

Amalgamated Transit Union Local 587

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 587 PRIDE Caucus works to build relationships with union members and leadership to address homophobia, transphobia, racism, sexism, and other forms of oppression.

The ATU 587 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 587 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.

LOGO

The logo shall be the ATU 587 Logo with the Progress Pride Flag in place of the country flags at the top, Est. 2024 in the foreground, and Pride Caucus in the lower red portion.



ARTICLE I - NAME

The organization shall be known as the Amalgamated Transit Union Local 587 Pride Caucus.

ARTICLE II - MEMBERSHIP

SECTION 1:

All ATU members (Active and Retirees) who are in good standing and self-identify as being LGBTQIA+ or an ally shall be eligible for voluntary membership in the ATU 587 Pride Caucus and shall have the right to vote on all things involving the ATU 587 Pride Caucus.

SECTION 2 – MEMBERSHIP REQUIREMENTS

Each Member must:

- Maintain good standing with ATU 587
- Pay Caucus dues as set forth by these By-Laws (ARTICLE III)
- 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 III- OFFICERS

Section 1:

The regular officers of the ATU local 587 Pride Caucus shall be:

1. Chairperson
2. Vice-Chairperson
3. Financial Secretary/Treasurer
4. Recording Secretary

Section 2:

All officers shall serve a three-year term. The tenure of each officer shall take place in the month of July in the same year as the elections are held for ATU Local 587. General elections shall be held in the month of March. Nominations shall be made at the February meeting. To accept the nomination or self-nomination you must be present or self-nominate by a written note to the Recording Secretary before the February meeting. The vote shall be by Secret ballot at the March meeting.

However, the first nominations and elections shall be held during the meeting in which the first set of By-Laws are approved.

ARTICLE IV-ELIGIBILITY TO HOLD OFFICE

To be eligible to be nominated for office, members shall be an active or retired member of ATU Local 587 in good standing.

ARTICLE V- DUTIES OF OFFICERS

Section 1:

Chairperson: The Chairperson shall preside over all regular and any special meetings of the Amalgamated Transit Union Local 587 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.

Section 2:

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.

Section 3:

Financial Secretary/Treasurer: The Financial Secretary/Treasurer shall keep all financial accounts of the Amalgamated Transit Union Local 587 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.

Section 4:

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.

ARTICLE VI- MEETINGS

All meetings shall be conducted with the upmost respect for each other, allowing each member to speak. Every member should feel that their voice and human rights matter. Robert's Rules of Order shall govern any manner coming before the Amalgamated Transit Union Local 587 Pride Caucus not covered by these bylaws.

ARTICLE VII – ORDER OF BUSINESS

The order of business for regular meetings of the Amalgamated Transit Union Local 587 Pride Caucus shall be as follows:

1. Call to Order
2. Approval of the minutes of the previous meeting
3. Communications
4. Reports of the Officers of the Pride Caucus
5. Unfinished Business
6. New Business
7. Election and Installation of Officers (When applicable)
8. Adjournment of meeting

Section2:

Dues and Finances:

Active ATU Members shall pay annual dues of \$50

Retiree ATU Members shall pay annual dues of \$30

All Dues paid will not be refunded.

A Dues year shall be defined as March to February.

Section3:

Membership requirements:

- 1) Active members of ATU \$50 a year
- 2) Retiree members of ATU \$30 a year
- 3) Participate in ATU Local 587 PRIDE caucus events.

ARTICLE IX - PER CAPITA TAX

Section 1:

The yearly per capita for each ATU 587 Pride Caucus member will be \$33 .00 per member, per year and will be forwarded to the International Financial Secretary-Treasurer. Retirees per capita is \$15.00 per year

Section 2:

All members shall be current in per capita tax payment by the end of the registration period in order to be eligible to vote and attend the international conference.

ARTICLE X - CHANGES TO THE BY LAWS

ALL By-Law amendments must be submitted in writing to the Recording Secretary.

Amendments shall have a first reading at a regular meeting after the submission and will be voted on at the very 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.