

Unifor Local 6005 Bylaws



UNIFOR
the**Union** | le**syndicat**

Approved by the membership January 18, 2017

By-laws

ARTICLE 1 NAME AND JURISDICTION

- Section 1. This organization shall be known as Unifor Local 6005 (Hereinafter called the "Local Union").
- Section 2. This Local has been established and exists by virtue of a charter issued by Unifor (hereinafter called the "National Union") pursuant to the Constitution of the National Union.

ARTICLE II TRADE UNION STATUS

- Section 1. The purpose and objects of this Local are to unite all workers within its jurisdiction for the following purposes;
- a) The regulation of labour relations and collective bargaining between employers and employees
 - b) To organize persons engaged within the jurisdiction of the Union and assist in the organization of all working people;
 - c) To improve wages, hours of work, employment security and other conditions of employment through collective bargaining;
 - d) To strive for equality regardless of race, creed, colour, age, marital status, family status, ancestry, place of origin, ethnic origin, citizenship, language, religious beliefs, sex, sexual orientation, disability, records of offence or political affiliation;
 - e) To assist in advancing the social, economic and general welfare of working people through political, educational, civic and other activities;
 - f) To safeguard, protect and extend freedom, civil liberties, democracy and democratic trade unionism;
 - g) To engage in political activities to secure beneficial legislation and obtain the defeat and repeal of harmful legislation;
 - h) To aid and co-operate with other trade unions and other organizations whose purposes are in accord with the purposes of this union, and to affiliate with organizations which meet our goals and to participate in such organizations.

ARTICLE III CONSTITUTION AND BY-LAWS

Section 1 The constitution of this Local Union shall be 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.

ARTICLE IV HEADQUARTERS

The Local Executive shall maintain and monitor:

1. The local e-mail
2. The virtual local telephone
3. P.O. Box

The cost for these will be paid through local funds.

ARTICLE V FISCAL YEAR

Section 1 The fiscal year of this Local Union shall begin on January 1 and end on December 31

ARTICLE VI MEMBERSHIP

Section 1 The Local Union shall be composed of workers eligible for membership in Unifor, over whom the Local Union has jurisdiction.

Section 2 Each member in good standing of this Local Union has the right to nominate and vote, express opinions on all subjects before the Local Union, to attend all membership meetings and express views, arguments and opinions on all matters and business, including candidates for office, property before the meeting; to meet and assemble freely with other members and generally, to participate in the activities of the Local Union in a responsible manner consistent with good conscience in order to present and discuss factually and honestly the issues upon which the membership must base its decisions. These rights shall at all times be subject to the rules of procedure governing meetings and other uniform rules and regulations contained in the Constitution, By-Laws and other official rules of the Local Union.

Section 3 A member in exercising the forgoing rights and privileges shall not take any irresponsible action which would tend to jeopardize or destroy or be detrimental to, either the Local or National Union as organizations, or their free democratic heritage, or which would interfere with the performance by this Local Union or the National Union of its legal or contractual obligations as a collective bargaining agent, or interfere with the legal or contractual obligations of this Local Union as an affiliate of the National Union.

Section 4 Violation, or abuse of these rights and privileges of membership, or engaging in conduct prohibited by this Article, may be grounds for the commencement

of a charge against a member pursuant to Article 18 of the National Union Constitution.

Section 5 The membership shall strive to obtain the objectives set forth in the Constitution and additional objectives as established as the policy of the National Union; to maintain free relations with other organizations; to do all in its power to strengthen and promote the labour movement; to cooperate with National Board Members, the National Representatives and help promote organizational activities.

Section 6. Revenue

- a) The initiation fee for members in the Local is \$ 5.00.
- b) Per capita to the National Union shall be as provided in the Constitution of the National Union.

Section 7 Each member of this Local shall pay dues to the Local Union in an amount equal to 1.5% of basic pay.

A member in default, without good cause, in the payment of dues, fines, assessments, for ninety (90) days from the date such amount becomes due, may be suspended from the rights of membership and if the default continues without good cause for an additional thirty (30) days after notice in writing by the National Secretary-Treasurer, may be expelled from the Union.

Any member who has been suspended for non-payment of dues, fines or assessments, may be reinstated upon payment for a reinstatement fee of ten dollars, together with a new initiation fee and all dues due at the time of his/her suspension.

ARTICLE VII MEETINGS

Section 1. The Local shall normally meet on the third (3rd) Wednesday of the month on a quarterly basis. The meeting will be held at such place as the Local or the Executive Board shall decide. The time, place and date of the meeting shall be properly posted so that all members may attend.

Section 2. The President may call a special meeting of the Local. The President may call such a meeting at the request of the Executive Board or on the written request of 15% members in good standing. Notice of a special meeting shall be given to the members. The notice shall include the date, time and place of meeting and state the purpose for which the meeting is called. No business other than that for which the meeting is called may be transacted.

Section 3. A quorum for the purpose of transacting any business by the Local shall consist of not less than 35 members present at any regular or special meeting. No action of any meeting shall be invalid for lack of a quorum unless the question of lack of a quorum was raised before such action was taken. A regular meeting may transact any and all business coming before it, without prior notice of the business to be transacted at such meeting, except as otherwise specifically provided in these By-laws. Unless otherwise specifically provided by the By-laws, all decisions of a Local meeting shall be by a majority of the members voting. The Local Executive will hold information meetings in other cities where members are located as required.

Section 4. The order of business at the regular meeting shall be:

1. Call to Order
2. Reading of Anti-Harassment Statement
3. Roll Call of Officers
4. Reading and approval of Agenda
5. Reading and Approval of Previous Membership Meeting Minutes
6. Initiation of New Members
7. Correspondence
8. Executive Report and Recommendations
9. Financial Officers' Report on Financial Statement and Bills
10. National Representative's Report
11. Reports of Committees
12. Unfinished Business
13. New Business
14. Good and Welfare
15. Adjournment

Section 5. Questions of a parliamentary nature shall be decided by Bourinot's Rules of Order.

ARTICLE VIII POWERS OF ADMINISTRATION

Section 1 The membership is the highest authority of this Local Union and shall be empowered to take or direct any action not inconsistent with the Constitution or By-Laws.

Section 2 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, subject to subsequent membership approval, but the Executive Board may not take action affecting the vital interests of the Local Union without prior membership approval.

Section 3 Between meetings of the Executive Board, the President shall exercise general administrative authority and shall be empowered to

act on behalf of, and take action permitted, to the Executive Board subject to subsequent approval of the Executive Board.

ARTICLE IX OFFICERS

Section 1. The officers of this Local shall be a President, Vice-President, a Health & Safety Coordinator, a Secretary/Treasurer and Chief Stewards as required.

The Local Executive Board may determine whether further or fewer Executive Board positions are required and may designate the need for future elections.

Section 2. Nominations and Elections

All officers shall be elected every three years at the January meeting (Chief Stewards will be elected by the Stewards from the designated areas , the Heath & Safety Coordinator will be elected by the membership, and three officers will be elected at the January meeting).

Nominations and elections for all officers shall be made at the election meeting. No nominee shall be placed on the ballot unless he/she signified his/her acceptance of the nomination either in person or by written notification submitted to the meeting at which nominations are made. Only votes for candidates duly nominated and properly on the ballot shall be counted.

Section 3. Eligibility

No member shall be eligible for nomination or election to any office in this Local, or as a delegate to the National Union Convention or as a representative of this Local, or any subordinate body of the National Union unless he/she has been a member in good standing in this Local continuously for one year immediately preceding his/her election (or if the Local has been chartered for less than one year, continuously from the date of its charter) and is considered a regular member.

Section 4. Term of Office

All officers shall hold office until their successors are elected and installed. Installation of officers shall be held at the next meeting after the election. The outgoing officers shall immediately turn over all papers, money, rights, titles, chattels, books, records, property and assets belonging to the Local to their successor or to the President of the Local.

Section 5. Vacancies

In case of vacancy in the office of President, the Vice-President shall immediately assume all responsibilities of that office until a successor President has been elected, unless the vacancy occurs within six (6) months of the election meeting. Vacancies in other offices shall be filled by appointment of the governing body of the Local, subject to approval of the appointment by the membership within ninety (90) days).

Section 6. Duties of the Local Officers are set forth in Article 15 Section C of the National Constitution.

ARTICLE X TRUSTEES

Section 1. The Local Union shall have three trustees. The trustees will be elected by the membership in June for a term of three years.

Section 2. Duties of the Trustees

The Trustees shall examine and audit the books and records of the Local Union at least four (4) times a year and shall submit a written report on each audit to the Local Union and to the National Secretary-Treasurer in such manner and at such times as the National Secretary-Treasurer may require, and have such further powers and duties as may be provided by the Local Union By-laws.

Section 3. In the event of a vacancy, the Executive Board shall appoint a trustee as needed.

ARTICLE XI EXECUTIVE BOARD

Section 1. There shall be an Executive Board consisting of the officers of the Local Union.

Section 2. The Executive Board shall be the highest governing authority within the Local between meetings of the Local and shall exercise general supervision over its business and affairs. It shall have power, subject to the approval of the Local and the provisions of the National Union Constitution, to invest the funds and properties of the Local, to authorize the expenditures of the Local or the use of the property of the Local to give effect any of its objects and to pledge any property or securities of the Local as security therefore, and to buy, sell, exchange, rent, lease or otherwise acquire or dispose of real or personal property, and shall fix the salaries or honoraria, if any, of the elective officers and any employees.

Section 3. The Executive Board shall have the authority to conduct the normal business of the Local. It shall present a report of its activities to each meeting of the Local for its approval.

Section 4. All requests for contributions of donations to individuals or organizations shall first be submitted to the Executive Board for its consideration and recommendations, before being received by the Local. These requests will be capped at \$1 per active member without membership approval. Further amounts may be approved by members at a General Meeting. Requests for financial aid from a Local of the National Union shall require the endorsement of the National President before consideration shall be given to it.

Section 5. It shall be the duty of the Executive Board to cause the provisions of the National Union Constitution and the By-laws, rules and regulations of this Local to be faithfully executed; and to preserve, promote and safeguard the best interests and general welfare of the National Union, this Local and the members. The Executive Board may adopt such rules and regulations not in conflict with the National Union Constitution and these By-laws, as it may deem necessary and advisable.

- Section 6.
- a) The Executive Board shall meet at least once a month, at such times and places as it shall determine.
 - b) Minutes will be taken of all Executive Board Meeting by the Recording Secretary and shall be made available to the membership at meetings.
 - c) Special meetings of the Executive Board may be called at any time by the President or by three members of the Board upon not less than 36 hour verbal or written notice to the Executive Board members of the time and place of the meeting and of the business to be transacted thereat.
 - d) A majority of the members of the Executive Board shall constitute a quorum for the transaction of any business.

ARTICLE XII COMMITTEES

Section 1. The Local Executive has the authority to strike an ad hoc committee as required by the local. These committees shall perform all duties assigned to them by the Constitution and By-Laws and such additional duties as they may be directed to perform from time to time by the Executive Board or the membership.

ARTICLE XIII STEWARDS

Section 1 Stewards shall be elected to 3 year terms.

ARTICLE XIV CONDUCT OF ELECTIONS

- Section 1. Notices as to the date of nominations and elections and Officers shall be placed on bulletin boards, not less than thirty (30) days in advance, and reasonable efforts shall be made to notify all members.
- Section 2. The election of officers, delegates and representatives shall be by majority vote of the votes cast in a secret ballot at the election meeting. Any candidate may have an observer at the polls and at the counting of the ballots. In the event no candidate for office receives a majority of the votes cast, the two nominees receiving the greatest number of votes on the first ballot shall be the nominees on the second ballot and the balloting shall continue at the same meeting.
- Each member shall be entitled to one vote.
- Section 3. Election Committees shall be elected ad hoc for each election prior to any election taking place.

ARTICLE XV PROPERTY

No funds or property of this Local shall be given away or expended to assist any seceding, dual or antagonistic organization, or any local which is violating the Constitution of the National Union. The funds and property of this local shall be used only to give effect to the purposes and objects of this local under and subject to the provisions of the National Union Constitution.

ARTICLE XVI EXPENSES

- Section 1. When on Local or bargaining unit business, Executive Board members or other previously authorized member(s) shall, upon presentation of receipt, be reimbursed for loss of pay, lodging and travelling expenses.
- Section 2. Use of personal vehicle for union business should be reimbursed at an amount consistent with that established by the NEB .
- Section 3. When previously authorized, a per diem will also apply when on local or bargaining unit business at the published National Per Diem policy rate.
- Section 4. In all cases, authorization must be obtained before any expenses are incurred.
- Section 5 The Local Union shall pay a representative or member lost time only when that representative or member is performing necessary duties for and on behalf of the Local Union during the time for which s/he would otherwise be compensated by the employer. The amount of lost time should never exceed the amount which the Local Union representative or member would

otherwise have received from his/her employer for the same period of time which s/he is being compensated by the Local Union.

ARTICLE XVII ATTENDANCE RULES

Section 1 All members of this Local Union holding an elective position are required to attend:

1. Two out of three consecutive membership meetings unless officially excused for cause;
2. Two out of three consecutive meetings other than membership meetings expected of their respective office or position, unless officially excused;
3. Failure of any elected official to comply with the above attendance rules shall result in automatic removal from their respective office or position, and they shall not be permitted to run for any elective office for the balance of the term of office from which they were removed, except as a delegate to the Constitutional Convention.

ARTICLE XVIII DELEGATES FROM LOCAL

Section 1 The Local Union President (or a designate) shall be an automatic delegate to all approved conferences, Conventions, Councils and labour events.

Section 2 All further delegates to National Conventions, Regional and Canadian Councils shall be chosen pursuant to provisions of Article 15 Section B of the Constitution.

ARTICLE XIX STRIKES AND STRIKE COMMITTEE

All strikes shall be called or terminated only in strict conformance with Article 17 Section B of the Constitution.

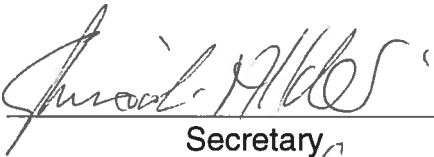
ARTICLE XX ASSESSMENTS

The Executive Board of this Local, subject to the approval of the National Union President, shall have the power to levy a per capita assessment, in addition to dues, upon the members of this Local provided that the amount and method of payment of such assessment has first been approved by the majority of those voting in a secret ballot among the members in good standing of the Local either at a regular or special meeting or in a membership referendum. Notice of the proposed assessment shall be given to the members at least ten (10) days before the vote is to be taken. The Secretary of the Local shall notify the President of the National Union at least seven (7) days before the proposed assessment is submitted to a vote.

ARTICLE XXI BY-LAWS – ADOPTION AND AMENDMENTS

Section 1. These By-Laws may be amended by presenting a motion in writing setting forth the amendments sought to a membership meeting. The motion shall be read to that meeting and referred to the Constitution and By-Laws Committee which will report to the succeeding membership meeting, the notice of which must contain a notice of the particular By-Law amendments that will be considered. If approved by two-thirds of the membership vote thereon at this succeeding meeting, the amendment shall be considered adopted by the membership. Amendments to existing By-Laws, or new By-Laws must be submitted to the National Executive Board for approval. The amendments, or the new By-Laws are not effective until approved by the National Executive Board.

Section 2 When submitting By-Law amendments to the National Union, Locals are required to provide a cover letter indicating such amendments were approved as per the above. Please include the date the meeting took place.

Signed 
Secretary

Approved by 
President

Date APRIL 12 2017

