

CONSTITUTIONAL AMENDMENTS

Adopted Amendments- August 2025



Constitutional
Convention



Congrès
statutaire

— 2025 —



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ARTICLE 4: CODE OF ETHICS AND DEMOCRATIC PRACTICES

ARTICLE 4: CODE OF ETHICS AND DEMOCRATIC PRACTICES

- 4.20 If it is believed that a violation of this Code of Ethics has taken place or is taking place, a signed letter of complaint may be sent to the President with specific allegations describing how the Code of Ethics has been violated. This practice may be used when the person making the complaint does not wish to make a charge under this Constitution, or the circumstances of the matter give rise to concerns with respect to confidentiality.
- 4.21 The President shall deal promptly with any complaint alleging a violation of the Code of Ethics. Unless the complaint constitutes a charge under the constitution, the President shall investigate the matter in a confidential manner that respects the rights of all parties taking into account the principles of natural justice.
- 4.22 If the complaint is deemed by the President to be an acceptable charge as per Article 18 Section C the matter shall be considered a violation of the constitution subject to the procedures and appeals in Article 18.

CHANGE TO:

- 4.20 If a member believes that a violation of this Code of Ethics by another member has taken place or is taking place, the member can make a charge against the other member. The member shall use the processes in Articles 18.C or Article 18.D to make the charge.
- 4.21 If a member believes that a violation of the Code of Ethics by another member has taken place or is taking place, and the member wishes to make a confidential complaint and not a charge, the member can send a signed letter of complaint to the President with specific allegations describing how the Code of Ethics has been violated by the other member.
 - 4.21.1 If a confidential complaint is about the conduct of the President, the member shall send the signed letter of complaint to another National Officer. The National Officer that receives the complaint shall inform the other National Officer unless that National Officer is also a subject of the complaint. The National Officer that receives the complaint shall then carry out the investigation responsibilities as described below.
 - 4.21.2 If a confidential complaint is about the conduct of all three National Officers, the member may send the signed letter of complaint to all members of the National Executive Board which shall meet and decide whether to investigate the complaint.
 - 4.21.3 The President or other National Officer shall deal promptly with a confidential complaint by investigating it or by directing an investigation. The investigation shall to the extent possible be confidential, fair, and respectful of the rights of all parties. The President or other National Officer can decline to investigate a confidential complaint if it would be more appropriately dealt with as a charge under Article 18.C or 18.D. The President or other National Officer can also decline to investigate a complaint that is frivolous or vexatious; or when the matter complained of appears to be trivial, or where the matter has been adequately addressed in a different way.

- 4.21.4 Except where a complaint is about a member of the National Executive Board, the President after investigating a confidential complaint shall decide if the Code of Ethics has been contravened and shall decide how to deal with a contravention which may include any of the things listed in Article 18.C.7. The procedures and appeals in Article 18.C apply to the decisions.
- 4.21.5 In the case of a confidential complaint about the President or other member of the National Executive Board, the President or other National Officer after investigating a confidential complaint shall determine whether the member appears to have contravened the Code of Ethics. If the President or other National Officer finds that the Code of Ethics appears to have been contravened, the National Executive Board shall deal with the matter. The National Executive Board shall decide whether the member has contravened the Code of Ethics. The processes in Article 18.D.5 shall apply to the decision. The National Executive Board shall then decide how to deal with a contravention which may include any of the things listed in Article 18.D.6. The procedures and appeals in Article 18.D apply to its decisions.

Respectfully submitted by the NEB

ARTICLE 5 - MEMBERSHIP

ARTICLE 5: MEMBERSHIP – B. ELIGIBILITY

- 11 . A member remains in good standing without paying dues for the period of a layoff or leave only for as long as they have recall rights as provided for in their collective agreement.

CHANGE TO:

11. A member remains in good standing without paying dues for the period of a layoff or leave only for as long as they have recall rights as provided for in their collective agreement, **but the member may voluntarily continue to pay union dues to their Local Union during such a leave or layoff.**

Respectfully submitted by the NEB

*Added language reflects deletion of Article 5.B.13, presented in NEB-4.

ARTICLE 5 - MEMBERSHIP

ARTICLE 5: MEMBERSHIP – B. ELIGIBILITY

12. Any member who has severed employment as a result of a workplace closure shall be deemed to no longer be a member.

CHANGE TO:

12. A member on layoff or leave ceases to be a member when they no longer have recall rights in their collective agreement, or when the member's employment has permanently ended because of a workplace closure, permanent layoff or other event.

Respectfully submitted by the NEB

ARTICLE 5 - MEMBERSHIP

ARTICLE 5: MEMBERSHIP – B. ELIGIBILITY

13. Members who have recall rights and work elsewhere are required to pay union dues to their Local Union to remain in good standing.

CHANGE TO:

13. ~~Members who have recall rights and work elsewhere are required to pay union dues to their Local Union to remain in good standing.~~

Respectfully submitted by the NEB

*Language deleted to reflect addition of language to Article 5.B.11 presented in NEB-2.

ARTICLE 5 - MEMBERSHIP

ARTICLE 5: MEMBERSHIP – B. ELIGIBILITY

14. The only exception to number 19 above shall be if a member is a full-time Officer of the Local Union and pays dues to the Local Union, they shall be considered a member in good standing, as long as they remain a full-time Officer of the Local Union.

CHANGE TO:

14. The only exception to number **12** above shall be if a member is a full-time Officer of the Local Union and pays dues to the Local Union, they shall be considered a member in good standing, as long as they remain a full-time Officer of the Local Union. **For purposes of this provision, a full-time Officer of the Local Union is an Officer of the Local Union who serves in that role on a full-time basis and (i) receives pay and benefits from the Local Union in accordance with its By-Laws or in accordance with a proper decision of its members; or (ii) receives full-time pay and benefits from their employer pursuant to the terms of a collective agreement or other agreement with the Local Union.**

Respectfully submitted by the NEB

ARTICLE 6 – CONVENTION

ARTICLE 6: CONVENTION – E. VOTING AND ELECTIONS

ADD:

- 5. The National Executive Board shall adopt a National Leadership Election Code which shall govern all matters relating to the election of National Officers and Regional Directors.**

Respectfully submitted by the NEB

ARTICLE 6 – CONVENTION

ARTICLE 6: CONVENTION – F. SPECIAL CONVENTION

3. The Secretary Treasurer shall issue a call to a Special Convention no later than 30 days prior to the opening day of Convention informing Local Unions and subordinate bodies the specific business and purpose of the Convention. No other business or purpose shall be allowed at the Special Convention.

CHANGE TO:

3. The Secretary Treasurer shall issue a call to a Special Convention no later than 30 days prior to **its** opening informing Local Unions and subordinate bodies the specific business and purpose of the **Special** Convention. No other business or purpose shall be allowed at the Special Convention.

Respectfully submitted by the NEB

ARTICLE 6 – CONVENTION

ARTICLE 6: CONVENTION – F. SPECIAL CONVENTION

4. Delegates to a Special Convention and their voting strength shall be the same delegate and voting strength in place at the previous Convention. Alternates may fill vacancies, provided they were elected as alternate delegates to the previous Convention.

CHANGE TO:

4. **The delegate entitlement of each Local Union** to a Special Convention and their voting strength shall be the same delegate **entitlement** and voting strength **the Local Union** had at the previous Convention.
 - 4.1 **If a local union is chartered after a Convention, that local union shall be entitled to elect delegates and have voting strength at a Special Convention according to the rules that apply to the composition of Convention including Article 6.B.4.**
 - 4.2 **A local union that has ceased to have members after a Convention shall have no delegate entitlement at a Special Convention.**

Respectfully submitted by the NEB

ARTICLE 7 – NATIONAL EXECUTIVE BOARD

ARTICLE 7: NATIONAL EXECUTIVE BOARD

- 4. When fully constituted, the National Executive Board shall have twenty-five members reflecting a balance of industrial, gender, equity, and regional representation.

CHANGE TO:

- 4. When fully constituted, the National Executive Board shall have **26 voting** members reflecting a balance of industrial, gender, equity, and regional representation **and any number of non-voting Additional Industry Council Representatives.**

Respectfully submitted by the NEB

ARTICLE 7 – NATIONAL EXECUTIVE BOARD

ARTICLE 7: NATIONAL EXECUTIVE BOARD - A: COMPOSITION OF THE NATIONAL EXECUTIVE BOARD

5. If the office of the President or the Secretary Treasurer becomes vacant, the National Executive Board, within thirty days, must call a Special Convention to elect a new officer. If there is a vacancy in the office of the President within 120 days before a Convention, then the Secretary Treasurer shall assume the responsibilities of that office. Similarly, if there is a vacancy in the office of the Secretary Treasurer, within 120 days before a Convention, then the President shall assume those responsibilities.

CHANGE TO:

5. In the event of a vacancy in the office of President, the Secretary Treasurer shall assume the responsibilities of the office of President until the National Executive Board elects an interim President.

In the event of a vacancy in the office of Secretary Treasurer, the President shall assume the responsibilities of the office of Secretary Treasurer until the National Executive Board elects an interim Secretary Treasurer.

- 5.1 The National Executive Board shall meet within thirty days of a vacancy in the office of President or Secretary Treasurer and, by a majority vote of all its members, shall elect another National Officer or a Regional Director as the interim President or interim Secretary Treasurer who shall serve until the next Convention, or until the next Canadian Council at which a successor shall be elected for the remainder of the term.

Respectfully submitted by the NEB

ARTICLE 7 – NATIONAL EXECUTIVE BOARD

ARTICLE 7: NATIONAL EXECUTIVE BOARD - A: COMPOSITION OF THE NATIONAL EXECUTIVE BOARD

INDUSTRY COUNCIL REPRESENTATIVES

19. The National Executive Board shall include 11 Industry Council representatives, selected from nominations by Industry Councils.
20. Industry Council representatives on the National Executive Board shall be elected by a secret ballot majority vote or other secure confidential voting system on a per capita basis of the Canadian Council, based on nominations by Industry Council and recommendations to the Canadian Council by the National Executive Board. The National Executive Board will receive nominations from the Industry Councils reasonably in advance of a Canadian Council meeting and present recommendations to meet the gender, regional and industry representation expressed in this constitution. All such recommendations will be mutually agreed with the appropriate Industry Council.
21. Industry Council representatives shall be elected by a secret ballot majority vote or other secure confidential voting system on a per capita basis. The Industry Council representatives shall take the oath of office and be installed after they are elected at the Founding Convention.
22. Elections for the Industry Council representatives shall take place at the Canadian Council following every Convention and shall be for a term of three years.
23. In the event of a vacancy in the position of Industry Council Representative, the National Executive Board, in consultation with the respective Industry Council, shall select an interim representative who shall serve until the next Canadian Council meeting at which time an election shall occur.

CHANGE TO:

19. The National Executive Board shall include 11 Industry Council **Representatives** with voice and vote and Additional Industry Council **Representatives** with voice only.
20. Industry Council **Representatives and Additional Industry Council Representatives** on the National Executive Board shall be elected for a term of three years by the Canadian Council at its meeting in the year after each Convention.
21. **Each candidate for Industry Council Representative must be nominated by an established Industry Council. Each Industry Council may, at least 30 days before the opening of Canadian Council, submit the name of one nominated candidate for election as Industry Council Representative. The Board will then recommend and submit for approval of delegates 11 candidates that collectively achieve the gender, regional and industry representation requirements expressed in this Constitution. If the recommendation is approved, the 11 recommended candidates shall be declared elected as the Industry Council Representatives.**

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- 21.1. If the 11 candidates recommended by the Board are not approved by Canadian Council, an election of all nominated candidates shall be conducted. The election shall be a secret ballot vote or other secure and confidential voting system on a per capita basis of the Canadian Council. The 11 candidates that obtain the greatest per capita support in the election shall be declared elected as Industry Council Representatives.
 - 21.2. After the approval by Canadian Council of the Board's recommended 11 candidates, or after an election, all remaining nominated candidates shall be recognized as Additional Industry Council representatives with the right to participate fully as members of the National Executive Board with voice and no vote.
 22. The Industry Council Representatives and Additional Industry Council Representatives shall take the oath of office and be installed after they are elected.
 23. In the event of a vacancy in the position of Industry Council Representative or Additional Industry Council Representative, the National Executive Board shall consult with the relevant Industry Council to select a replacement who shall take the oath and be installed and serve for the remainder of the term.

Respectfully submitted by the NEB

ARTICLE 7 – NATIONAL EXECUTIVE BOARD

ARTICLE 7: NATIONAL EXECUTIVE BOARD – A. COMPOSITION OF THE NATIONAL EXECUTIVE BOARD

REGIONAL BALANCE

35. Members from any one region of the National Union (Atlantic Region, Ontario Region, Western Region and Quebec) shall not hold more than 13 of the 25 seats on the National Executive Board at any one time.

CHANGE TO:

35. Members from any one region of the National Union (Atlantic Region, Ontario Region, Western Region and Quebec) shall not hold more than 13 of the **26 voting** seats on the National Executive Board at any one time.

Respectfully submitted by the NEB

ARTICLE 7 – NATIONAL EXECUTIVE BOARD

ARTICLE 7: NATIONAL EXECUTIVE BOARD – B. NATIONAL EXECUTIVE BOARD PROCEDURES

1. A majority of the National Executive Board shall be present to constitute a quorum. No business shall be conducted without a quorum. Only a majority of the National Executive Board can adjourn a board meeting.
2. The National Executive Board shall make decisions by majority vote. Each member has one vote.
3. Verbatim transcripts will be taken at National Executive Board meetings. The proceedings will be transcribed immediately and sent to Board members. A record of decisions and actions of the National Executive Board shall be provided to all Local Unions and subordinate bodies in a timely way.
4. The National Executive Board may initiate an in-camera session, at its discretion.
5. In the event that a request for a Special National Executive Board meeting has been made by four members of the Board and been declined by the President, four Board members may submit a written request to the Secretary Treasurer for a Special National Executive Board meeting.
6. Within 48 hours of receiving the request, the Secretary Treasurer will poll the National Executive Board members. If a majority votes in favour, the President will convene the Board within five days. If the President fails to do it, the Secretary Treasurer or a Board member assigned to do it by the National Executive Board will arrange the meeting.

CHANGE TO:

1. A majority of the **voting members of the** National Executive Board shall be present to constitute a quorum. No business shall be conducted without a quorum. Only a majority of the voting members of the National Executive Board can adjourn a board meeting.
2. The National Executive Board shall make decisions by majority vote. Each **voting** member has one vote.
3. **A record of decisions of the National Executive Board shall be provided to Local Unions and subordinate bodies. The National Secretary Treasurer shall ensure that there is an official record of all proceedings of the National Executive Board.**
4. The National Executive Board may initiate an in-camera session, at its discretion.
5. In the event that a request for a Special National Executive Board meeting has been made by four **voting** members of the Board and been declined by the President, four **voting** Board members may submit a written request to the Secretary Treasurer for a Special National Executive Board meeting.

6. Within 48 hours of receiving the request, the Secretary Treasurer will poll the National Executive Board members. If a majority **of the voting members vote** in favour, the President will convene the Board within five days. If the President fails to do it, the Secretary Treasurer or a Board member assigned to do it by the National Executive Board will arrange the meeting.

Respectfully submitted by the NEB

ARTICLE 7 – NATIONAL EXECUTIVE BOARD

ARTICLE 7: NATIONAL EXECUTIVE BOARD – C. RESPONSIBILITIES AND AUTHORITY

2. The National Executive Board shall cause to amend any By-Laws of a Local Union or other subordinate body that do not conform to this Constitution.

CHANGE TO:

2. The National Executive Board shall ensure that the By-Laws of Local Unions and other subordinate bodies conform to this Constitution **and may withhold its approval or require the amendment of By-Laws that do not conform to this Constitution.**

Respectfully submitted by the NEB

ARTICLE 7 – NATIONAL EXECUTIVE BOARD

ARTICLE 7: NATIONAL EXECUTIVE BOARD – C. RESPONSIBILITIES AND AUTHORITY

5. The National Executive Board shall ensure that the financial accounts and records of the National Union are audited at least annually by an independent Chartered Accountant approved by the Board, with a copy of the audit report to be delivered in a timely way to all Local Unions and subordinate bodies.

CHANGE TO:

5. The National Executive Board shall ensure that the financial accounts and records of the National Union are audited at least annually by an independent Chartered **Professional** Accountant approved by the Board, with a copy of the audit report to be delivered in a timely way to all Local Unions and subordinate bodies.

Respectfully submitted by the NEB

ARTICLE 8 - RESPONSIBILITIES OF NATIONAL OFFICERS

ARTICLE 8: RESPONSIBILITIES OF NATIONAL OFFICERS

CHANGE TO:

ARTICLE 8: RESPONSIBILITIES OF NATIONAL LEADERSHIP TEAM

1. The National Officers and the Regional Directors comprise the national leadership team of Unifor.

Respectfully submitted by the NEB

ARTICLE 8 - RESPONSIBILITIES OF NATIONAL OFFICERS

ARTICLE 8: RESPONSIBILITIES OF NATIONAL OFFICERS - A. RESPONSIBILITIES OF THE PRESIDENT

2. The President leads and coordinates the leadership team of the National Union. The President directs and coordinates collective bargaining undertaken in the Union.

CHANGE TO:

2. The President leads and coordinates the **national** leadership team of the National Union. The President directs and coordinates collective bargaining undertaken in the Union.

Respectfully submitted by the NEB

ARTICLE 8 - RESPONSIBILITIES OF NATIONAL OFFICERS

ARTICLE 8: RESPONSIBILITIES OF NATIONAL OFFICERS - B. RESPONSIBILITIES OF THE SECRETARY TREASURER

6. The Secretary Treasurer shall pay all bills and expenses of the National Union, by cheque, counter-signed by the President.

CHANGE TO:

6. The Secretary Treasurer shall pay all bills and expenses of the National Union, by cheque or **electronic payment**, counter-signed **or authorized** by the President. **If the President or Secretary Treasurer has assumed the responsibilities of the other because of a vacancy, the Quebec Director shall countersign cheques and authorize electronic payments.**

Respectfully submitted by the NEB

ARTICLE 8 - RESPONSIBILITIES OF NATIONAL OFFICERS

ARTICLE 8: RESPONSIBILITIES OF NATIONAL OFFICERS - C. RESPONSIBILITIES OF THE QUEBEC DIRECTOR

6. The Quebec Director shall recommend to the President the appointment of Assistants, Area Directors, National Representatives, specialized staff and support staff to conduct the affairs of the Union in Quebec. The Quebec Director shall direct and coordinate the work of their Assistants, Area Directors and Staff in Quebec.

CHANGE TO:

6. The Quebec Director shall recommend to the President the appointment of Assistants, Area Directors, National Representatives, specialized staff and support staff to conduct the affairs of the Union in Quebec. The Quebec Director shall direct and coordinate the work of their Assistants, Area Directors and staff in Quebec.

Respectfully submitted by the NEB

ARTICLE 8 - RESPONSIBILITIES OF NATIONAL OFFICERS

ARTICLE 8: RESPONSIBILITIES OF NATIONAL OFFICERS - D. RESPONSIBILITIES OF REGIONAL DIRECTORS

5. The Regional Directors are delegates to the Regional Councils in their area and shall be a member of the Executive of the appropriate Regional Council(s).

CHANGE TO:

5. The Regional Directors are delegates to the Regional Council(s) in their **region** and shall be a member of the Executive of the appropriate Regional Council(s).

Respectfully submitted by the NEB

ARTICLE 8 - RESPONSIBILITIES OF NATIONAL OFFICERS

ARTICLE 8: RESPONSIBILITIES OF NATIONAL OFFICERS - E. SALARIES AND HONORARIUMS

1. The annual salaries of the National Officers and Regional Directors, as of January 1st, 2022, shall be:
President \$168,237.16
Secretary Treasurer \$155,176.84
Quebec Director \$146,550.82
Regional Directors \$141,159.20
2. Effective January 1, 2017 and continuing every January 1 thereafter, the salary for each National Officer and Regional Director shall increase by a percentage amount reflecting the weighted average wage increase of the membership in the preceding year.
3. The weighted average wage increase shall include all regular wages but will not include lump sums, bonuses or other special adjustments.
4. The weighted average wage increase will be prepared by the Director of Research and presented to the National Executive Board for approval at the first regular meeting of each year.
5. National Executive Board members who are not full time National Officers or Regional Directors shall receive an honorarium of \$600 per month.

CHANGE TO:

1. The annual salaries of the National Officers and Regional Directors, as of January 1st, **2025**, shall be:

President: **\$182,056.94**
Secretary Treasurer **\$167,923.60**
Quebec Director **\$163,589.08**
Regional Directors **\$158,589.09**
2. **The salary for each National Officer and Regional Director shall be increased on January 1 of each year by a percentage amount reflecting the weighted average wage increase of the membership in the preceding year.**
3. The weighted average wage increase shall include all regular wages but will not include lump sums, bonuses or other special adjustments.
4. The weighted average wage increase will be prepared by the Director of Research and presented to the National Executive Board for approval at the first regular meeting of each year.

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- 4.1 Despite paragraph 2 above, the National Officers may recommend to the National Executive Board and the Board may decide that the salary increase for a year shall not be the weighted average wage increase identified in the report of the Director of Research for that year and shall instead be a percentage amount not greater than the percentage amount identified in the report of the Director of Research for that year.
 5. National Executive Board members who are not full time National Officers or Regional Directors shall receive an honorarium of **\$750** per month.

Respectfully submitted by the NEB

ARTICLE 9 - CANADIAN COUNCIL

ARTICLE 9: CANADIAN COUNCIL

- 7. Expenses of the Canadian Council, excluding costs for Local Union, Regional Council and Industrial Council delegates, shall be approved by the National Executive Board and borne by the National Union.

CHANGE TO:

- 7. Expenses of the Canadian Council, excluding costs for Local Union, Regional Council and **Industry** Council delegates, shall be approved by the National Executive Board and borne by the National Union.

Respectfully submitted by the NEB

ARTICLE 9 - CANADIAN COUNCIL

ARTICLE 9: CANADIAN COUNCIL

16. All resolutions, except those seeking a Constitutional amendment which require a two-thirds vote for approval, shall be approved by a majority of those voting by a show of hands unless a request for a per capita vote is made by 20 percent of delegates.

CHANGE TO:

16. All resolutions of Canadian Council shall be approved by a majority of those voting by a show of hands unless a request for a per capita vote is made by 20 percent of delegates.

The only exception to the above is that a resolution of Canadian Council to amend this Constitution to strengthen the Strike and Defence Fund shall be approved in the manner described in Article 17.C.6.

Respectfully submitted by the NEB

ARTICLE 10 - REGIONAL AND QUEBEC COUNCILS

ARTICLE 10: REGIONAL AND QUEBEC COUNCILS

8. Upon approval of the National Executive Board the Regional and the Quebec Councils may change the Local Union regular delegate entitlement formula provided:
- No Local Union's regular delegate entitlement is reduced, and
 - The balance of regular delegates from the two predecessor unions is maintained.

CHANGE TO:

8. Upon approval of the National Executive Board the Regional and the Quebec Councils may change the Local Union regular delegate entitlement formula **if no Local Union's regular delegate entitlement is reduced.**

Respectfully submitted by the NEB

ARTICLE 10 - REGIONAL AND QUEBEC COUNCILS

ARTICLE 10: REGIONAL AND QUEBEC COUNCILS

13. The Executive of each Regional Council and the Quebec Council at a minimum shall include an elected Chairperson, Vice Chairperson, and Secretary Treasurer. The composition of the Executive shall reflect the gender and equity principles of the Union. Each member of the Executive of a Regional Council or the Quebec Council shall serve a three year term. Regional Directors shall be delegates to their respective Regional Council and ex-officio members of the Executive of the Regional Council. The Quebec Director shall be a delegate to the Quebec Council and an ex-officio member of the Quebec Council Executive.

CHANGE TO:

13. The Executive of each Regional Council and the Quebec Council at a minimum shall include an elected Chairperson, Vice Chairperson, and Secretary Treasurer. The composition of the Executive shall reflect the gender and equity principles of the Union. Each member of the Executive of a Regional Council or the Quebec Council shall serve a three year term. Regional Directors shall be delegates to their respective Regional Council and ex-officio members of the Executive of the Regional Council. The Quebec Director shall be a delegate to the Quebec Council and an ex-officio member of the Quebec Council Executive.
- 13.1 The members of the Executive of each Regional Council and the Quebec Council shall be delegates to their own council with voice and one vote each.

Respectfully submitted by the NEB

ARTICLE 11 - INDUSTRY COUNCILS

ARTICLE 11: INDUSTRY COUNCILS

7. The Industry Council shall be financed by a per capita levy on the membership of the Local Unions, or components thereof, employed in that sector. The amount of the per capita levy shall be decided by the Industry Council.

CHANGE TO:

7. The Industry Council shall be financed by a per capita levy on the membership of the **participating** Local Unions or **Local Union components**. The amount of the per capita levy shall be decided by the Industry Council. **The Industry Council shall prepare an annual financial statement each year and deliver it to the Secretary Treasurer of the National Union no later than three months after the end of the Industry Council's financial year.**

Respectfully submitted by the NEB

ARTICLE 12 - NATIONAL RETIRED WORKERS COUNCIL

ARTICLE 12: NATIONAL RETIRED WORKERS COUNCIL

CHANGE TO:

ARTICLE 12: RETIRED WORKERS

Respectfully submitted by the NEB

ARTICLE 13 - NATIONAL SKILLED TRADES COUNCIL

ARTICLE 13: NATIONAL SKILLED TRADES COUNCIL

CHANGE TO:

ARTICLE 13: **SKILLED TRADES AND** NATIONAL SKILLED TRADES COUNCIL

Respectfully submitted by the NEB

ARTICLE 15 - LOCAL UNIONS

ARTICLE 15: LOCAL UNIONS - A. GENERAL PROVISIONS

2. Newly recognized or certified bargaining units of workers shall be assigned by the National Executive Board to an already existing Local Union, whenever feasible. If there is no existing Local Union which accepts the new bargaining unit then it may be issued a new Charter as a Local Union, upon proper application under this Constitution. Only in exceptional cases, and at the discretion of the National Executive Board will the application of a new bargaining unit for a new Local Union Charter be granted.

CHANGE TO:

2. Newly recognized or certified bargaining units of workers shall be assigned by the **President** to an already existing Local Union, whenever feasible. If there is no existing Local Union which accepts the new bargaining unit then it may be issued a new Charter as a Local Union, upon proper application under this Constitution. Only in exceptional cases, and at the discretion of the National Executive Board will the application of a new bargaining unit for a new Local Union Charter be granted.

Respectfully submitted by the NEB

ARTICLE 15 - LOCAL UNIONS

ARTICLE 15: LOCAL UNIONS - A. GENERAL PROVISIONS**ADD:**

8. Each Local Union shall establish its own set of rules to govern all of its elections. The rules must be consistent with the rules outlined in the Policy Regarding Local Union Elections, made by the National Union, and the following provisions:
- (a) Votes shall be conducted by secret ballot or another secure and confidential voting system.
 - (b) A majority of the votes cast shall be required for election unless the By-Laws of the Local Union stipulate otherwise.
 - (c) The President and the Secretary Treasurer or Financial Secretary of the Local Union shall be directly elected by all members of the Local Union. Other members of the Local Union Executive Board shall also be elected.
 - (d) All elections must be supervised by a democratically elected Election Committee, or by another process approved by the Local Union membership or the President of the National Union.
 - (e) Appeals about Local Union elections are governed by the Procedure Policy on Constitutional Matters and the Policy Regarding Local Union Elections.

Respectfully submitted by the NEB

*Added language reflects deletion of Article 15.B.5, presented in NEB-37.

ARTICLE 15 - LOCAL UNIONS

ARTICLE 15: LOCAL UNIONS - B. LOCAL UNION OFFICERS

CHANGE TO:

B: LOCAL UNION EXECUTIVE BOARDS

Respectfully submitted by the NEB

ARTICLE 15 - LOCAL UNIONS

ARTICLE 15: LOCAL UNIONS - B. LOCAL UNION OFFICERS

1. Each Local Union will have at least four Executive Officers, of whom three shall be:
 - A Local Union President
 - A Local Union Vice President
 - A Local Union Secretary Treasurer

CHANGE TO:

1. Each Local Union will have at least **three** Executive Officers **including**:
 - A Local Union President
 - A Local Union Vice President
 - A Local Union Secretary Treasurer **or Financial Secretary**

Respectfully submitted by the NEB

ARTICLE 15 - LOCAL UNIONS

ARTICLE 15: LOCAL UNIONS - B. LOCAL UNION OFFICERS

4. The term of office for all elected Executive Officers of the Local Union shall be three years, unless the Local Union's By-Laws at the time of the Founding Convention provide for a lesser period.

CHANGE TO:

4. The term of office for all **elected Local Union Executive Board** members shall be three years, unless the Local Union's By-Laws provide for a lesser period.

Respectfully submitted by the NEB

ARTICLE 15 - LOCAL UNIONS

ARTICLE 15: LOCAL UNIONS - B. LOCAL UNION OFFICERS

5. Each Local Union shall establish its own set of rules to govern the election of Officers, however, the rules must be consistent with the rules outlined in the Policy regarding Local Union Elections, made by the National Union, and the following provisions:
- (a) Votes shall be conducted by secret ballot or another secure and confidential voting system.
 - (b) The election of a nominated candidate shall be by a majority of votes cast, unless the By-Laws of the Local Union stipulate otherwise.
 - (c) All elections must be supervised by a democratically elected Election Committee, or by another process approved by the Local Union membership or the President of the National Union.
 - (d) An appeal with respect to Local Union elections may be filed, and shall be governed pursuant to the Procedure Policy on Constitutional matters.

CHANGE TO:

5. ~~Each Local Union shall establish its own set of rules to govern the election of Officers, however, the rules must be consistent with the rules outlined in the Policy regarding Local Union Elections, made by the National Union, and the following provisions:~~
- ~~(a) Votes shall be conducted by secret ballot or another secure and confidential voting system.~~
 - ~~(b) The election of a nominated candidate shall be by a majority of votes cast, unless the By-Laws of the Local Union stipulate otherwise.~~
 - ~~(c) All elections must be supervised by a democratically elected Election Committee, or by another process approved by the Local Union membership or the President of the National Union.~~
 - ~~(d) An appeal with respect to Local Union elections may be filed, and shall be governed pursuant to the Procedure Policy on Constitutional matters.~~

Respectfully submitted by the NEB

*Language deleted to reflect addition of new Article 15.A.8 presented in NEB-33.

ARTICLE 15 - LOCAL UNIONS

ARTICLE 15: LOCAL UNIONS - B. LOCAL UNION OFFICERS

10. An elected Local Union Executive Board member may be recalled by the members for failing to perform the duties of their office. A recall is initiated by a petition signed by 25% of the members that the Executive Board member represents. The petition must provide specific complaints against the Executive Board member and be submitted to the Recording Secretary of the Local Union. The Local Union shall notify the Executive Board member of the complaints and provide a copy of the petition.

CHANGE TO:

10. An elected Local Union Executive Board member may be recalled by the members for failing to perform the duties of their office. A recall is initiated by a petition signed by 25% of the members that the Executive Board member represents. The petition must provide specific complaints against the Executive Board member and be submitted to the Recording Secretary **or Secretary Treasurer** of the Local Union.

If the Local Union is satisfied that the 25% threshold has been met, the Local Union shall notify the Executive Board member of the complaints and provide a copy of the petition. **The Local Union shall not provide to the Executive Board member a copy of the names and signatures on the petition.**

Respectfully submitted by the NEB

ARTICLE 15 - LOCAL UNIONS

15: LOCAL UNIONS - B. LOCAL UNION OFFICERS

11. The Local Union shall call a special recall meeting with a minimum of 7 days notice with the sole purpose of addressing the specific complaints identified in the petition. A quorum for a recall meeting shall be 50% of the members represented by the Executive Board member. A two thirds majority vote of those present shall be required to recall an elected Executive Board member.

CHANGE TO:

11. The Local Union shall call a special recall meeting with a minimum of 7 days notice with the sole purpose of addressing the specific complaints identified in the petition. A quorum for a recall meeting shall be 50% of the members represented by the Executive Board member. A two thirds majority vote of those present shall be required to recall an elected Executive Board member.
The vote shall be conducted by secret ballot or other secure and confidential voting system.

Respectfully submitted by the NEB

ARTICLE 15 - LOCAL UNIONS

ARTICLE 15: LOCAL UNIONS - C. RESPONSIBILITIES OF LOCAL UNION OFFICERS

1. In this Article the terms President, Vice President, Secretary Treasurer refer to Local Union Executive Officers.

CHANGE TO:

1. In this Article the terms President **and** Secretary Treasurer **refer to the Executive Officers of the Local Union.**

Respectfully submitted by the NEB

ARTICLE 15 - LOCAL UNIONS

ARTICLE 15: LOCAL UNIONS - C. RESPONSIBILITIES OF LOCAL UNION OFFICERS

3. Local Union Executive Board Officers and all workplace representatives are required to take a week long, 40-hour Human Rights Training Course. The National Union will develop a plan for delivery of this course in concert with Local Unions.

CHANGE TO:

3. Local Union Executive Board Officers and **other members of a Local Union Executive Board shall participate in a Human Rights Training Course delivered by the National Union. Local Unions shall endeavour to provide similar training for workplace representatives.**

Respectfully submitted by the NEB

ARTICLE 15 - LOCAL UNIONS

ARTICLE 15: LOCAL UNIONS - C. RESPONSIBILITIES OF LOCAL UNION OFFICERS

6. The President will chair all Local Union meetings, enforce the Constitution and appoint committees not otherwise provided for. The President will sign all requisitions for expenditures authorized by the Local Union and countersign all cheques issued by the Secretary Treasurer. The President will be an ex-officio member of all committees with the exception of the election committee.

CHANGE TO:

6. The President will chair all Local Union meetings, enforce the Constitution and appoint committees not otherwise provided for. The President will sign all requisitions for expenditures authorized by the Local Union and countersign all cheques **and authorize all electronic payments** issued by the Secretary Treasurer **but the Local Union By-Laws may provide that one or more other Officers shall have the same authority to sign cheques or authorize all electronic payments.** The President will be an ex-officio member of all committees with the exception of the election committee.

Respectfully submitted by the NEB

ARTICLE 15 - LOCAL UNIONS

ARTICLE 15: LOCAL UNIONS - C. RESPONSIBILITIES OF LOCAL UNION OFFICERS

10. The Secretary Treasurer will write and sign all cheques. The Secretary Treasurer will report in writing to the Local Union's regular meeting. The report will include amounts received and spent since the last report, listed by kind of income and expenditure, as well as the amounts remaining in the Local Union's funds.

CHANGE TO:

10. The Secretary Treasurer will write and sign all cheques **and electronic payments**. The Secretary Treasurer will report in writing to the Local Union's regular meeting. The report will include amounts received and spent since the last report, listed by kind of income and expenditure, as well as the amounts remaining in the Local Union's funds.

Respectfully submitted by the NEB

ARTICLE 15 - LOCAL UNIONS

ARTICLE 15: LOCAL UNIONS - C. RESPONSIBILITIES OF LOCAL UNION OFFICERS

18. The responsibilities of the Recording Secretary and Financial Secretary may be combined in the single position of Secretary Treasurer.

CHANGE TO:

18. The position of Secretary Treasurer as described in this article may be divided into the two positions of Recording Secretary and Financial Secretary in which case each shall be an Executive Officer despite Article 15.B.1. A Financial Secretary shall have all of the responsibilities assigned to a Secretary Treasurer in this article except for those responsibilities assigned by this article to a Recording Secretary.

Respectfully submitted by the NEB

ARTICLE 15 - LOCAL UNIONS

ARTICLE 15: LOCAL UNIONS - E. WORKPLACE REPRESENTATIVES

5. Members they represent will sign a petition listing the specific complaints against the representative and file it with the Local Union. The Local Union will notify the representative of the specific complaints and will give due notice to the represented members of a special meeting for recall. A two-thirds vote of the members present at the special meeting is required to recall.

CHANGE TO:

5. Members they represent will sign a petition listing the specific complaints against the representative and file it with the Local Union. The Local Union will notify the representative of the specific complaints and will give due notice to the represented members of a special meeting for recall. **The Local Union shall not provide a copy of the names and signatures to the representative.** A two-thirds vote of the members present at the special meeting is required to recall. **The vote shall be conducted by secret ballot or other secure and confidential voting system.**

Respectfully submitted by the NEB

ARTICLE 15 - LOCAL UNIONS

ARTICLE 15: LOCAL UNIONS - E. WORKPLACE REPRESENTATIVES

6. Each Local Union will set out in its By-Laws the number of petitioners required for a recall and the quorum needed to hold a recall meeting.

CHANGE TO:

6. Each Local Union will set out in its By-Laws the number of petitioners required for a recall and the quorum needed to hold a recall meeting. The Local Union By-Laws shall provide that a recall petition must be supported by at least 25% of the members that the representative represents, and the quorum for the special meeting must be at least 50% of the members that the representative represents.

Respectfully submitted by the NEB

ARTICLE 15 - LOCAL UNIONS

ARTICLE 15: LOCAL UNIONS - F. MEETINGS

1. Each single unit Local Union and each unit of an amalgamated Local Union must hold a regular general meeting of its members at least once a month unless their respective By-Laws provide for a general membership meeting at least once every three months.

CHANGE TO:

1. Regular meetings of the members of a Local Union are essential to its strength and solidarity. Each Local Union must hold a regular general meeting of its members and a meeting of the members in each unit of an amalgamated Local Union at least once every three months.

Respectfully submitted by the NEB

ARTICLE 15 - LOCAL UNIONS

ARTICLE 15: LOCAL UNIONS - H. AUDITS

1. Local Unions shall submit their financial records for audit by Local Union Trustees quarterly, or have a professional Chartered Accountant audit their Local Union books annually.
- ...
5. The Local Union may choose not to hold quarterly audits by Trustees if it has an audit of the Local Union's financial books performed annually by a professional Chartered Accountant. A Local Union which chooses to perform an annual professional audit shall provide a Financial Statement to the membership quarterly. An annual professional audit shall be the subject of a report to the regular membership meeting following the completion of the audit, or reported to the membership by other means no later than 3 months following the year end.
- ...
7. If a Local Union has failed to provide Quarterly Trustee Reports or an annual professional audit, or if there are inaccuracies or discrepancies disclosed by the Trustee Reports or audit, the Secretary Treasurer, has the authority to assign a representative or Chartered Accountant to take charge of and audit all financial books, records and accounts of the Local Union.

CHANGE TO:

1. Local Unions shall submit their financial records for audit by Local Union Trustees quarterly, or have a **Chartered Professional Accountant** audit their Local Union books annually.
- ...
5. The Local Union may choose not to hold quarterly audits by Trustees if it has an audit of the Local Union's financial books performed annually by a **Chartered Professional Accountant**. A Local Union which chooses to perform an annual professional audit shall provide a Financial Statement to the membership quarterly. An annual professional audit shall be the subject of a report to the regular membership meeting following the completion of the audit or reported to the membership by other means no later than 3 months following the year end.
- ...
7. If a Local Union has failed to provide Quarterly Trustee Reports or an annual professional audit, or if there are inaccuracies or discrepancies disclosed by the Trustee Reports or audit, the Secretary Treasurer, has the authority to assign a representative or **Chartered Professional Accountant** to take charge of and audit all financial books, records and accounts of the Local Union, **and the expense of such audit shall be charged to the Local Union.**

Respectfully submitted by the NEB

ARTICLE 15 - LOCAL UNIONS

ARTICLE 15: LOCAL UNIONS - I. ASSETS OF THE LOCAL UNION

- 2. Membership in a Local Union does not and shall not vest in any member, any right, title, or interest in the assets, funds or other property of the Local Union or National Union.

CHANGE TO:

- 2. Membership in a Local Union does not and shall not vest in any member, any right, title, or interest in the assets, funds or other property of the Local Union or National Union. **The assets, funds and other property of a Local Union cannot be divided among the members individually.**

Respectfully submitted by the NEB

ARTICLE 15 - LOCAL UNIONS

ARTICLE 15: LOCAL UNIONS - I. ASSETS OF THE LOCAL UNION

3. At all times, the Local Union shall ensure that its assets, funds and other property are used or spent in a manner that is consistent with the Objectives and Statement of Principles expressed in this Constitution. Expenditures shall be paid by cheques issued by the Local Union on its account(s) bearing two signatures from those Officers authorized by their Local Union By-Laws to be such signatories, or in the event of no such provision, by the Local Union President and Local Union Secretary Treasurer.

CHANGE TO:

3. At all times, the Local Union shall ensure that its assets, funds and other property are used or spent in a manner that is consistent with the Objectives and Statement of Principles expressed in this Constitution. Expenditures shall be paid by cheques **or equivalent electronic payment** issued by the Local Union on its account(s) bearing two signatures **or authorizations** from those Officers authorized by their Local Union By-Laws to be such signatories, or in the event of no such provision, by the Local Union President and Local Union Secretary Treasurer.

Respectfully submitted by the NEB

ARTICLE 15 - LOCAL UNIONS

ARTICLE 15: LOCAL UNIONS - I. ASSETS OF THE LOCAL UNION

7. Any unit withdrawing from an Amalgamated Local Union and obtaining a separate Charter is entitled only to what remains in its own unit fund, if there was one, at the time of separation.

CHANGE TO:

7. Any unit **that withdraws** from an Amalgamated Local Union and **obtains** a separate Charter **or is assigned to another local union** is entitled only to what remains in its own unit fund, if there was one, at the time of **the withdrawal**.

Respectfully submitted by the NEB

ARTICLE 15 - LOCAL UNIONS

ARTICLE 15: LOCAL UNIONS - I. ASSETS OF THE LOCAL UNION

ADD:

8. Assets in a unit fund of a unit of an Amalgamated Local Union, and all books and records and other property of the unit, shall revert to and become the property of the Local Union if the unit ceases to have any members or otherwise ceases to exist.
9. Assets of a Local Union, and all books and records and other property of the Local Union, shall revert to and become the property of the National Union if the Local Union ceases to have any members, is dissolved, or otherwise ceases to exist. The Executive Officers of a Local Union that has been dissolved must deliver all its funds and property to the National Secretary-Treasurer or their designated representative. A transfer of assets and other things from one Local Union to another Local Union resulting from a merger of the Local Unions is not affected by this provision.

Respectfully submitted by the NEB

ARTICLE 16 - NATIONAL DUES

ARTICLE 16: NATIONAL DUES

- 2. National Union dues shall be 0.735% of a worker’s regular wages with respect to regularly scheduled hours as defined by the collective agreement in place.

CHANGE TO:

- 2. National Union dues shall be 0.735% of a worker’s regular wages.

Respectfully submitted by the NEB

ARTICLE 16 - NATIONAL DUES

ARTICLE 16: NATIONAL DUES

3. Regular wages include but are not limited to vacation pay, holiday pay, jury duty pay, full paid leave compensation, paid absence allowance compensation, cost of living allowance, supplementary unemployment benefits, or an equivalent lay-off benefit. Regular wages does not include overtime, shift, Saturday, Sunday and holiday premiums, Workers Compensation benefits, relocation, termination or severance pay, pension, supplemental parental or maternity benefits.

CHANGE TO:

3. Regular wages include but are not limited to **retroactive adjustments to regular wages**, vacation pay **that is received on account of a period of vacation**, holiday pay, jury duty pay, full paid leave compensation, paid absence allowance compensation, cost of living allowance, supplementary unemployment benefits, or an equivalent lay-off benefit. Regular wages does not include overtime, shift, Saturday, Sunday and holiday premiums, Workers Compensation benefits, relocation, termination or severance pay, pension, supplemental parental or maternity benefits.

Respectfully submitted by the NEB

ARTICLE 17 - COLLECTIVE BARGAINING

ARTICLE 17: COLLECTIVE BARGAINING - A: BARGAINING AUTHORITY AND RATIFICATION

11. Any contract entered into through collective bargaining or otherwise concerning terms of conditions of employment shall be ratified by a secret ballot vote of members at a meeting called to ratify the agreement, or by another established process, or special process approved by the President, unless otherwise established or required by law.

CHANGE TO:

11. Any contract entered into through collective bargaining or otherwise concerning terms **and** conditions of employment shall be ratified by a secret ballot vote of members at a meeting called to ratify the agreement, or by another established process, or special process approved by the President, unless otherwise established or required by law.

Respectfully submitted by the NEB

ARTICLE 17 - COLLECTIVE BARGAINING

ARTICLE 17: COLLECTIVE BARGAINING - B. STRIKE AUTHORIZATION

5. Strike authorization by the President shall be governed by the Strike and Defence Fund Policy adopted by the National Executive Board. No strike action shall take place until strike authorization has been granted by the President, and until strike authorization is subsequently released to the Local Union by the Quebec Director, Regional Director or National Representative assigned.

CHANGE TO:

5. Strike authorization by the President shall be governed by the Strike and Defence Fund Policy adopted by the National Executive Board. No strike action shall take place until strike authorization has been granted **in accordance with that Policy**, and until strike authorization is subsequently released to the Local Union.

Respectfully submitted by the NEB

ARTICLE 17 - COLLECTIVE BARGAINING

ARTICLE 17: COLLECTIVE BARGAINING - C. STRIKE AND DEFENCE FUND

- 1. A Strike and Defence Fund shall be established by the National Executive Board and 7.5% or 10% of all National Union dues shall be deposited into the Fund.

CHANGE TO:

- 1. A Strike and Defence Fund shall be established by the National Executive Board and 7.5% or 10% of all National Union dues **as determined from time to time by Article 16.15** shall be deposited into the Fund.

Respectfully submitted by the NEB

ARTICLE 17 - COLLECTIVE BARGAINING

ARTICLE 17: COLLECTIVE BARGAINING - C. STRIKE AND DEFENCE FUND

4. The Strike and Defence Fund shall pay benefits of \$300.00 for each week of an authorized strike or lockout, prorated by day, including the first week, and additional medical, health or special assistance as provided for in the Strike and Defence Policy and criteria established by the National Executive Board.

CHANGE TO:

4. Beginning on the first day of a strike or lockout, the Strike and Defence Fund shall pay benefits of \$350.00 for each week of an authorized strike or lockout. Benefits for a partial week shall be prorated. The Strike and Defence Fund shall also pay additional medical, health or special assistance as provided for in the Strike and Defence Policy and criteria established by the National Executive Board.

Respectfully submitted by the NEB

ARTICLE 17 - COLLECTIVE BARGAINING

ARTICLE 17: COLLECTIVE BARGAINING - C. STRIKE AND DEFENCE FUND

- 7. All of the foregoing article shall apply in all jurisdictions except where the applicable labour relations statute requires a different procedure or process, in which case that statute shall be applied.

CHANGE TO:

D. SUBJECT TO LAW

- 1. All of the foregoing article shall apply in all jurisdictions except where the applicable labour relations statute requires a different procedure or process, in which case that statute shall be applied.

Respectfully submitted by the NEB

ARTICLE 18 - CONSTITUTIONAL MATTERS

ARTICLE 18: CONSTITUTIONAL MATTERS - B. REVIEW OF DECISION

1. A member has the right to request a Review of Decision by a deciding authority arising from any action or decision which they believe did not have fair and reasonable consideration or lacks a rational basis, and which results in an injury or penalty to them.

CHANGE TO:

1. A member has the right to request a Review of Decision by a deciding authority arising from any action or decision which they believe did not have fair and reasonable consideration or lacks a rational basis, and which results in an injury or penalty to them. **A request for review concerning a collective agreement or matters pertaining to workplace rights and processes, including decisions or actions relating to grievances, shall not be subject to review.**

Respectfully submitted by the NEB

ARTICLE 18 - CONSTITUTIONAL MATTERS

ARTICLE 18: CONSTITUTIONAL MATTERS - B. REVIEW OF DECISION

9. Within 30 days of a review by a Local Union or accountable body the member may inform the Office of the President – Committee on Constitutional Matters in writing of their request for a further review. A full record of the matter shall be forwarded to the Committee, including all relevant information that may be requested.

CHANGE TO:

9. Within 30 days of a review by a Local Union or accountable body the member **may inform the Committee in writing of their request for a further review.**

Respectfully submitted by the NEB

ARTICLE 18 - CONSTITUTIONAL MATTERS

ARTICLE 18: CONSTITUTIONAL MATTERS - B. REVIEW OF DECISION

10. The Committee shall consider the request and determine that it is timely and admissible in all respects, investigate the issues and determine if a hearing is required, or if written submissions shall be received.

CHANGE TO:

10. If the request is timely and otherwise proper, the Committee shall consider the request. The Committee may decline to consider a request that is trivial, frivolous or vexatious including where the alleged injury or penalty appears to be minimal.
- 10.1 If the Committee considers a request, it may make a summary decision with reasons, or it may investigate the request before making a decision. If the Committee investigates the request, it may require the member or the local union or accountable body to provide relevant documents or submissions, or obtain other relevant information from other sources, or hold a hearing, or take such other steps as are necessary to make a decision.

Respectfully submitted by the NEB

ARTICLE 18 - CONSTITUTIONAL MATTERS

ARTICLE 18: CONSTITUTIONAL MATTERS - C. CHARGES

5. The charge shall be submitted first to the Local Union Executive Board of the person accused which shall make a determination if the charge is proper. If the charge is timely and apparently raises a violation then it and the full record of the charge shall be forwarded to the Office of the President. If the charge is determined not to be timely, or if it is decided that it fails to raise an apparent case of a violation, then the person(s) laying the charge shall be so informed and they may forward the charge to the Office of the President. The Office of the President shall determine if the determinations of the Local Union below are correct, and if so, dismiss the matter.

CHANGE TO:

5. The charge shall first be submitted to the Local Union Executive Board of the accused member. The Local Union Executive Board shall determine if the charge meets the requirements of paragraph 4 of this Article 18.C. If the charge meets the requirements of paragraph 4, the Local Union Executive Board shall send the charge and a full record of the charge to the Office of the President.
- 5.1 If the Local Union Executive Board decides that the charge does not meet the requirements of paragraph 4, it shall dismiss the charge. The Local Union Executive Board shall immediately notify the charging member that it has dismissed the charge and that the charging member has a right to ask the Office of the President to review that decision. If the charging member disagrees with the decision, they may forward the charge to the Office of the President within 30 days of their receipt of the Local Union Executive Board's decision and request that the Office of the President decide if the Local Union Executive Board's decision was correct or incorrect.
- 5.2 Where the Local Union Executive Board has forwarded the charge to the Office of the President because it meets the requirements of paragraph 4, or if the Office of the President decides that the Local Union Executive Board's dismissal of the charge was incorrect, the Office of the President shall deal with the charge in accordance with paragraph 6.

Respectfully submitted by the NEB

ARTICLE 18 - CONSTITUTIONAL MATTERS

ARTICLE 18: CONSTITUTIONAL MATTERS - C. CHARGES

6. Alternatively the Office of the President shall investigate the charge and determine if a hearing is required. In any event, the accused shall have the right to a hearing if requested. If a hearing is convened, the accused shall have the right to be assisted by an advocate, at the cost of the accused.

CHANGE TO:

6. The Office of the President shall send a copy of the charge to the accused member and invite the accused member to provide an answer to the charge.
- 6.1 The Office of the President shall at the same time inform the member of their right to request a hearing about the charge. Despite a request for a hearing, the Office of the President may make a summary decision to dismiss the charge and shall provide reasons.
- 6.2 If it does not dismiss the charge, the Office of the President shall investigate the charge. It may require the charging member or their local union to provide additional documents or submissions. It may obtain other relevant information from other sources. It may take such other steps as are necessary to make a decision.
- 6.3 The Office of the President may decide to hold a hearing about the charge.
- 6.4 If the Office of the President holds a hearing about the charge, it shall decide the form of hearing that is appropriate in the circumstances. A hearing may be an oral hearing or a hearing in writing.
- 6.5 The accused member shall have the right to be assisted by an advocate, at the cost of the accused member.

Respectfully submitted by the NEB

ARTICLE 26 - OFFICIAL LANGUAGES

ARTICLE 26: OFFICIAL LANGUAGES

English and French shall be the official languages of Unifor at convention and national conferences. The Constitution and other documents of the National Union shall be printed in both languages. Services to local unions from national headquarters shall be in the official language of their choice.

CHANGE TO:

1. English and French shall be the official languages of Unifor at convention and national conferences. The Constitution and other documents of the National Union shall be printed in both languages. Services to local unions from national headquarters shall be in the official language of their choice.
2. **The English and French versions of this Constitution are equally authoritative, and neither version shall be considered to prevail over the other. If there is an inconsistency, the meaning common to both versions shall be determined.**

Respectfully submitted by the NEB

ARTICLE 10 - REGIONAL AND QUEBEC COUNCILS

ARTICLE 10. REGIONAL AND QUEBEC COUNCILS

10. In addition to and at the same time as National Union dues payable by Local Unions a per capita levy of 0.0135% of every worker's regular wages will be paid on a monthly basis by every Local Union to the National Union, which will distribute to the Regional Councils or the Quebec Council, their appropriate share of funds.

CHANGE TO:

10. In addition to and at the same time as National Union dues payable by Local Unions a per capita levy of 0.0135% of every worker's regular wages will be paid on a monthly basis by every Local Union to the National Union. **In Quebec, the per capita levy to the Quebec council may be changed by a two-thirds vote at a meeting of the Quebec Council. The National Union will** distribute to the Regional Councils or the Quebec Council, their appropriate share of funds.

Respectfully submitted by Locals 85, 78, 698, 2799

*This amendment is to be read together with the amendment in C-30.

ARTICLE 16 - NATIONAL DUES

ARTICLE 16: NATIONAL DUES

17. In addition to National Union dues, a per capita levy of 0.0135% of every worker's regular wages is payable on a monthly basis, and shall be remitted by every Local Union to the National Union by the last day of the month following collection of National Union dues. The National Union shall distribute the Regional Council or the Quebec Council, the appropriate share of these funds.

CHANGE TO:

17. In addition to National Union dues, a per capita levy of 0.0135% of every worker's regular wages is payable on a monthly basis, and shall be remitted by every Local Union to the National Union by the last day of the month following collection of National Union dues. **For members of Quebec local unions, the additional dues payable to the Quebec Council are based on the rate established in accordance with Article 10, Paragraph 10.** The National Union shall distribute the Regional Council or the Quebec Council, the appropriate share of these funds.

Respectfully submitted by Locals 85, 78, 698, 2799

*This amendment is to be read together with the amendment in C-20.

ARTICLE 17 - COLLECTIVE BARGAINING

ARTICLE 17: COLLECTIVE BARGAINING - C. STRIKE AND DEFENCE FUND

4. The Strike and Defence Fund shall pay benefits of \$300.00 for each week of an authorized strike or lockout, prorated by day, including the first week, and additional medical, health or special assistance as provided for in the Strike and Defence Policy and criteria established by the National Executive Board.

CHANGE TO:

4. The Strike and Defence Fund shall pay benefits of **\$350.00** for each week of an authorized strike or lockout, prorated by day, including the first week, and additional medical, health or special assistance as provided for in the Strike and Defence Policy and criteria established by the National Executive Board.

Respectfully submitted by Local 594

VARIOUS ARTICLES - 2SLGBTQIA+ OR PRIDE WORKERS

AMEND THE ARTICLES SET OUT BELOW AS INDICATED IN BOLD:

ARTICLE 2: STATEMENTS OF PRINCIPLES

11. Unifor is fully committed to equity and inclusion. Women, Black, Indigenous and Workers of Colour, **Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual + (2SLGBTQIA+ or Pride) 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.

ARTICLE 6: CONVENTION - B. COMPOSITION OF CONVENTION

11. Members of the Executive, not exceeding five members each, of the Canadian Council Standing Committees for Women, Black, Indigenous and Workers of Colour, Young Workers, **Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual + (2SLGBTQIA+ or Pride) Workers** and Workers with Disabilities shall be delegates with voice. They shall have one vote each provided that they are voting delegates of the Quebec Council or Regional Councils.

ARTICLE 9: CANADIAN COUNCIL

13. The Canadian Council shall establish Standing Committees with respect to Women, Black, Indigenous and Workers of Colour, Young Workers, **Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual + (2SLGBTQIA+ or Pride) Workers**, Workers with Disabilities, Health and Safety and Environment (HSE), Political Action and other Committees as determined by the Executive of the Council. These committees will be composed of representatives of the respective standing committees of the regional and Quebec Councils. The process for selecting additional members to the Standing Committees shall be described in the By-Laws. The selection of members to the Standing Committees on Women, Black, Indigenous and Workers of Colour, Young Workers, **Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual + (2SLGBTQIA+ or Pride) Workers** and Workers with Disabilities, shall include a provision for peer election.

ARTICLE 10: REGIONAL AND QUEBEC COUNCILS

14. Each Regional Council and the Quebec Council will establish standing committees with respect to Women, Black, Indigenous and Workers of Colour, Young Workers, **Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual + (2SLGBTQIA+ or Pride) Workers**, Workers with Disabilities, Health, Safety and the Environment (HSE), Political Action, Employee and Family Assistance Program Committee (EFAP) and other committees as determined by the Executive.

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16. The process for selecting Standing Committee members shall be described in the By-Laws of the Council(s). The selection of members to the Standing Committees on Women, Black, Indigenous and Workers of Colour, **Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual + (2SLGBTQIA+ or Pride) Workers**, Workers with Disabilities and Young Workers shall include a provision for peer election.

ARTICLE 12: NATIONAL RETIRED WORKERS COUNCIL

21. The Executive shall be composed of a Chair, a Vice-Chair, a Secretary, representatives from each of the Quebec Region, the BC Region, the Prairie Region, the Ontario Region and the Atlantic Region, a representative of Black, Indigenous and Workers of Colour, and 5 members at large, one of whom is a representative of **2SLGBTQIA+** retirees. Quebec will determine their process and is endorsed by the National Retired Workers Council. The executive positions shall be filled at the annual meeting of the National Retired Workers Council immediately following the Convention of the National Union.

ARTICLE 15: LOCAL UNIONS - D. LOCAL UNION COMMITTEES

1. A Local Union should establish the following Standing Committees:
- Constitution and By-Laws
 - Education
 - Environment
 - Recreation
 - Community Services
 - Human Rights
 - **Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual + (2SLGBTQIA+ or Pride) Workers**
 - Black, Indigenous and Workers of Colour
 - Workers with Disabilities
 - Union in Politics
 - Women's
 - Young Workers
 - Health and Safety
 - Employee and Family Assistance Program Committee (EFAP)

Replacing C-19, C-22, C-24 and C-35, originally submitted by Local 111