

ONTARIO REGIONAL COUNCIL

BYLAWS



unifor

Ontario Regional Council
Conseil régional de l'Ontario

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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. The Executive Committee shall also include a Retiree Representative, who shall be the Ontario Region Representative elected to the National Retired Workers Council Executive. The term of office for Retiree Representative shall be three years, following elections at the annual meeting of the National Retired Workers Council immediately following the Convention of the National Union.
6. All members of the Executive Committee shall be regularly elected delegates to the Ontario Regional Council with the exception of the Retiree Representative, who is a delegate to the Regional Council with voice and one vote pursuant to Article 12.26 of the Unifor Constitution.
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. The National Retired Workers Council Executive shall notify the Ontario Regional Council Chair of any vacancy, or of the filling of any vacancy, which may occur in the Retiree Representative position.

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
 - Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual + (2SLGBTQIA+ or Pride) Workers
 - 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, Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual + (2SLGBTQIA+ or Pride) Workers, 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. Locals will be notified of any additional vacancies as they occur after the six week notice.

8. The election of 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 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, Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual + (2SLGBTQIA+ or Pride) Workers, 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, 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. All invoices will be sent to the Ontario Regional Council Secretary-Treasurer, Ontario Regional Council Chair and Ontario Regional Director.

5. Guidelines for Ontario Regional Council travel expenses shall be consistent with Unifor national guidelines.
6. The Regional Council Chairperson, the Regional Council Secretary-Treasurer or the Ontario Regional Director 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 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
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, Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual + (2SLGBTQIA+ or Pride) Workers, 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, Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual + (2SLGBTQIA+ or Pride) Workers 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.

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Amended
Toronto, Ontario
December 2025