



## **Unifor Election Code**

### **Adopted by Unifor's National Executive Board**

#### **General**

1. This Election Code, as adopted by the National Executive Board, expresses the will of the National Union that elections must be free and fair.
2. This Code applies to the election of the National Officers and Regional Directors that make up the National Leadership Team.
3. Unifor is a democratic organization. Article 4 of our Constitution, the Code of Ethics and Democratic Practices, requires the highest possible standards of ethics, democratic practice and personal conduct. Our members participate in the election of our national leadership at Convention and at other meetings of delegates.
4. The standards of conduct that Unifor has set out in its anti-harassment and discrimination policies apply to the conduct of Unifor members relating to elections. The complaint processes outlined in those policies may be used by members.

#### **Declared Candidates**

5. A member who intends to be a candidate for National Officer or Regional Director may become a declared candidate by declaring their intention to accept nomination at a Convention or a Special Convention. A declaration can be made at any time before the date and time of nominations at the convention but cannot be made before the date on which the convention call letter is issued. A member making a declaration must at the same time affirm that they will comply with this Election Code.
6. The National Executive Board shall, immediately before the nomination of any candidates at a convention, report to the convention a list of the members that are declared candidates and that have affirmed that they will comply with this Election Code.
7. Prior to when a declaration of intention may be made, nothing in this Election Code prevents a member from expressing that they will become a declared candidate, and a member is not restricted from campaigning for their election prior to being a declared candidate.

8. Members cannot accept funds for their own election or for the election of another member unless they or the other member is a declared candidate.
9. A declared candidate shall name a Candidate's Chief Financial Officer (CCFO). The CCFO shall be the candidate's primary liaison on matters concerning this Election Code.
10. A CCFO must be a Unifor member in good standing.
11. A CCFO shall keep a complete and accurate record of all financial donations to their candidates' campaign, including the identity of each donor and the amount of each donation. The CCFO shall also keep a complete and accurate record of campaign expenditures.
12. A candidate and their CCFO are accountable for their campaign's compliance with the Election Code.
13. If Unifor provides a declared candidate access to contact information or opportunities for the distribution of a candidate's campaign communications, Unifor shall provide the same access to other declared candidates. Any sharing of contact information of Unifor members shall adhere to applicable privacy laws.
14. If Unifor provides a declared candidate lists of confirmed delegates to a convention, Unifor shall provide the same list to other declared candidates. Any sharing of contact information of delegates shall adhere to applicable privacy laws.

## Donations to candidate campaigns

15. "Donations" includes donations of money, products and services including without limitation travel and accommodation expenses. Candidates and campaigns shall not accept donations from any person other than a Unifor member in good standing or a Unifor local union. No other person, and no other Unifor entity, council or caucus may donate to a candidate's campaign.
16. Any funds donated to a candidate that are not used by the candidate in their campaign shall be donated to the Unifor Strike and Defence Fund or to a registered charity selected by the candidate.

## Role of Unifor Employees in Elections

17. Article 14.12 of the Unifor Constitution provides that any member of National Union Staff is eligible to be a candidate for a National Officer or Regional Director position. A member of National Union Staff may donate to their own campaign and raise funds as outlined in this Code only after becoming a declared candidate.

18. A Unifor employee cannot actively participate in the election campaign of any candidate, unless the employee is a candidate, and no member of the National Leadership Team and no Unifor employee shall directly or indirectly instruct any employee to engage in such activity.
19. Declared candidates and their campaigns cannot ask for or accept donations from any Unifor employee.
20. Unifor employees must conduct themselves in a manner that respects and adheres to the principles of Unifor and their obligations as Unifor employees, which includes an obligation to refrain from criticism of Unifor and its elected leadership.
21. More rules about the conduct of Unifor employees at Convention may be in the Convention Rules that are adopted at a convention.

## Role of Employers of Unifor Members

22. Donations of any kind to a declared candidate's campaign by any employer of Unifor members are prohibited. No declared candidate or campaign shall accept an employer's donation.

## Election of the Québec Director at Québec Council and election of Regional Directors at a Canadian Council

23. This Code applies equally to the election of the Québec Director at Québec Council, and to an election at a Canadian Council to fill a Regional Director vacancy, with such modifications as may be necessary.