



**unifor**

Ontario Regional Council  
Conseil régional de l'Ontario

# **BYLAWS AND SUMMARY OF DECISIONS**



**ORC 2024**

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## ARTICLE 1 - Name, Purpose and Membership

1. The Unifor Regional Council has been formed to represent the Local Unions and membership of Unifor in the Ontario Region.
2. The Regional Council is established to fulfil the goal and purposes of the Unifor National Constitution, including:

### **ARTICLE 10: REGIONAL AND QUEBEC COUNCILS**

*(1) The Regional Councils and the Quebec Council are a democratic force for union activism, solidarity, and strength. They are forums of accountability and organizing centres which will involve and engage thousands of Local Union activists in the life of the union.*

*(18) The regional Council and the Quebec Council, will among other things:*

- ☐ *Elect a Chairperson, who shall serve on the National Executive Board, and a Vice-Chairperson, Secretary-Treasurer, and others as determined by Council By-laws.*
- ☐ *Review reports and issue directions to Standing Committees.*
- ☐ *Receive, review, discuss and adopt reports from National Officers, Regional, Area, Industry and Department directors, and staff, with respect to their activities and assignments.*
- ☐ *Adopt policies or resolutions which are consistent with the objectives and principles of the National Union.*
- ☐ *Conduct campaigns with respect to regional or provincial affairs, including matters pertaining to the Provincial or Territorial Federations of Labour, provincial and municipal elections, and other struggles affecting the membership.*
- ☐ *The Quebec Council may also conduct a campaign and activities pertaining to Federal elections.*
- ☐ *Engage in special campaigns of solidarity and support of a Local Union or subordinate body fighting for a fair contract, security of employment, or any of the objectives of the National Union.*
- ☐ *Engage in special campaigns of solidarity in support of progressive allies and community partners whose struggles are consistent with the objectives of this National Union.*
- ☐ *Sustain and support the organizing efforts of the National Union across Canada.*

## **ARTICLE 2: STATEMENT OF PRINCIPLES**

### **Democratic**

*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. Democratic values are the foundation of all that we do. Our commitment to the principles and practices of democratic unionism define who we are and are reflected in our rules, structures and processes.*

### **United**

*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**

*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**

*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" and "union sibling". 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.*

*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**

*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**

*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) effectively used.*

**Dynamic**

*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**

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

**Progressive**

*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**

*Unifor is fully committed to equity and inclusion. Black, Indigenous and Workers of Colour, Lesbian, Gay, Bisexual and Transgendered 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**

*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**

*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 3: OBJECTIVES**

*The objectives of Unifor are:*

### ***In our workplaces***

- ☐ *To promote, conduct and safeguard collective bargaining and to strengthen practices of more broadly based bargaining, including coordinated and pattern bargaining.*
- ☐ *To regulate and improve wages, pension and benefits, hours of work, employment security and working conditions through collective bargaining and political action.*
- ☐ *To protect and strengthen our rights at work.*
- ☐ *To strive for a safe and healthy work environment.*
- ☐ *To ensure fair treatment, dignity and respect at work.*
- ☐ *To make workplaces more democratic.*
- ☐ *To organize the unorganized.*
- ☐ *To strive for a safe workplace free of discrimination and harassment.*

### ***For our members***

- ☐ *To ensure equality regardless of race, sex, age, creed, colour, marital status, sexual orientation, gender identity, disability, religion, political affiliation or place of origin.*
- ☐ *To guarantee that every member receives equal treatment under this Constitution.*
- ☐ *To create and preserve a safe environment free of discrimination and harassment.*
- ☐ *To ensure that our union is committed to the principles and practices of democratic unionism.*
- ☐ *To guarantee accountability and transparency in our decision making and our actions.*
- ☐ *To ensure that our union belongs to its members, is driven by their common objectives and provides ample opportunities for democratic participation.*

- ☐ *To ensure that our union reflects the diversity of our members and communities.*
- ☐ *To provide opportunities for education and development so that our members build awareness and analysis, and become more involved in the union and their communities.*
- ☐ *To provide opportunities for workers not in regular employment situations to join our union.*

***In our communities***

- ☐ *To fight for good jobs in our communities and throughout the economy.*
- ☐ *To provide support to those in need.*
- ☐ *To build our union's presence in the community and encourage our members to be involved in all aspects of community life.*
- ☐ *To work in common cause with other progressives to promote social justice and environmental sustainability at a community level.*
- ☐ *To work on labour-based campaigns with other affiliates of Labour Councils.*
- ☐ *To encourage unorganized workers to join our union and be open to new members in our communities.*

***In broader society***

- ☐ *To safeguard, protect and extend freedom, civil liberties, democracy and democratic trade unionism.*
- ☐ *To be broadly politically active at the municipal, provincial and federal levels and to mount issue-based campaigns.*
- ☐ *To fight for social and economic reform by giving priority to good jobs, equality and social justice.*
- ☐ *To protect and safeguard the health and safety of the planet by supporting the goal of an environmentally sustainable future.*  
*To build and unify the labour movement and to act in solidarity with other labour organizations in Canada and throughout the world with objectives similar to ours.*
- ☐ *To support and work in common cause with progressive organizations in Canada and around the world.*
- ☐ *To resist corporate globalization and provide alternatives to job-destroying trade deals and policies.*
- ☐ *To work to end war and contribute to world peace.*

3. In the event that there are any inconsistencies or contradictions between these By-laws and the Unifor Constitution, the Unifor Constitution shall prevail and inform the interpretation of the Regional Council By-laws.

## **ARTICLE 2 - Membership**

1. All Unifor Local Unions and Subordinate Bodies in Ontario, and all multi-Regional

Local Unions with members in the Ontario Region, are members of the Regional Council and are entitled to representation and participation according to the Unifor Constitution, Article 10, Paragraph 5 and Paragraph 6, regular delegates:

*The membership of a National or multi-regional Local Union shall be assigned to the Council covering their residence. They shall be deemed to constitute a Local Union for the purposes only of their respective Regional or Quebec Council,  
Delegate entitlement shall be based on the following:*

**Single Unit Local Unions or Subordinate Bodies**

*1 to 250 members – 1 delegate*

*251 to 500 members – 2 delegates*

*501 to 750 members – 3 delegates*

*751 to 1,000 members – 4 delegates*

*1,001 to 1,250 members – 5 delegates*

*And one additional delegate for each additional 250 members*

**b. Amalgamated Local Unions or Subordinate Bodies**

*Each bargaining unit with 250 members or more of an amalgamated Local Union shall have delegate entitlement based on the following:*

*250 to 500 members – 1 delegate*

*501 to 750 members – 2 delegates*

*751 to 1,000 members – 3 delegates*

*1,001 to 1,250 members – 4 delegates*

*Add one additional delegate for each additional 250 members*

*Members of bargaining units within an amalgamated Local Union with fewer than 250 members shall be grouped together and entitled to delegates as per Paragraph 6 a. of this Article.*

*Delegate entitlement shall be based on the average dues payment to the Quebec Council and Regional Councils in the year preceding the Council meeting excluding any period in which National Union dues payments have been interrupted by a labour dispute.*

2. Local Unions within the Region may also include special delegates provided for in Article 10, Paragraph 9 of the Unifor Constitution:

*The Councils may also consider the inclusion of alternate delegates and/or special delegates. Special delegates, with voice and no vote, may include a Local Union President or Chairperson of a bargaining unit. They may also include representatives of designated equity groups who would participate in the Council's Standing Committees.*



## ARTICLE 3 - Officers and Executive

1. The Ontario Regional Council shall elect the following officers for a term of 3 years, from the first Regional Council meeting following the Unifor convention to the Regional Council meeting following the subsequent Unifor convention:
2. Chairperson - the Chairperson, in cooperation with the Regional Director, shall issue the call to meetings of the Council. The Chairperson shall chair meetings of the Council and of the Executive Committee and carry out duties as assigned by the Executive. The Chairperson may represent the Regional Council in external bodies and coalitions.
3. Vice Chairperson - The Vice Chairperson shall assist the Chairperson and carry out the duties of the Chairperson in their absence.
4. Secretary-Treasurer - The Secretary-Treasurer shall establish accounts for the Regional Council and receive the per capita dues for the Regional Council from the Unifor National Secretary--Treasurer, and make expenditures approved by the Regional Council or the Executive Committee of the Regional Council. The Secretary-Treasurer shall report to each meeting of the Regional Council on income and expenses and ensure an annual audit of the financial records. The Secretary-Treasurer shall ensure that a meeting of the Regional Council is prepared to conduct a secret ballot per capita election or a per capita vote on a resolution.
5. The Ontario Regional Council shall elect an Executive Committee consisting of the Officers named above and up to 8 Members at Large to reflect geographic regions or industries and to reflect the gender and equity principles of the union.
6. All members of the Executive Committee shall be regularly elected delegates to the Ontario Regional Council.
7. The Regional Director is an ex-officio member of the Executive Committee. The Regional Director shall approve the call to all meetings of the Council and of the Executive Committee and report and make recommendations to all such meetings.
8. A vacancy for an officer or other member of the Executive Committee shall be filled by an election at the next regular meeting of the Regional Council with a term of office extending to the first meeting of the Regional Council following the Unifor convention.

## ARTICLE 4 - Meetings of the Council

1. The Ontario Regional Council shall meet no later than 1 year following a Unifor convention and elect the Chairperson of the Regional Council. The Regional Council shall meet a minimum of once per year thereafter.
2. Additional meetings of the Regional Council may be called by the Chairperson and Regional Director with the approval of the Executive Committee.
3. Local Unions shall be given a minimum of six weeks notice for a meeting of the Regional Council. The Executive Committee may waive this notice if required by extraordinary circumstances or urgent issues.
4. Meetings of the Regional Council may be held in different locations within the region as determined by the Executive Committee.
5. A quorum for the Regional Council meetings shall be 50 per cent +1 of the registered delegates.
6. The Executive Committee shall designate a person to keep the record (minutes) of each meeting of the Regional Council and Executive Committee, and this record shall be reviewed and approved by the Executive Committee. The record of all such meetings shall be distributed to all Local Unions in the region and to the Office of the Secretary-Treasurer of the National Union.
7. The Agenda for a meeting of the Ontario Regional Council may include the following reports which may be written or oral:
  - Reading of the Anti-Harassment Statement
  - Report on delegate representation and attendance
  - Report of the Regional Council Chairperson
  - Report and recommendations of the Regional Director
  - Debate and motions to adopt recommendations of the Regional Director
  - Reports of the Unifor National President and National Secretary-Treasurer
  - Report of the Regional Council Secretary-Treasurer
  - Reports of Standing Committees
  - Reports of Staff
  - Reports of Local Unions
  - Resolutions submitted by Local Unions
  - Nominations or Elections of Officers or Members of Standing Committees (if needed)
  - New business
8. The Agenda for a meeting of the Regional Council may also include guest speakers, presentations or education, or workshops as determined by the Executive Committee.

9. All meetings of the Regional Council shall be conducted in accordance with the Unifor Rules of Order and Meeting Procedure Guide (Appendix A).
10. The Executive Committee shall appoint a resolutions committee to review and recommend action on Local Union resolutions and to draft resolutions and, if needed, recommended action based on the recommendations of the Regional Director.
11. Local Union resolutions shall be received by the Regional Chairperson or Regional Director 15 days prior to a meeting of the Regional Council. Late resolutions shall be referred to the Resolutions Committee for their consideration and may be presented to delegates if the matter is considered urgent.

## **ARTICLE 5 - Elections**

1. Notice to Local Unions for election of Officers or Members of the Executive Committee shall be included in the call to the meeting and sent no later than 6 weeks prior to a meeting of the Ontario Regional Council.
2. The Executive Committee shall appoint an election committee to prepare and conduct the election. Members of the Committee shall begin their work as necessary prior to the meeting but shall be affirmed by the delegates before the election commences.
3. All elections for Officers of the Regional Council or Executive Committee shall be on a secret ballot, per capita basis. Per capita voting strength shall be divided equally among the Local Union delegates with any left over votes to be allocated to the President or Chairperson of the delegation.
4. Members at Large shall be elected as a group. Those with the highest votes are elected.
5. Prior to the election of Officers or Members of the Executive Committee, a delegate nominating another delegate may make a brief statement, and all candidates shall have the opportunity to address the delegates.
6. Election results shall be reported to the delegates and ballots or other voting records shall be destroyed.
7. Those elected shall assume their responsibilities immediately.

## ARTICLE 6 - Standing Committees

1. The Ontario Regional Council shall have the following Standing Committees:
  - Women
  - Black, Indigenous and Workers of Colour
  - Young Workers
  - LGBT
  - Workers with Disabilities
  - Health Safety and Environment
  - Political Action
  - Employment Insurance/Canada Pension Plan
  - Employee Family Assistance Program
  - Workers Compensation
2. Additional Standing Committees may be created by decision of the Executive Committee.
3. All Standing Committees are advisory to the Regional Council officers, Executive Committee and to the Regional Council. Standing Committees shall act within the guidelines and instructions and financial resources which are provided by the Executive Committee.
4. The mandate of the Standing Committees is to advise and give guidance on policy and action concerning the social and political goals of Unifor within the scope of the Committee's activities. Standing Committees regroup activists within Unifor and work to initiate campaigns and action and assist in mobilizing members.
5. The Standing Committees representing equity seeking groups - Women's, Black, Indigenous and Workers of Colour, Young Workers, LGBT, and Workers with Disabilities - have an additional mandate to promote the development, activism and leadership of equity groups in the union.
6. Standing Committees will have 3 elected members and additional members as determined by the Executive Committee and approved by the Regional Council.
7. Notice of election for Standing Committees will be given to the Local Unions no later than six weeks prior to a meeting of the Regional Council.
8. The election of Standing Committees for Women, Black, Indigenous and Workers of Colour, Young Workers, LGBT and Workers with Disabilities shall be by peer election. The peer election shall be held at a caucus of delegates within the equity seeking group.

9. Members of Standing Committees shall be delegates of the Regional Council. However the Executive Committee may appoint special delegates to the Regional Council for the purpose of establishing and maintaining effective Standing Committees. Special delegates shall have voice and vote within the Standing Committee but shall have voice only as a delegate to Regional Council.
10. In the event that there are insufficient nominations for any Standing Committee the Executive Committee may appoint members of a committee subject to the approval of the Regional Council.
11. Members of the ORC Executive Board or the ORC Standing Committees must not hold more than one (1) position.

## **ARTICLE 7 - Canadian Council**

1. Ontario Regional Council delegates to the Canadian Council shall be the Chairperson (member of National Executive Board), Vice Chairperson, Secretary-Treasurer and two members of the Executive Committee. The delegation will also include the three elected members of the Standing Committees for Women, Black, Indigenous and Workers of Colour, Young Workers, LGBT, Workers with Disabilities, Health Safety and Environment and Political Action.

## **ARTICLE 8 - Finances**

1. The Ontario Regional Council Executive Committee shall authorize expenditures to carry out the work of the Regional Council and to execute its campaigns.
2. The Secretary-Treasurer shall provide a written report at each meeting on all income and expenditures of the Regional Council.
3. The income of the Regional Council shall consist of per capita dues payment as set out in the Unifor Constitution, income from meetings, events or campaigns, or contributions from the National Union and Local Unions.
4. Expenses for Regional Council delegates to the Canadian Council as provided for in the Unifor Constitution Article 9, Paragraph 9, or representatives to other approved events shall be paid from the funds of the Regional Council. These expenses include transportation, accommodation, per diems, and applicable lost time wages. Lost time wages shall not be paid for days off.
5. Guidelines for Ontario Regional Council travel expenses shall be consistent with Unifor national guidelines.

6. The Regional Council Chairperson may authorize an expenditure of up to \$5,000 for Regional Council matters of an urgent nature. The expenditure will be reported to the next meeting of the Executive Committee.

## **ARTICLE 9 - Amendments**

1. The By-laws of the Regional Council may be amended by a 2/3 majority vote to approve a resolution from a Local Union or a recommendation of the Executive Committee provided that all Local Unions have been given 30 days notice of a resolution or recommendation to amend the By-laws.

## **APPENDIX A - Unifor Rules of Order and Meeting Procedure Guide**

This guide and rules of order are intended to assist Unifor Councils in the conduct of meetings to establish an orderly, respectful and inclusive meeting process that encourages debate and discussion and ensures that all delegates have voice and can effectively participate in making collective decisions. Unifor Councils should operate with a minimum of procedural debate and allow for meetings to proceed on the basis of consensus.

Meetings shall be conducted according to the following rules. On any other matter of procedure, the Chairperson shall decide subject to the approval of the delegates.

- I. The Chairperson or Vice Chairperson shall preside at all meetings of the Regional Council and as presiding officer shall interpret the By-laws and rule on procedural matters.
- II. All motions, including recommendations from the Regional Director, Executive Committee or Standing Committees, shall be moved and seconded by a delegate.
- III. Delegates may speak to a motion for 5 minutes unless otherwise determined by the meeting. A delegate will speak only once to each motion unless permission is granted by the meeting to speak again.
- IV. The regular order of business may be altered or new business added to the agenda by a majority vote of the delegates.
- V. A motion to amend a motion is in order, but no amendment to an amendment shall be in order. An amendment to a motion which directly negates the intention of the main motion is not in order.
- VI. A debate may be interrupted by a call for a "point of order." The chairperson shall ask the delegate what point of order they have. A point of order must be a procedural matter of immediate importance to the debate. The chairperson shall rule on a point of order.
- VII. The Chairperson shall rule of out of order any personal attacks or any language or argument which is offensive or in bad taste.
- VIII. All voting on resolutions shall be by a show of hands, unless 20 per cent of the delegates request a per capita vote.
- IX. A motion to put the question on a resolution shall not be in order unless at least one speaker in the affirmative and one speaker in the negative have had the opportunity to speak.

- X. A motion to reconsider shall be in order at a meeting of the Regional Council or at a subsequent meeting if approved by 2/3 of the delegates. If reconsideration is approved, the original motion shall be placed before the meeting for debate and a new vote.
- XI. A ruling by the Chairperson on any procedural matter may be challenged by a delegate. The challenger may briefly state the reason for the challenge and the Chairperson shall explain the ruling. The following question will then be put to the meeting: Do you uphold the ruling of the Chair? The Chair will be upheld if 50 per cent or more of the delegates vote yes.
- XII. The Chairperson has the right to vote on any motion and to comment on any matter in debate. The Chairperson shall not engage in personal debate with a delegate.



## **APPENDIX B - Unifor Constitution Article 10: Regional And Quebec Councils**

### **ARTICLE 10: REGIONAL AND QUEBEC COUNCILS**

1. The Regional Councils and the Quebec Council are a democratic force for union activism, solidarity, and strength. They are forums of accountability and organizing centres which will involve and engage thousands of Local Union activists in the life of the union.
2. All Local Unions and subordinate bodies are members of the Quebec Council, or their respective Regional Council.
3. There shall be a Quebec Council and four Regional Councils. The four Regional Councils shall consist of the:
  - a. British Columbia Council
  - b. Prairies Council (comprising Alberta, Saskatchewan and Manitoba)
  - c. Ontario Council
  - d. Atlantic Council (comprising Newfoundland and Labrador, Nova Scotia, New Brunswick, and Prince Edward Island)
4. All Local Unions or Subordinate Bodies located in the Territories, or Nunavut, shall be assigned to a Regional Council or the Quebec Council by the National Executive Board.
5. The membership of a National or multi-regional Local Union shall be assigned to the Council covering their residence. They shall be deemed to constitute a Local Union for the purposes only of their respective Regional or Quebec Council.
6. Delegate entitlement shall be based on the following:
  - a. Single Unit Local Unions or Subordinate Bodies
    - 1 to 250 members – 1 delegate
    - 251 to 500 members – 2 delegates
    - 501 to 750 members – 3 delegates
    - 751 to 1,000 members – 4 delegates
    - 1,001 to 1,250 members – 5 delegatesAnd one additional delegate for each additional 250 members
  - b. Amalgamated Local Unions or Subordinate Bodies  
Each bargaining unit with 250 members or more of an amalgamated Local Union shall have delegate entitlement based on the following:
    - 250 to 500 members – 1 delegate
    - 501 to 750 members – 2 delegates

751 to 1,000 members – 3 delegates  
1,001 to 1,250 members – 4 delegates  
And one additional delegate for each additional 250 members

Members of bargaining units within an amalgamated Local Union with fewer than 250 members shall be grouped together and entitled to delegates as per Paragraph 6 a. of this Article.

Delegate entitlement shall be based on the average dues payment to the Quebec Council and Regional Councils in the year preceding the Council meeting excluding any period in which National Union dues payments have been interrupted by a labour dispute.

7. Delegates to Quebec Council and Regional Councils shall be elected by secret ballot with a minimum of 15 days notice to all members of nominations and elections. Candidates with the most votes shall be elected.
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.
9. The Councils may also consider the inclusion of alternate delegates and/or special delegates. Special delegates, with voice and no vote, may include a Local Union President or Chairperson of a bargaining unit. They may also include representatives of designated equity groups who would participate in the Council's Standing Committees.
10. In addition to and at the same time as National Union dues payable by Local Unions a per capita levy of 0.0135 per cent 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.
11. The By-laws of the Quebec Council and each Regional Council must conform to this Constitution. They shall be approved by the National Executive Board, and shall reflect the gender and equity principles of the National Union.
12. The term of office of delegates to the Regional Councils and the Quebec Council shall be equal in length to the term of office of the Executive of the Local Union from which they are elected.

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.
14. Each Regional Council and the Quebec Council will establish Standing Committees with respect to Women, Black, Indigenous and Workers of Colour, Young Workers, Lesbian, Gay, Bisexual and Transgender Workers (LGBT), Workers with Disabilities, Health, Safety and the Environment (HSE), Political Action, and other committees as determined by the Executive of the Council.
15. The Standing Committees are accountable to their respective Council and Council Executive. Each Standing Committee shall have the authority and funds delegated to it by the Regional or Quebec Council.
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, Lesbian, Gay, Bisexual and Transgender (LGBT) members, Workers with Disabilities and Young Workers shall include a provision for peer election.
17. Standing Committees may organize conferences and meetings, initiate educational events and activities, mobilize members and make recommendations to the Council to build the union within the mandate of the committee.
18. The regional Council and the Quebec Council, will among other things:
- Elect a Chairperson, who shall serve on the National Executive Board, and a Vice-Chairperson, Secretary-Treasurer, and others as determined by Council By-laws.
  - Review reports and issue directions to Standing Committees.
  - Receive, review, discuss and adopt reports from National Officers, Regional, Area, Industry and Department directors, and staff, with respect to their activities and assignments.
  - Adopt policies or resolutions which are consistent with the objectives and principles of the National Union.
  - Conduct campaigns with respect to regional or provincial affairs, including matters pertaining to the Provincial or Territorial Federations of Labour,

provincial and municipal elections, and other struggles affecting the membership.

- The Quebec Council may also conduct a campaign and activities pertaining to Federal elections.
- Engage in special campaigns of solidarity and support of a Local Union or subordinate body fighting for a fair contract, security of employment, or any of the objectives of the National Union.
- Engage in special campaigns of solidarity in support of progressive allies and community partners whose struggles are consistent with the objectives of this National Union.
- Sustain and support the organizing efforts of the National Union across Canada.

19. Meetings of the Regional Councils and the Quebec Council shall be held at least once a year.

20. All resolutions 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 per cent of delegates.

21. On any resolution, at the request of at least 20 per cent of the delegates, by a show of hands, a per capita vote shall be conducted.

22. The National Officers of the Union are delegates to all Regional Councils and the Quebec Council.

ccxcop343

Amended  
Ottawa, Ontario  
December 2023



Summary of Decisions  
December 1 – 2, 2023  
Shaw Centre - Ottawa

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**December 1**

**MOTION: TO REDUCE THE SPEAKING TIME OF FIVE MINUTES TO THREE MINUTES**

Moved and seconded.

MOTION CARRIED.

**MOTION: TO ADOPT THE MINUTES OF THE PREVIOUS ORC MEETING - DECEMBER 2022**

Moved and seconded.

MOTION CARRIED.

**Resolution 1: Media Campaign**

The committee recommendation is concurrence.

The resolution was moved and supported.

RESOLUTION CARRIED.

**Resolution 2: Lobby Government**

The resolution was moved and supported

RESOLUTION CARRIED.

**Proposed Bylaw Amendment No. 1**

The committee recommendation is non-concurrence.

The motion was moved and supported.

The recommendation is defeated.

A vote is taken on the action bylaw amendment that was submitted.

RESOLUTION CARRIED.

**Ontario Regional Director Recommendation No. 1 – Supporting Families of MMIWG2S**

RECOMMENDATION CARRIED.

**Ontario Regional Council Financial Report**

The report was moved and supported.

MOTION CARRIED.

**Ontario Regional Director Recommendation No. 2 – Improving WSIB**

RECOMMENDATION CARRIED.

**December 2****Proposed Bylaw Amendment No. 2**

The committee recommends non-concurrence.

The motion was moved and supported.

MOTION CARRIED.

**Ontario Regional Director Recommendation No. 4 – Mobilizing for Political Change in Ontario**

RECOMMENDATION CARRIED.

**Ontario Regional Director Recommendation No. 3 – Housing Policy**

RECOMMENDATION CARRIED.

**MOTION: TO DESTROY THE ELECTION BALLOTS**

Moved and supported.

MOTION CARRIED.



ORC Executive Committee - Summary of Decisions  
January 30, 2024  
Sheraton Centre, Toronto

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**MOTION: To have Gary Parent (ONT Chair of the Retired Workers Chapter, Local 444) attend ORC Standing Committees meetings, with voice and no vote.**

Moved and seconded.

MOTION CARRIED.

**MOTION: To accept the amendments to the ORC Bylaws.**

Moved and seconded.

MOTION CARRIED.

**MOTION: To accept the new Ontario Regional Council Financial Support Application Form.**

Moved and seconded.

MOTION CARRIED.

**MOTION: To hold all ORC Executive and Standing Committee(s) meetings at Unifor's National Office.**

Moved and seconded.

MOTION CARRIED.

**MOTION: Whereas the Political Action Committee (PAC) member had resigned their position on the committee at the 2023 ORC meeting floor, the ORC Executive met and have accepted the resignation.**

**AMENDMENT: That the PAC committee member be notified/reminded of the ORC 2023 resignation, and that said committee member acknowledges the resignation from the committee in writing before acceptance by the Executive.**

Moved and seconded.

MOTION CARRIED.

**MOTION: ORC to sponsor \$300.00 for Unifor Local 4304's drag show performance event.**

Moved and seconded.

MOTION CARRIED.

**MOTION: To sponsor a table for \$1300.00 to the International Woman Achievers Award(s) event on June 22, 2024.**

Moved and seconded.

MOTION CARRIED.

**MOTION: To fund an expenditure of up to \$5000.00 to cover the EI/CPP standing committee campaign (includes tech company costs).**

Moved and seconded.

MOTION CARRIED.

**MOTION: for ORC to sponsor Gold Sponsorship, \$3000.00 (includes 2 tables, 8 seats per table) for the International Women's Day Event.**

Moved and seconded.

MOTION CARRIED.

**MOTION: For ORC to offer the two women on the ORC Health, Safety and Environment Committee the opportunity to attend the Women in Health & Safety Summit in Calgary, AB.**

Moved and seconded.

MOTION CARRIED.

DAJ/ccxcope343





ORC Executive Committee - Summary of Decisions  
March 1, 2024  
Unifor National Office, Toronto

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**MOTION: To adopt updated Local Union Expense Policy.**

Moved and seconded.  
MOTION CARRIED.

**MOTION: To adopt amended Ontario Regional Council bylaws as presented.**

Moved and seconded.  
MOTION CARRIED.

**MOTION: To accept Political Action Committee (PAC) member resignation from their position as verbally given during the 2023 ORC meeting floor.**

Moved and seconded.  
MOTION CARRIED.

**MOTION: ORC to sponsor \$1000 for the International Day for the Elimination of Racism walkathon, hosted by Local 222/1090 BIWOC Committee (Sunday, March 24).**

Moved and seconded.  
MOTION CARRIED.

**MOTION: ORC to sponsor Ontario BIWOC Committee for event for International Day Against Islamophobia/Racial Discrimination up to \$4,000.**

Moved and seconded.  
MOTION CARRIED.

**MOTION: ORC to sponsor Unifor Charity Golf Classic for \$5,500 (dinner sponsor).**

Moved and seconded.  
MOTION CARRIED.

**MOTION: ORC to sponsor Unifor Local 636, Bob White Charity Golf Classic for \$5,000 (gold sponsorship).**

Moved and seconded.

MOTION CARRIED.

**MOTION: ORC to sponsor Local 1285 Pathways to Education Charity Golf Tournament as a Hole sponsor for \$750.**

Moved and seconded.

MOTION CARRIED.

**MOTION: ORC to sponsor Ronald McDonald House Charity Golf Tournament organized by Northern Ontario Unifor Locals for \$5,000 (McCart Sponsor).**

Moved and seconded.

MOTION CARRIED.

**MOTION: ORC to subsidize \$5 per ticket for Unifor Family Day July 7, 2024 at Canada's Wonderland for up to \$40,000.**

Moved and seconded.

MOTION CARRIED.

**MOTION: ORC to cover expenses to send 3 executive members from the ORC to the CBTU Convention.**

Moved and seconded.

MOTION CARRIED.

**MOTION: To move the May 2, 2024 ORC Executive Meeting to zoom.**

Moved and seconded.

MOTION CARRIED.

MB/ccxcope343



ORC Executive Committee - Summary of Decisions  
March 26, 2024  
Unifor National Office, Toronto

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**MOTION: To send two members from the ORC Executive to attend the Northern Ontario Leadership Meeting (NOLM) in May 2024.**

Moved and seconded.

MOTION CARRIED.

**MOTION: To send two members from the ORC Executive to attend the Employee Family Assistance Program (EFAP) Conference in Port Elgin.**

Moved and seconded.

MOTION CARRIED.

**MOTION: To appoint Jamie Gilbert, Local 2027, to the Political Action Standing Committee filling the vacancy on that committee, until 2025.**

Moved and seconded.

MOTION CARRIED.

**MOTION: To sponsor and support the Ontario Health Coalition (OHC)'s request for \$25,000 in 2024.**

Moved and seconded.

MOTION CARRIED.

**MOTION: To provide Silver sponsorship at \$1,500 (1 table of 8) for the Somali Hope Foundation (SHF) 2024 Gala.**

Moved and seconded.

MOTION CARRIED.

**AMENDMENT: To provide Gold sponsorship at \$2,500 (2 tables of 8) for the Somali Hope Foundation (SHF) 2024 Gala.**

Moved and seconded.

MOTION CARRIED.

**MOTION: To sponsor Hole or Display sponsorship at \$4,000 for Renascent Foundation 30<sup>th</sup> Recovery Shot Golf Tournament.**

Moved and seconded.

MOTION CARRIED.

**MOTION: Ontario Regional Council to cover the costs of three (3) buses for members to attend the Ontario Healthcare Coalition (OHC) rally in Toronto at Queen's Park in front of the Ontario Legislature.**

Moved and seconded.

MOTION CARRIED.

DAJ/ccxcope343



ORC Executive Committee - Summary of Decisions  
May 2, 2024  
Virtual Via Zoom

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**MOTION: To provide up to \$28,000 for the Ontario Action Centre team meeting and training at Unifor's National Office, July 24-25, 2024.**

Moved and seconded.

MOTION CARRIED.

**MOTION: ORC to provide Platinum Level sponsorship, at \$5,000, for the Mazinaajiim Children's Foundation "Honouring Our Children" Run in Thunder Bay on September 30.**

Moved and seconded.

MOTION CARRIED.

**MOTION: ORC to sponsor Shared Bylines 2024-25 request of \$3,000 for the mentorship/scholarship of one (1) BIPOC early career journalist enrolled in a postsecondary education institution.**

Moved and seconded.

MOTION CARRIED.

**MOTION: ORC to donate \$10,000 to Camp Wonder to provide lunches for children attending the 3-week program.**

Moved and seconded.

MOTION CARRIED.

**MOTION: ORC to sponsor Diamond Sponsorship, at \$3,000, to Local 2458's Angelo DiPonti and Holden Kisch Memorial Golf Classic.**

Moved and seconded.

MOTION CARRIED.

**MOTION: For ORC to sponsor \$13,000 to Sunlime Canada for the 2024 Toronto Caribbean Carnival Junior & Grand parades.**

Moved and seconded.

MOTION CARRIED.

**NEW MOTION: That ORC sponsor \$15,000 to Sunlime Canada for the 2024 Toronto Caribbean Carnival Junior & Grand parades, whereby \$5,000 (of the \$15,000) be allotted for the Junior parade.**

Moved and seconded.

MOTION CARRIED

**MOTION: To send two (2) members of the Political Action Standing Committee to attend the Ontario Health Coalition training at Unifor's Family Education Centre in Port Elgin and ORC will cover the mileage and accommodation of the attending members.**

Moved and seconded.

MOTION CARRIED

**MOTION: To cover the costs of lost time, per diems and mileage for 2 (two) members of the ORC Political Action Standing Committee to attend a Doug Ford mock trial.**

Moved and seconded.

MOTION CARRIED.

**MOTION: To provide a \$500 sponsorship of the International Women Achievers Awards.**

Moved and seconded.

MOTION CARRIED.



ORC Executive Committee - Summary of Decisions  
May 28, 2024  
Unifor National Office, Toronto

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**MOTION: To accept the 2023 ORC audited financial statements.**

Moved and seconded.

MOTION CARRIED.

DAJ/ccxcope343



ORC Executive Committee - Summary of Decisions  
June 25, 2024  
Unifor National Office, Toronto

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**MOTION: To pay up to \$18,272.10 to secure Soular for the Ontario Regional Council in December.**

Moved and seconded.

MOTION CARRIED.

**MOTION: To negotiate with Blue Mountain Resort for the 2026 Ontario Regional Council.**

Moved and seconded.

MOTION CARRIED.

**MOTION: To donate \$15,000 to York University's Black History Month, matched by the National for a total of \$30,000.**

Moved and seconded.

MOTION CARRIED.

**MOTION: To donate \$5,000 to the Woodland Cultural Centre.**

Moved and seconded.

MOTION CARRIED.

**MOTION: To sponsor \$1,000 (hole sponsorship) to the CBTU golf tournament and purchase a foursome.**

Moved and seconded.

MOTION CARRIED.

**MOTION: To donate \$5,000 to Local 1541 for Best Theratronics solidarity.**

Moved and seconded.

MOTION CARRIED.



**MOTION: To sponsor JerkFest up to \$14,000.**

Moved and seconded.

MOTION CARRIED.

**MOTION: To provide up to \$30,000 for Toronto Labour Day costs.**

Moved and seconded.

MOTION CARRIED.

DAJ/ccxcope343



ORC Executive Committee - Summary of Decisions  
August 27, 2024  
Virtual Via Zoom

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**MOTION: To purchase large Chilly Moose tumblers as swag for the 2024 Ontario Regional Council.**

Moved and seconded.

MOTION CARRIED.

**MOTION: To provide \$2,000 for a Women's Standing Committee and EFAP Standing Committee webinar.**

Moved and seconded.

MOTION CARRIED.

**MOTION: To provide up to a total of \$10,000 (\$5.00 subsidy per shirt up to 1000 shirts and \$5000 purchase of tshirts to be sold at ORC) for Health and Safety Standing Committee tshirts.**

Moved and seconded.

MOTION CARRIED.

**MOTION: To donate \$5,000 to Local 1541 for Best Theratronics solidarity.**

Moved and seconded.

MOTION CARRIED.

**MOTION: To donate \$10,000 to Tears to Hope.**

Moved and seconded.

MOTION CARRIED.

**MOTION: To provide 200 whistles and 100 lanyards to the Honouring Our Children Run as well as the option for the BIWOC Standing Committee Members to attend and expenses paid by ORC.**

Moved and seconded.

MOTION CARRIED.

**MOTION: To provide 2 (two) members with a total of 10 (ten) days each paid book off by ORC to work on planning for an IPV Symposium in Windsor.**

Moved and seconded.

MOTION CARRIED.

**MOTION: To sponsor Kicks for Strength at the \$2,500 level.**

Moved and seconded.

MOTION CARRIED.

DAJ/ccxcope343



ORC Executive Committee - Summary of Decisions  
September 26, 2024  
Canadian Council, Palais des congrès de Montréal

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**MOTION: To amend the August 27 motion to provide \$5,000 for a Women's Standing Committee and EFAP Standing Committee webinar.**

Moved and seconded.

MOTION CARRIED.

**MOTION: To cover the expenses associated with the ORC Women's Standing Committee attending the Intimate Partner Violence Symposium in Windsor.**

Moved and seconded.

MOTION CARRIED.

**MOTION: To donate \$1,000 to Local 88's Person's Day Fundraiser.**

Moved and seconded.

MOTION CARRIED.

**MOTION: To donate \$500 to Local 222's Drag Show Fundraiser.**

Moved and seconded.

MOTION CARRIED.

**MOTION: To donate \$25,000 to the Social Justice Fund for Women's Shelters in Ontario.**

Moved and seconded.

MOTION CARRIED.

**MOTION: To donate \$1,000 to the Workers Action Centre bowling fundraiser.**

Moved and seconded.

MOTION CARRIED.

**MOTION: To provide a gold sponsorship of \$1,250, split with the National, to Youth Action Now.**

Moved and seconded.

MOTION CARRIED.

**MOTION: To provide platinum sponsorship for the YNOT Awards Gala.**

Moved and seconded.

MOTION CARRIED.

**MOTION: To provide a subsidy of \$10 per ticket for Ontario members, up to a total of \$10,000, for the Wonderland WinterFest.**

Moved and seconded.

MOTION CARRIED.

DAJ/ccxcope343