

Unifor Local 222

By-Laws

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Statement Of Principles

Democratic

1. Unifor is a voluntary organization that belongs to its members. It is controlled by members and driven by members. Its role is to serve their collective interests in the workplace and in our communities. The life of Unifor is shaped by the essential ingredient of democratic participation. Social democratic values are the foundation of all that we do. Our commitment to the principles and practices of social democratic unionism define who we are and are reflected in our rules, structures and processes.

United

2. Unity is the process of transforming individual aspirations into collective interests and action. It is based on equality. It is forged in diversity. It is strengthened by solidarity. As we overcome the divides of geography, the barriers of separate workplaces and occupations, and the differences of race and gender, age and background, we build a unified working class organization.

Open and Inclusive

3. An engaged membership is critical to Unifor's success. Engagement happens when ideas are welcome, involvement is encouraged and when the union actively develops the skills and understanding of its members. In our efforts to be inclusive, we open the union to new members and a broader definition of membership, and we ensure that our union reflects the diversity of our membership and communities.

Solidarity

4. Unifor is more than an aggregate of individual members. The union is shaped by our relationships, by how we treat and care for each other. Our commitment to solidarity speaks to the significance of the language of "union sister" and "union brother". It is evident in the day-to-day bonds of fellowship and friendship, it is found in the expressions of respect and mutual support, and it is witnessed in the acts of cooperation and interdependence, and by our commitment to anti-harassment.

5. Solidarity is how we pay tribute to the fact that an injury to one is an injury to all. It is how we acknowledge that what we want for ourselves, we want for others. And it is how we demonstrate our resolve and determination to make it so.

Accountable and Transparent

6. Unifor is committed to good governance, fair representation and clear rules and practices. The principle of accountability will be apparent in all our decision-making and actions, and the practice of transparency will be evident in our procedures. Our reporting, financial and otherwise, will be timely and reliable and our decision-making will be clear and relevant.

Effective

7. Unifor will react quickly, respond effectively, set decisively and maintain a clear focus on our objectives. This requires the development of skilled, competent and capable leaders and staff. It further requires sufficient resources (people and money) be effectively used.

Dynamic

8. We are building an organization that is innovative, always reviewing, evolving and improving. For Unifor, change is a constant. We are committed to learn from our efforts, modify our practices, and adopt new ways of conducting our activities.

Militant

9. Our goal is an organization capable of vigorously defending ourselves, protecting and advancing our interests and fighting for all workers.

Progressive

10. Our goal is transformative. To reassert common interest over private interest. Our goal is to change our workplaces and our world. Our vision is compelling. It is to fundamentally change the economy, with equality and social justice, restore and strengthen our democracy and achieve an environmentally sustainable future. This is the basis of social unionism — a strong and progressive union culture and a commitment to work in common cause with other progressives in Canada and around the world.

Gender and Equity

11. Unifor is fully committed to equity and inclusion. Women, Aboriginal and Workers of Colour, Lesbian, Gay, Bisexual and Transgender Workers, Young Workers, Workers with Disabilities and other equity-seeking groups, will be represented in the structures of the union at all levels. In certain articles, the Constitution provides specific provisions which detail how women and equity groups participate in the leadership structures of the union. Elsewhere the commitment is expressed as a more general one. Where the commitment is a general one, it requires those with the necessary authority and responsibility to address the issue. When By-Laws of all bodies in the unions are submitted to the National Executive Board for approval they will be viewed through this gender and equity lens.

Union Renewal and Generational Change

12. The strength and dynamism of Unifor, at all levels, is based on union renewal. How the structures and practices of the union evolve over time; how the union is open to and receives new ideas, and how the union renews its leadership by making space for the next generation. Generational change is essential for union renewal. As such it is the expectation and desire of the union that all National Officers, Regional Directors, Local Union officers and Staff voluntarily retire from their position at age 65 or before.

Leadership

13. The responsibility of leadership is to build the strategic determinants of union strength – membership levels, bargaining power, mobilizing capacity, political influence – and to guide and shape the union with a compelling vision. The role of leadership is to inspire and motivate and to ensure that we achieve all of the above, as well as the following objectives.

Article 1. Name This organization shall be known as “Unifor Local 222”. Further when the term, Local 222, Local Union and/or Local is used, it is intended to mean Unifor Local 222.

Article 2. Objectives The objectives of this organization shall be: to unite all workers of the various units of Local 222; to improve wages, working conditions and benefits; to educate our members in the history of the labour movement and its continuing role in improving our society.

Article 3. Constitution and By-Laws

The By-Laws of this Local Union shall be in accordance with the Constitution of the National Union, Unifor; and these By-Laws shall be in all respects subordinate to said Constitution and all applications and interpretations thereof. The By-Laws will be reviewed by the Constitution and By-Laws Committee every five (5) years.

Article 4. Fiscal Year The fiscal year of this Local Union shall begin on January 1st and end on December 31st.

Article 5. Membership

5.01 The membership will govern the Local Union. The right of the membership to govern the Local Union shall at all times be subject to the rules of procedure governing meetings and other rules and regulations as laid out in Article 5 of the Constitution.

5.02 Temporary Part Time (TPT) employees will be deemed as non-seniority members, as are probationary employees. Temporary Part Time members will be eligible to exercise the democratic right to participate in all business of the Local Union, including voting procedures of the Local.

This member must be a member in good standing for a period of one year, based on when they started paying union dues, in order to be eligible to seek and hold office, subject to Article 5 of the Constitution.

Article 6. General Membership and Special Meetings

- 6.01 (a) General Membership Meetings shall be held on the first Thursday of each month, with the exception of July & August, where there will be no General Membership Meetings, unless otherwise determined by the General Membership.
- (b) A special or emergency meeting of the Local Union may be called by the President or a majority of the Executive Board, on a date to be determined by the Executive. The membership shall be properly notified of such meetings.

6.02 Quorum

- (a) Fifty (50) members in good standing, including the Executive Board, shall constitute a quorum for the transaction of business at any General Membership Meeting. In the event that a quorum is not present within fifteen (15) minutes after the scheduled time for beginning a General Membership Meeting, the President shall declare all business referred to the Executive Board and may adjourn the meeting.

The General Membership meeting may continue without a quorum. The meeting will be limited to information and reports only. No motions will be accepted nor financial matters dealt with.

- (b) Meetings shall be limited to a maximum length of ninety (90) minutes unless after this time, a majority of those members present, vote to extend the meeting.
- (c) All questions of a Parliamentary nature shall be decided by the rules adopted by Unifor "11 Points to a Meeting". Items not covered shall be determined by Bourinot's Rules of Order.

Article 7. Local Union Authority

- 7.01 (a) The membership will govern the Local Union.

- (b) Between membership meetings the Executive Board shall be the highest authority of the Local Union and shall be empowered to act on behalf of the membership to the extent urgent business requires prompt and decisive action affecting the vital interests of the Local Union.
- (c) Between meetings of the Executive Board, the President shall exercise general administrative authority and shall be permitted to take action on behalf of the Executive Board.
- (d) The duties of the Executive Board shall be as set out in Article 15 of the Constitution.

Article 8. Local Union Executive Officers

8.01 (a) In accordance with Article 15 of the Constitution, the Local Union shall consist of the following Executive Officers:

President, 1st Vice President, 2nd Vice President, Financial Secretary and Recording Secretary.

- (b) These officers shall be elected every three (3) years.
- (c) Local Union Officers shall be required to take the oath of office as provided in Article 24 of the Constitution.
- (d) The duties of the Local Union Officers shall be as set out in Article 15 of the Constitution.

Article 9. Executive Board

9.01 The Local Union Executive Board shall consist of:

- The Local Union Executive Officers
- Three (3) Trustees, Guide, Sergeant At Arms

- Female Member at Large, Youth Worker Member at Large (under 35 years of age), LGBTQ Member at Large, Aboriginal or Worker of Colour at Large
- The elected Retiree Chapter Representative
- The Chairperson from each of the five (5) largest units within Local 222, other than the General Motors Unit. These positions will be filled as established, by virtue of their positions as the Chairperson of the respective units. One (1) Board Member At Large will be elected from the balance of the Local. In the event that a Chairperson from one of these units is elected to an Executive position, the Chairperson from the unit with the next largest population will be appointed.

All Local Union Executive Board Members shall have voice and vote.

9.02 Executive Board Meetings

- (a) The Executive Board shall meet monthly with the exception of July & August or more often if agreed upon by a majority of the Executive Board Members.
- (b) Eleven (11) members of the Executive Board shall constitute a quorum. Minutes will be taken of all Executive Board Meetings by the Recording Secretary and shall be available to the membership upon request. All recommendations of the Executive Board shall be referred to the next General Membership Meeting.
- (c) The Local President shall be an ex-officio member of all Local Union Committees except the Election Committee.
- (d) Emergency meetings of the Executive Board may be called by the President. Executive Board members must be notified of such meeting without delay.

Article 10. Unit Bargaining Committees

Each of the units represented by Local 222 shall have a Bargaining Committee as outlined in their respective collective agreements, in addition to the President or designated representative of the Local.

Article 11. Local Union Standing Committees

- (a) In accordance with Article 15 of the Unifor Constitution, the following shall be the Standing Committees of the Local Union:

Constitution and By-Laws Committee

Education

Environment

Recreation

Human Rights – to include a minimum of two (2) members who identify as LGBTQ and a minimum of two (2) members who identify as Aboriginal or Worker of Colour

Women's

Young Workers

Community Services

Election

- (b) In addition to the Standing Committees listed above, the following may also be Committees of the Local Union:

Political Action Committee (PAC) - The Political Action Committee shall be composed of volunteers. This Committee shall discuss new developments in the political field and make recommendations to the Executive Board or General Membership Meeting for endorsement.

The PAC Chairperson will be elected by the committee.

Flying Squad - The Local Flying Squad shall be composed of volunteers with the Chairperson being elected by the committee.

- (c) The Constitution and By-Laws Committee shall be composed of the following:

President, 1st Vice President, Financial Secretary and Recording Secretary. The Constitution and By-Laws Committee will meet to review and update By-Laws as required. The Committee is required to review and make recommendations following a Notice of Motion of the By-Laws.

The duties of the Standing Committee Chairperson are as follows:

To conduct standing committee meetings, and to notify members of the committee as to the time, date and place of all regular or special meetings, sufficiently in advance to enable them to attend.

The duties of the Standing Committee Vice Chairperson are as follows: In the event of absence of the Chairperson, the Vice Chairperson will assume the above duties.

The duties of the Standing Committee Recording Secretary are as follows: The Recording Secretary shall keep a written record of all proceedings of all meetings of the Committee, along with a record of all activities.

Article 12. Local Elections and Election Committee

12.01 Election Committee

- (a) All elections, ratifications votes, strike votes or any other polling of the general membership and/or any Unit of Local 222 by secret ballot shall be done under the authority and direction of the Election Committee.
- (b) The Election Committee and the membership shall be governed by the National Constitution and its Policy Regarding Local Union Elections.

- 12.02 A Certified Chartered Accountant shall be retained. The role of the accountant is to conduct all phases of the elections for the GM Unit, the Local 222 Executive Board and Service Representative positions. The Election Committee gives such direction as necessary to ensure the proper posting of notices, in compliance with the time, dates and places, as well as the election rules outlined in the Local union By-Laws, the Unifor Constitution and the Unifor Policy Regarding Local Union Elections.
- 12.03 All elected positions or offices in the Local Union shall be decided by a secret ballot.
- 12.04 Candidates for an Executive office or any other position to which only one member may be elected must receive a majority of votes cast for that office to be declared elected. In the event that more than two (2) candidates are nominated for any one office, refer to Section 12.7.
- 12.05 All unit representative elections shall be held every three (3) years, with at least one (1) member of the Election Committee in attendance. The membership shall be notified of the time and date, by leaflets, and/or other acceptable methods, in accordance with the Unifor Policy Regarding Local Union Elections.
- 12.06 In the event there is more than one (1) full-time position scheduled for election at the same time, any member that submits her/his name, for more than one (1) office, shall be given one (1) working day (24 hours) to withdraw, in writing, all but one (1) nomination, for office. Failure to withdraw their nominations will result in automatic disqualification from all elections, and positions, scheduled for that date.
- 12.07 In the event there is more than one full-time position being elected (i.e. Two (2) Alternate Service Representatives), the following formula will apply:

Tabulate the total number of votes and divide by two (2) in order to get the 50%, then divide by the number of candidates to be elected and plus one (1) to attain the total number of votes required to be elected.

First Example

200 total votes ÷ 2 to get to 50% majority = 100

100 ÷ 2 (to get the 50% mark) = 50

50 + 1 = candidates need 51 or more votes to be elected

Second Example

210 total votes ÷ 3 (when 3 to be elected) = 70

70 ÷ 2 (to get the 50% mark) = 35

35 + 1 = candidates need 36 or more votes to be elected

12.08 As per the Policy Regarding Local Union Elections #33, where three trustees are to be elected and no one candidate receives a majority, the run-off will be confined to the six receiving the highest number of votes. If one receives a majority, the run-off will be among the candidates receiving the second, third, fourth and fifth highest votes. If two receive a majority, the run-off will be between those receiving the third and fourth highest votes.

12.09 In the event of a vacancy of less than one (1) year to the date of the election of unit stewards/committeepople or alternates, the elected alternate steward/committeeperson will fill the vacancy, with a new alternate being appointed by the unit chairperson for the balance of the term.

Article 13. Local Union Recall Procedure

13.01 An Executive Board member or an elected Local Union representative may be recalled by the members she/he represents for failure to perform the duties of her/his office.

- 13.02 A petition setting forth the reasons why the recall is sought must be signed by at least fifty percent (50%) of the members working she/he represents.
- 13.03 Fifty percent (50%) of the members she/he represents must be present at the recall meeting to establish a quorum.
- 13.04 A two-thirds majority vote of those present is required for recall.

Article 14. Finances

14.01 Initiation Fee

The Initiation fee shall be \$10.00 for all new members. Reimbursement of this fee shall be the same amount and made upon proof of past membership in good standing within Unifor.

14.02 Union Dues

The monthly dues shall be the minimum established by the Constitution of Unifor, unless changes are made that conform to Article 15 and Article 16 of the Constitution.

Article 15. Salaries of Local Union President, Financial Secretary & Service Representatives

15.01 The President and Financial Secretary shall be paid salaries and benefits equal to the Unifor National Representatives.

15.02 The Service Representatives shall be paid the same rate of classification as a General Motors Tool and Die employee, times 52 hours, at the applicable rate, per week. Future salary increases for the Service Representatives of Local 222 shall be based accordingly with the Unifor/GM Master Agreement.

Article 16. By-Laws Approval and Amendments

- 16.01 These By-Laws and all amendments thereto shall be submitted to the National Executive Board for approval.
- 16.02 These By-Laws shall be amended, altered, or revised only in conformity with the following procedure:
- 16.03 A resolution or motion in writing calling for amendments, alteration, or revision, shall be presented and read to a regular membership meeting. It must be seconded by a member other than the mover.
- 16.04 The resolution or motion shall then be referred to the By-Laws Committee, and shall be read out at the next regular Membership meeting, together with the recommendations of the Committee.
- 16.05 A vote shall be taken on the recommendations of the By-Laws Committee, and it shall require a two-thirds vote of those voting for adoption.
- 16.06 The By-Laws of the Local Union shall at all times be subordinate and subject to the provisions of the Constitution of the National Union as it now exists or may from time to time hereafter be altered or amended, and in the event of any conflict, the Constitution of the National Union shall govern.

Article 17. Retired Workers

- 17.01 The Local Union will support and maintain a Retired Workers Chapter.
- 17.02 The Local Union President or their designee shall serve as a member of the Executive Board of the Local Union Retired Workers Chapter with voice and vote.

Article 18. Oath Of Office and Installation Ceremony

At the Local Union level, the Installation Ceremony may be performed by the outgoing Local Union President or a National Representative.

The Installing Officer says: "Give attention while I read to you the obligation:

Do you pledge on your honour to perform the duties of your respective offices as required by the Constitution of the Union and to bear true and faithful allegiance to Unifor?

Do you pledge to promote a harassment and discrimination-free environment and work to ensure the human rights of all members are respected?

Do you pledge to support, advance and carry out all official policies of the Union and to work tirelessly to advance and build the membership of our Union?

Do you pledge to deliver all books, papers, and other property of the Union that may be in your possession at the end of your term to your successor in office, and at all times conduct yourself as becomes a member of this Union?"

Officers respond, "I do."

The Installing Officer then says: "Your responsibilities are defined in the By-Laws, Constitution and policies of Unifor. Should any emergency arise not provided for in these, you are expected to act according to the dictates of common sense, guided by an earnest desire to advance the best interest of the Union. I trust you will all faithfully perform your duties so that you may gain the esteem of your brothers and sisters and the approval of your conscience.

You will now assume your respective offices."