

LOCAL AUTONOMY

Each Society bargaining unit has the right to negotiate and manage its operations, in accordance with the Constitution and Bylaws, to best serve their members. In doing so, each local acts fairly autonomously, with the common objective to increase benefits, opportunities and rights for the Society Membership as a whole.

This means locals can:

- Negotiate settlements and interim agreements in the best interest of the local's members without approval from Society Central bodies (i.e. Executive Board).
- Negotiate Collective Agreement language based on the needs of their Local.
- Each LVP has a vote on the Executive Board, which provides a voice to the Local's members in decision making processes that affect the Society membership as a whole, including governance of the union.

Limitations:

- In accordance with the Society Policy: **Governing Principles When Bargaining**, locals cannot agree to negotiated changes to the following Collective Agreement provisions without the approval of the Executive Board:

• Jurisdiction, scope and voluntary recognition agreement clauses	• Mediation/arbitration
• Hours of work	• Pensions and significant benefits
• Compensation systems	• Contracting out and purchased service agreements
• Employee privacy	• Employment security
• Release time	• Health and safety

And/or which:

- Establishes a precedent, or yields the employees' or union's legal rights, or expands management rights
- Has a financial cost for the Society as a whole
- Interprets the Collective Agreement in a manner that is significantly less provident than the original intent, long-standing interpretation or established past practice

Society locals are assigned a Labour Relations Staff Officer who is a specialist in supporting and guiding employer interactions, agreement negotiations, and grievance handling. The Society also provides a comprehensive training program for local elected representatives including bargaining teams. Often locals will also work with the Society researcher, organizer, external relations, and communications staff on specific issues or to support their negotiations. However, it is the locals and their elected representatives who hold decision-making responsibilities.

LOCAL STRUCTURE - EXAMPLE

