(bl Each member in good standing of this Local Union has the right *to* nominate and vote, express

opinions on all subjects before the Local Union, to attend all membership meetings and express

(a) The local union shall be composed of workers eligible for membership in Unifor, over whom the

local Union has jurisdiction.

Eligibility and condition of membership in Local 35 shall be the same as prescribed in Article 5 of the

constitution of the National Union Unifor-Canada.

Article 5 - Condition of Membership

The fiscal year of this union shall begin January 1 and end on December 31.

Article 4 -- Fiscal Year

The objectives of this organization shall be to improve the working conditions to establish wages in

accordance with the existing economic conditions, to protect our rights to bargain collectively with our employers at all times and to promote a better way of life.

Article 3-- Objectives

The constitution of this local union shall be the constitution of the National Union Unifor and these by­

laws shall be in all respects subordinate to said constitution and all applications and interpretations

thereof.

Article 2 - Constitution and By-laws

This organization shall be known as Amalgamated Local 35 Unifor Canada (Unifor-Canada).

Article 1 -- Name

By-laws

Amalgated Technical Office Professional Workers

Unifor - Canada

Local 35

Monday, September 26, 2016

Section 3: Between the meetings of the Executive Board the administrative authority of the

Local Union shall be vested in the President of the Local Union subject to the approval of the

Executive Board.

Section 2: Between the meetings of the General Membership, the highest authority shall be the

Executive Board of the Local Union.

Section 1: The highest authority of the Local Union shall be vested in the General Membership

meeting.

Article 6- Powers of Administration

In addition the Local Union may open its membership by amending its By-laws to establish a

Community Chapter.

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

organizational activities.

(c)

Violation, or abuse of these rights and privileges of membership, or engaging in conduct

prohibited by this section, may be grounds for the commencement of a charge against a member pursuant to Article 18 of the National Union Constitution.

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

Union as an affiliate of the National Union.

views, arguments and opinions on all matters and business, including candidates for office, properly before the meeting; to meet and assemble freely with other members and generally, *to* participate in the activities of the Local Union in a responsible manner consistent with the good conscience in order to present and discuss factually and honestly the issues upon which the membership must base its decisions. These rights shall at all times be subject to the rules of procedure governing meetings and uniform rules and regulations contained in the Constitution,

By-laws and other official rules of the Local Union.

Section 1A: Any member in good standing may nominate any eligible member for office. Nominations shall be held at a General Membership meeting of the local and shall be made from the floor. The membership shall be duly notified at least seven (7) days in advance of the time and place of

nominations and notice containing both the time and place of the elections shall be given at least fifteen

(15) days in advance of the election, and at least seven (7) days shall elapse between the time of nominations and the date the election shall take place.

Article 8 -- Nominations, Elections of Officers

Section 4: No member shall be eligible for election as an Executive Officer, appointed position or for nomination, of the Local Union until the person has been a member in continuous good standing in the local for one (1) year immediately prior to nomination. A laid off member will be considered in good standing for the month of the layoff, plus six (6) months, after which they must notify the Financial

Secretary, and every month thereafter of his/her intent to remain in good standing.

Section 3: The President and Financial Secretary of the Local Union shall be bonded by such methods and agency as the National Executive Board may decide. This shall be mandatory as outlined in Article

15, Section C of the National Constitution Unifor-Canada.

Section 2: The election and installation of the Local Union officers shall take place in May or June and

the term of office for all Executive Officers of the Local Union shall be three years as provided in Article

15 Section B Paragraph 4 of the National Constitution Unifor-Canada.

All Executive officers must be elected by a majority of the vote. The Trustee receiving the highest number of votes will assume the position of head trustee. Should all trustees be elected by acclamation, the designation of head trustee shall remain the same. Should the head trustee resign during his/her term, the trustee with the next highest number of votes will assume the position of head trustee for the

remainder of the term. If two or more trustees resign, an election will be called to replace them.

Section 1: The Local Union shall have the following Executive Officers: President, Vice-President, Secretary Treasurer and a Retired Workers Representative (if the Local has a Retired Workers Chapter) and three Trustees. The chairman of each unit bargaining committee will be a member at large of the

Local Union Executive Board.

Article 7-Local Union Officers

Section 4: Special meetings of the Executive Board members may be called by a petition of one­

third of the members of the Executive Board being presented to the President whenever deemed necessary.

g) To set the dates and times for and to conduct elections as well as any required run-off elections.

f)

e)

d)

c)

Setting the date and time of the nominations meeting and conducting that meeting.

To publish all the names of the candidates at least seven (7) days preceding the election, publication to be made on the local union bulletin board.

Setting up a booth in the union hall or other appropriate locations, see to the printing of the

ballots and the conduction of the election in a democratic way.

To obtain from the Secretary Treasurer of the Local Union before the election, a list of eligible voters. It shall be the duty of the Secretary Treasurer of the Local Union to turn over such a list to the Election Committee upon request.

To supervise the voting, count the vote and provide an adequate check to prevent fraud. The

Election Committee shall be allowed additional help as required by members not up for any

elected position, to assist in the election at the various election places.

To use only sealed containers as its receptacle for ballots.

a)

b)

Section 2: The Election Committee shall be responsible for:

Section 1: An Election Committee of three (3) members in good standing, (currently active, or a member who has been laid off for more than seven (7) months and has notified the Financial Secretary of their intention to remain in good standing, no less than one (1) month prior to the call of this meeting) shall

be elected by a show of hands at a regular or special membership meeting held at least one (1) month

prior to the nominations. Once elected to the election committee no member of that committee can stand for an elected position in the local.

Article 9 - Election Committee and Their Duties

Section 3: All vacancies in the Local Union, except the President shall be promptly filled by election. The

Executive Board will temporarily appoint a member to fill the vacancy or vacancies until the election

takes place.

Section 2: Every member in good standing, (currently active, or a member who has been laid off for

more than seven (7) months and has notified the Financial Secretary of their intention to remain in good standing, no less than one (1) month prior to the date of the election) shall be entitled to vote at all local

union election.

Section 10: No election of so-called sticker of write in candidates shall be considered legal.

Section 1C: In the absence of the nominee it shall be the responsibility of the nominator to inform the

nominee of the nomination.

Section 18: Nominees shall notify to the Election Committee verbally or in writing of the intentions to stand for election within seventy-two (72) hours of the date of nomination. Failure to notify the Election

Committee by the specified date will remove the nominee's name from the election list.

Section 1C: An out of town overnight expense allowance wi1I be eighty-five ($85.00) dollars per day plus

room rate.

Section 1B: Coach travel allowance or mileage of forty-five (45) cents per kilometre when such is deemed necessary or advantageous to the local union which shall be determined by the local Executive Board. The mileage allowance may be adjusted from time to time by the Executive Board based on a

survey of usual and customary rates in the area, subject to approval of the membership.

Section 1A: The Executive Board shall have the authority to make disbursements of local union funds, but not to exceed twenty-five hundred ($2500.00) dollars in any single disbursement or transaction. It shall have the power to direct payment of all ordinary bills and expenses of the local union, including

expenses of accredited delegates or committees, which shall not exceed the following:

Article 11 - Duties of Local Union Executive Board

The President shall be reimbursed for (out of pocket) expenses not to exceed three hundred ($300.00) dollars per month. The Recording Secretary shall be reimbursed for (out of pocket) expenses not to exceed one hund red and fifty ($150.00) dollars per month. The Secretary Treasurer shall be reimbursed

for (out of pocket) expenses not to exceed three hundred ($300.00) dollars per month.

Section 1A: The following officers shall be paid an allowance to offset expenses incurred in the performance of their duties which include such things as lobbying and conferring with Civic Leaders, Members of the Provincial Legislature, Members of Parliament, and others on matters which may affect the local union membership and to meet, confer with and act as an advocate on behalf of membership,

with E.I., W.S.I.8., Human Rights Commission, etc.

Article 10 - Expenses of Officers

Section 6: In case of an appeal to the election results Article 15 Section B Paragraph S of the National

Union Unifor-Canada Constitution will prevail.

Section 5: The Election Committee will publish all election results within forty-eight (48) hours after the

close of polls, results to be placed on all local union bulletin boards.

Section 4: The Election Committee shall be responsible to the local membership and shall not be

interfered with by any officer of the Executive Board.

Section 3: All ballots cast at an election shall remain in the custody of the Election Committee and shall be preserved for one year (1) year after the close of an election. The ballots may be destroyed at the end of that period unless an appeal is pending in which event they must be preserved until the appeal

has been decided and the decision is final.

Article 13 - Membership Meetings and Quorums

Section 4: The reimbursement fee established by a Local Union shall not be less than the regular initiation fee charged by the Local Union, plus the dues for each month delinquency in dues up to either the date of his/her automatic suspension or the date of his/her reinstatement, as the Local in its discretion may determine plus the month's dues pursuant to Article 15 Section G of the National Union

Unifor-Canada constitution.

Section 3: An initiation fee, no part of which shall be considered as a local union fine shall be twenty

($20.00) dollars for membership in Local Union of the National Union Unifor-Canada pursuant to Article

15 Section G of the said constitution.

Section Z: All dues are payable during the current month to the Financial Secretary of the local union. Minimum dues shall be a sum equivalent *to* two (2) hours and twenty (20) minutes straight time pay per month, including cost-of-living allowance and any other amounts normally considered as part of a regular pay, but not including shift premium pursuant to Article 15 Section G of the constitution of the

National Union Unifor-Canada.

Section 1: The initiation and oath of new membership shall be as prescribed in Article 15 Section G

Paragraph 3 in the constitution of the National Union Unifor-Canada.

Article 12 - Initiation Fees and Dues

Section 1H: The executive may make donations to the United Way, or other registered charities, not to

exceed three thousand ($3,000.00) dollars.

Section lG: A delegate in attendance at the Unifor Education Centre or a like facility where the Local

Union pays for both room and board plus mileage, will be entitled to no more than twenty-five ($25.00)

dollars per day to cover (out of pocket) expenses.

Section lF: Any loss of salary incurred during normal work week for which any member has been

penalized by his/her employer due to authorized union activity will be reimbursed.

Section lE: Any member on union business within the municipality of Chatham-Kent will be reimbursed the greater of the sum of their receipts of twenty-five ($25.00) dollars. Mileage will only be paid if the

distance exceeds twenty (20) kilometres from the place of work.

Section 1D: Any member on union business on a full day (beyond noon hour) basis outside the city but not stay overnight will be allowed fifty ($50.00) dollars and travel expenses outlined in Section 18,

Article 11.

Call the meeting to order no later than five (5) minutes after the proposed meeting time.

Read and accept or reject the financial report. Hear Chairperson reports from each local Unit Discuss correspondence

Discuss Old Business

Discuss New Business

Adjourn meeting

1)

2)

3)

4)

5)

6)

7)

The order of business for meetings shall be as follows:

Article 14 -- Order of Business

Section 6: For clarity and information of the membership, "questions of a parliamentary nature shall be decided by Bourinot's Rules of Order."

Section 5: Any member who attends a meeting under the influence of alcohol or drugs and/or creates a disturbance, or becomes unruly shall lose voice and his/her right to vote at said meeting. Where necessary to maintain order, the member may be evicted from the meeting by order of the Chairperson subject to the challenge of the membership. Flagrant or persistent violation of this section by any member shall be conduct unbecoming a union member.

Section 4: For Unit meetings at least ten (10%) percent of the unit membership not including the bargaining committee shall constitute a quorum for the transaction of unit business. Notwithstanding the above, a Special Meeting may be called and a quorum will constitute the members present. Notice

of a Special Meeting must be posted at least forty-eight (48) hours prior to the meeting.

Section 3: Fifty (50%) percent of the Executive Officers shall be considered a quorum for an executive

meeting.

Section 2: A special meeting may be held to discuss the agenda as posted and the quorum for such meeting shall constitute the number of members present. At least forty-eight (48) hours of notice must

be given for a special meeting, except in an emergency.

Section 18: Anything pertaining to political donations or contributions to a political party or individual

will be clearly outlined on the seven (7) day notice of the membership meeting.

Section lA: A total of twenty five (25) members present including the Executive Board, at a regular meeting of the general membership of the local Union shall constitute a quorum for the transaction of Union business. All known new business at the time of posting the meeting shall be listed on the agenda. Notice of a regular membership meeting must be posted at least seven (7) days prior to the

meeting.

Section 2D: To a member confirmed in the hospital for more than one week, an appropriate gift will be sent, not to exceed the sum of fifty ($50.00) dollars, or sick at home after two (2) weeks of absence. If still confined to a hospital, a member will receive the above gift every fourth week thereafter for a

Section 2C: A sum of ten ($10.00) dollars for each full year of active membership within Unifor, but not less than two hundred ($200.00) dollars will be given the family for any active member who becomes deceased.

Section 2B: To purchase a wreath or to make a charitable donation (not to exceed sixty ($60.00) dollars)

for a member or any member of their immediate families. The wreath or gift shall bear the inscription of the Local Union. The immediate family shall be Spouse (including Common Law), Parent or Stepparent, Parent or Stepparent of Current Spouse, Child or Stepchild, Son-in-Law or Daughter-in-Law, Grandchild, Brother or Stepbrother, Sister or Stepsister, Grandparent or Grandparent of Current Spouse of the member. A wreath or donation will be sent to the family of a retired member who becomes

deceased.

Section 2A: The duties of this committee, upon notification, shall be as follows:

Section 1: The Sick and Visitation Committee shall consist of one (1) member from each unit to be appointed.

Article 17 -- Sick and Visitation Committee

Section 2: All decisions and recommendations of the Executive Board shall be referred to the next regular general membership meeting for approval.

Section 1: Minutes shall be taken of all Executive Board meetings by the Recording Secretary and these minutes shall be available to the membership at general membership meetings.

Article 16 - Reports and Recommendations of the Executive Board

Section 3: Failure of any elected official to comply with the above attendance rules shall result in automatic removal from their respective office or position and they shall not be permitted to run for any elective office for the balance of the term of office which they were removed, except as a delegate to

the National Constitutional Convention Unifor-Canada.

Section 2: Two out of three consecutive meetings other than membership meetings expected of their respective office or position, unless officially excused for cause by the Local Union Executive Board.

Section 1: Two out of three consecutive membership meetings unless officially excused by the Local

Union Executive.

All members of this Local Union holding elective positions are required to attend:

Article 15-Attendance

Section 2A: The local Union shalt have following standing committees, which will be elected by a

Section 1: All committees will be appointed by the Local Union Executive Board pursuant to Article 15

Section D of the constitution of the National Union Unifor-Canada.

Article 20 -- Committees

Delegates to Regional and Quebec Councils shall be chosen pursuant to provisions of Article 10

Paragraph 6b of the Constitution.

Delegates to Canadian Councils shall be chosen pursuant to provisions of Article 9 Paragraph 8 of the

Constitution.

Delegates to National Conventions shall be chosen pursuant to provisions of Article 6 Section B

Paragraph 3b of the Constitution.

Article 19 - Delegates from Local

E)

D)

C)

BJ

A resolution or motion in writing calling for amendment alteration or revision shall be presented and read at a regular membership meeting. It must be seconded by a member other than

maker.

The resolution or motion shall then be referred to the bylaw committee and shall be reported by said committee at the next meeting together with the recommendations of the committee.

A vote shall be taken on the recommendations of the bylaw committee and it shall require a majority vote for adoption.

All local union bylaws except attendance rules are in full force and effective upon submission to the National Union Unifor-Canada.

The bylaws of the local union shall at all times be subordinate and subject to the provisions of the constitution of the National Union Unifor-Canada as such a constitution now exists, or may from time to time hereafter be altered or amended: and in the event of any conflict the

constitution of the National Union Unifor-Canada shall govern.

A)

Section 2: Bylaws shall be amended, altered, or revised only in conformity with the following procedures.

Section 1: Bylaw committee shall consist of three (3) members of the membership, one of whom shall be a member of the Executive Board. The committee shall be appointed by the Executive Board.

Article 18 -- Bylaw Committee, Procedure and Amendments

Section 3: All members upon retirement shall receive a gift of ten ($10.00) dollars for each full year of active membership with Unifor, but not to be less than two hundred ($200.00) dollars.

period not to exceed one (1) year.

Section 4: A majority vote of those present and voting is necessary to recall. The petition requirement and quorum requirements must be the same percentage figure. It should not be less than twenty-five (25%) percent or more than fifty (50%) percent of the members represented.

Section 3: Twenty --five (25%) percent of the current members working under the jurisdiction of the steward or committeeperson must be present at the recall meeting to establish a quorum.

Section 2: A vote on the question of recalling a steward or committeeperson may be initiated by a petition setting forth the reasons why the recall is sought and signed by at least twenty-five (25%) percent of the current members working under the jurisdiction of the steward or committee person and submitted to the local unit committee.

Section 1: A shop steward or committeeperson may be recalled by the members he/she represents for

failure to perform the duties of his/her office.

Article 21 - Recall Procedure

Section 2C: The representative to the Unifor Council will be elected from the Executive.

Young Workers

Women's

Health and Safety

Worker's with Disabilities

Aboriginal and Racialized Workers

Union in Politics

Human Rights

lesbian, Gay, Bisexual and Transgender Workers (LGBT)

Recreation

Environment

Education

Constitutional and Bylaws

Community Services

The Standing Committees are:

Section 28: The Executive Board will fill by appointment all the standing committees as they are listed under Article 15 Section O of the National Union Unifor-Canada Constitution. Any member interested in serving on a committee is encouraged to submit their name to the Executive Board for consideration.

3 members

Continental Tire Canada

2 members

MSSC Canada

The Bargaining Committees will be:

plurality of votes.

Christie Smith, Head Trustee

Steve Kubica, Financial Secretary

Sandra Satchell, Recording Secretary

Mike Smith, Vice President

Ray Charron, President

THE EXECUTIVE BOARD

Signed:

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