757 Pride Caucus. It may be abbreviated as the ATU Local 757 Pride Caucus.

Section 2: Membership Requirements

Each Member Must:

- Be a member of ATU Local 757 or a retiree of ATU Local 757
- Maintain good standing with ATU Local 757
- Pay Caucus dues as set forth by these Bylaws (Article 2)
- Participate in Caucus events
- Commit to the following group agreements:

1. Maintain a Safe Space free from judgement
2. Operate with a growth mindset, a “yes we can” mentality
3. Yes, AND... thinking, not “but”
4. Invite being checked on our privilege and offer each other grace “Ouch” and “Oops”
5. Be open to give and receive feedback
6. Remind ourselves we are in a vulnerable place and try to be vulnerable, be kind in receiving vulnerability
7. Model the with empathy, love, compassion and acknowledge each other’s brilliance
8. Hold one another accountable and act with integrity
9. Expect and accept non-closure
10. Monitor your airtime
11. Don’t interrupt each other
12. Respect group will

Article 2: Dues and Finances:

Section 1: Dues and Finances:

Active ATU Members shall pay annual dues of \$50 yearly, or \$5 per month

Retiree ATU Members shall pay annual dues of \$30, or \$3 per month

All Dues paid will not be refunded.

Upon written request to the Chairperson, a member who is on long term medical leave or disability may have their dues reduced to the Per Capita rate plus \$1.00 (Section 2)

A Dues year shall be defined as June to May, and dues are required after the second meeting attended.

Section 2: Per Capita Tax

The yearly per capita tax for each ATU 757 Pride Caucus Member shall be \$33.00 per active member, and \$15.00 for each retiree member. These funds will be forwarded to the International Financial Secretary/Treasurer in June of each year.

Article 3: Meetings

Meetings shall be held on the second Saturday of the month at 11am at a location with agreement with ATU Local 757. Should weather or other conditions prohibit meeting in person, meetings may be held via zoom. One month's prior notice shall be provided for zoom only meetings, except under extenuating circumstances.

Meetings may be held in hybrid in person/virtual format if meeting locations allow for streaming capabilities. The ATU 757 Pride Caucus shall attempt to provide 48 hours notice if a meeting must be canceled.

Article 4: Officers

Section 1: Elected Leadership Positions/Duties

All Positions:

It shall be the duty of all positions to:

- Any officer relinquishing or being removed from their ATU Local 757 Pride Caucus position shall turn over to their successor any and all relevant books, funds, records, and all other items related to the position prior to the new officer being installed into office.

Chairperson:

The Chairperson shall preside over all regular and any special meetings of the Amalgamated Transit Union Local 757 Pride Caucus. It shall be the duty of the Chairperson to approve all orders for disbursement of funds presented to the Financial Secretary/Treasurer that shall by these by-laws be ordered paid and to sign all checks and drafts. The Chairperson shall be empowered to take up any matters of business pertaining to the next Amalgamated Transit Union PRIDE Conference. The Chairperson shall be empowered to appoint committees not otherwise

provided by these by-laws. The Chairperson shall be Delegate #1 at the International PRIDE Conference if they are able to attend.

Vice Chairperson:

It shall be the duty of the Vice-Chairperson in the absence of the Chairperson to preside and perform all duties to the office for the Chairperson and render such assistance as may be required. The Vice-Chairperson shall be Delegate #2 at the International PRIDE Conference if they are able to attend.

Treasurer/Financial Secretary

The Financial Secretary/Treasurer shall keep all financial accounts of the Amalgamated Transit Union Local 757 Pride Caucus and maintain correct and proper accounts of all its members. They shall make all disbursements for the Caucus provided for in the by-laws. They shall keep the correct record of all monies received and expended and prepare financial statements by calendar months to be submitted to the membership at regular meetings. The Financial Secretary/Treasurer shall be Delegate #3 at the International PRIDE Conference if they are able to attend.

Recording Secretary:

It shall be the duty of the Recording Secretary to keep a correct account of the Pride Caucus meetings and to carry on all correspondence and to perform other such duties as they pertain to this office. The Recording Secretary shall keep a strict record of all amendments to these by-laws. They shall send out all meeting notices as directed by the officers. The Recording Secretary shall be Delegate #4 at the International PRIDE Conference if they are able to attend.

Section 2: Requirements To Be Nominated/Elected

All nominees to be elected shall maintain active membership in good standing with ATU 757, ATU International, ATU International Pride Caucus, and ATU Local 757 Pride Caucus. No member holding an office with the ATU International Pride Caucus may hold an elected position within the ATU 757 Pride Caucus.

Section 3: Elections

With the exceptions of the first election which will be held one month after bylaw adoption, all elections of officers shall occur in the June meeting of the ATU local 757 Pride Caucus. Elections shall occur every two years in even numbered years. Nominations shall be held at the

April and May meetings, and all nominees must be present either in person or online to accept their nomination.

Elections shall be conducted by a roll call vote of all members in attendance of the June meeting either in person or virtually.

No member of the ATU Local 757 Pride Caucus shall hold or accept nominations for more than one office per term.

If after the election a position becomes vacant, the open position will be announced for a minimum of fourteen (14) days prior to the next regularly scheduled ATU Local 757 Pride meeting. Members interested in running for the vacant position will nominate themselves during the next scheduled local pride meeting. The primary special election shall be held at the following local pride caucus meeting. In the event that there is no candidate who obtains a 50% +1 vote, a secondary election shall occur immediately afterwards between the top two vote-getting candidates.

Article 5: Relationship with ATU International

Section 1: Officers

ATU Local 757 Pride Caucus Officers shall attempt to maintain good relations with the ATU International Pride Caucus and respective officers.

Section 2: Number of Membership Requirement

To remain in good standing with the ATU International PRIDE Caucus, The ATU Local 757 Pride Caucus must maintain active membership of at least two (2) in good standing with ATU Local 757.

Section 3: Bylaw Adoption

The ATU Local 757 Pride Caucus must adopt bylaws that do not conflict with the ATU International PRIDE Caucus bylaws. The ATU Local 757 Pride Caucus shall send bylaws and any bylaw changes to the Recording Secretary of the ATU International PRIDE Caucus for approval.

Section 4: Membership Notification Requirement

The ATU Local 757 Pride Caucus must provide the ATU International PRIDE Caucus with a list of all ATU Local 757 Pride Caucus members at least once a year in the month of June when submitting the per capita tax for each member. The list must contain the following information:

- Preferred First and Last name
- Pronouns
- Country
- Complete mailing address
- Phone number
- Email address with an indication of Yes/No for ATU International Pride Caucus newsletter/notifications.

Article 6: Bylaw Changes

All bylaw amendments must be submitted in writing to the Chairperson and Recording Secretary. Amendments shall have a first reading at a regular meeting and will be voted on at the next meeting.

All approved amendments to these bylaws shall be presented in writing to the International PRIDE Caucus Recording Secretary and shall be approved before being enacted.