

BYLAWS

OF



UNIFOR

Local144

ROOM 105

1376 GRANT AVENUE

WINNIPEG, MANITOBA

R3M 3Y4

Updated May 2, 2017

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ARTICLE 1 - NAME

- Section 1 The name of this local union shall be known as Amalgamated Local 144 Unifor
- Section 2 This Local Union shall be composed of members of the National Union affiliated with the Unifor - C.L.C., Manitoba Federation of Labour and District Labour Councils.
- Section 3 At present Amalgamated Local 144 consists of the following plant units.

Mack Sales & Service of Man. Ltd.
Amsted Canada Inc. - Griffin Canada Inc.
Duffy's Taxi Ltd.
Princess Auto Ltd.
Manitoba Liquor & Lotteries

ARTICLE 2 - CONSTITUTION AND BY-LAWS

- Section 1 The Constitution of this organization 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 3 - FISCAL YEAR

- Section 1 The fiscal year of this Local Union shall begin on January 1st and end on December 31st.

ARTICLE 4 - MEMBERSHIP, INITIATION FEES AND DUES

- Section 1 The Local Union shall be composed of workers eligible for membership in the Unifor
- Section 2 a) Any person eligible to become a member of the Unifor who is not affiliated with any organization whose principles and philosophy are contrary to those of this National Union as outlined in the preamble of the National Constitution may apply for membership to the Local Union having jurisdiction over the plant in which they are employed. The applicant must, at the time of application be an actual worker in and around the plant. All applicants for membership in the Local shall fill out an official application provided by the Union, answering all questions contained in such application and sign a promise to abide by all laws, rules and regulations and the Constitution of Unifor.
- b) Application must be accompanied by initiation fee in full. All applications thus received shall be referred to the Local Union for consideration of the Local

Union unless the applicant has been continuously employed for a period of at least thirty days immediately preceding action on consideration thereof. (This does not apply to the shops in the process of organization, strike or victimized by lockout.

- Section 3 The initiation fee shall be fifteen dollars (\$15.00) for membership in this Local Union of Unifor-CANADA). Section 4 Applicants accepted to membership shall be initiated at the General Membership Meeting according to the Constitution.
- Section 5 a) All members in good standing of this Local Union shall have the right to attend all membership meetings, to nominate and vote, to express opinions and views, and to participate in the activities of the Local Union. The rights, at all times, shall be subject to the rules of procedure governing meetings and other uniform rules and regulations, contained in this Constitution, By-Laws and official rules of this Local Union.
- b) Violation, or abuse of these rights and privileges of membership, or engaging in conduct prohibited by this Section, shall be considered conduct unbecoming a Union member.
- Section 6 Any Local 144 plant suspending or expelling any member for cause shall notify the National Secretary-Treasurer and the latter shall notify all Local Unions of this fact forthwith. A person who has been suspended or expelled by this Local Union shall not be eligible for membership in any other Local Union until all claims or charges against such person have been satisfactorily settled with the Local Union suspending or expelling and a written notice to this effect furnished to Local Union to which such person seeks admission.
- Section 7 Dues payable to Local 144 Unifor shall be such minimum amounts as are set by the National Constitution plus any additional dues that may be levied by membership action in accordance with the National Constitution.
- Section 8 Any member, becoming in arrears in dues which in no case shall be more than one calendar month, unless officially exonerated from payment of same by Local 144, shall automatically be suspended from membership and can be reinstated only by paying a reinstatement fee.
- Section 9 Any member, returning to a Unit, who left in good standing and was given a withdrawal card at that time, shall not be required to pay an initiation fee.
- Section 10 Local Union dues of .619% of a worker's regular wages shall be collected simultaneously with and in the same way as the dues payable to the National Union under Article 10 and Article 16 of the National Constitution. Local Union dues are in addition to National dues of .735%.

- Section 11 Any member having the jurisdiction of the National Union is entitled to an honourable withdrawal card. Any member leaving the jurisdiction of Local 144 to work under the jurisdiction of another Local Union shall be required to obtain a transfer card.
- Section 12 Withdrawal cards may be terminated by Local 144 for good and sufficient reasons.
- Section 13 There shall be no honourable withdrawal cards issued to any union member leaving a strike bound plant, until the strike in question has been settled by the Union Membership.
- Section 14 Union dues shall be paid on the supplemental hourly rate of pay of one-point four percent (1.4%) for all hours worked for the Hospitality Sector and Owner Operator.

ARTICLE 5 - MEMBERSHIP MEETINGS

- Section 1 A General Meeting of the Local shall be held on the fourth (4) Thursday of the month except July and August regular meetings will be suspended. A seven (7) day notice shall be given which will be posted on each Unit's Bulletin Board.
- Section 2 General Membership meetings shall begin promptly at 5:30 p.m. and shall adjourn not later than 7:30 p.m. except when two-thirds (2/3) majority vote of the membership present express their desire to continue.
- Section 3 The President has the right to call a special meeting giving reasonable notice.
- Section 4 Any member who attends a meeting must produce their membership card or identification upon request by the Sergeant at Arms and also enter his/her name in the attendance record book. Those members who do not have their membership card or proper identification must have another member in good standing vouch for them.
- Section 5 Any member desiring to speak shall first attract the attention of the Chair by raising their hand and remain seated until recognized by the Chair. The member shall give their name and plant unit before speaking.
- Section 6 The member shall confine their remarks to the order of business of the Motion under discussion and shall be allowed a maximum of five (5) minutes. The member shall speak only once on the matter under discussion except in the case of the sponsor of a motion or resolution who shall be allowed to close discussion on the Motion or Resolution.

- Section 7 Any member who attends a meeting in an intoxicated condition and/or creates a disturbance or becomes unruly shall lose voice and their right to vote at said meeting.
- Section 8 Where necessary to maintain order, the member by order of the Chair, subject to the challenge of the membership, may be evicted.
- Section 9 All questions of Parliamentary nature shall be decided by Bordeaux Rules of Order.
- Section 10 The members present shall constitute a quorum.

ARTICLE 6 - POWERS OF ADMINISTRATION

- Section 1 The Membership is the highest authority of the Local Union and shall be empowered to take or direct any action not inconsistent with the Constitution or By-Laws.
- Section 2 Between membership meetings, the Executive Board shall be the highest authority of the Local Union and shall be empowered to act on behalf of the Membership to the extent urgent business requires prompt and decisive action subject to subsequent Membership approval, but the Executive Board may not take action affecting the vital interest of the Local Union without prior Membership approval or authorization. The Executive Board, in financial matters, without the approval of the Membership, cannot exceed \$1000.00 except in dire emergency.
- Section 3 Between meetings of the Executive Board the President shall exercise general administrative authority and, shall be empowered to act on behalf of, and take action permitted, to the Executive Board subject to subsequent approval of the Executive Board.

ARTICLE 7 - LOCAL UNION OFFICERS

- Section 1 a) The Local 144 Executive Officers shall consist of the President, First Vice-President, Second Vice-President, and Third Vice-President Recording Secretary, Financial Secretary, three (3) Trustees, Sergeant at Arms, and a retired worker (if the Local has a Chapter), and Guide.
- b) Local 144 Table Officers shall consist of the President, 1st Vice-President, 2nd Vice-President, 3rd Vice-President, Recording Secretary, and the Financial Secretary.
- Section 2 The Vice-President shall take over the duties of the President during his absence. In case of a vacancy in the office of President, the Vice-President shall

automatically fill the vacancy for the unexpired term. The Second Vice-President shall automatically take the First Vice-President's place.

- Section 3 All vacancies in Local Union Offices, except the office of the President and First Vice-President, shall be promptly filled by election.
- Section 4 The Executive Board shall conduct and be responsible for the affairs of the Local between General Meetings.
- Section 5
- a) The duties of the Local President are to preside at all meetings of the Local Union, sign all orders on the treasury authorized by the Local Union, countersign all cheques issued by the Financial Secretary against accounts of the Local Union when ordered by the Union, enforce the provisions of the Constitution and appoint committees not otherwise provided for. The President shall be a member ex-officio of all committees, except Election and Trial Committee.
 - b) When the membership is over six hundred (600) the position of the president shall be a full time paid by Local 144.
 - c) Effective June 1, 2017, the rate of pay shall be \$35.00 per hour or their rate in their plant, whichever is greater, and receive increases under their Collective Agreement.
 - d) Benefits and vacation will be paid by the Local. These benefits and vacation will be the same as he/she would be entitled to in their workplace.
- Section 6 The duties of the Local Vice-President are to assist the President in the discharge of his duties and shall attend all sessions of the Local Union. In case of the absence or incapacity of the President, those duties shall be performed by the Vice-President.
- Section 7 The duties of the Local Recording Secretary (LRS) are to keep a correct record of the proceedings of the Local Union, sign all orders on the treasury authorized by the Local Union, read all documents and conduct the general correspondence received by the Local Union which does not pertain directly to the duties of the other officers of the Local Union, and keep same on file for future reference. LRS shall bring to the attention of the membership of the Local Union any correspondence upon which the membership must take action. LRS shall comply with the provisions of Article 50, Section 2 of the National Constitution.
- Section 8
- a) The Secretary Treasurer will write and sign all cheques. He/she will report in writing to the Local Union's regular meeting. The report will include amounts received and spent since the last report, listed by kind of income and expenditure, as well as the amounts remaining in the Local Union's funds.

b) The Secretary Treasurer will deposit all Local Union income and money in the accounts set up in the name and number of the Local Union in banks, credit unions or trust companies as the Local Union Executive Board directs.

c) The Secretary Treasurer will make available to each member a copy of the National Constitution and Local Union By-Laws.

d) The Secretary Treasurer will keep an inventory of all Local Union records and property. When possible, he/she will include the date of purchase and amount paid for each article. He/she will notify members in arrears of the amount of their debt. When asked, the Secretary Treasurer will turn over the books to the person assigned to audit the financial books and records of the Local Union, for audit and approval.

On demand of the Secretary Treasurer of the National Union, he/she will produce the books for examination and audit.

e) The Secretary Treasurer shall submit National Union dues to the Secretary Treasurer of the National Union by the last day of the month following collection. He/she shall also deliver, at the same time, a complete dues list, including the names of the persons who paid their dues, the relevant rate of pay, regularly scheduled hours worked, and any other information requested by the Secretary Treasurer of the National Union.

f) The Secretary Treasurer will give the Secretary Treasurer of the National Union, the names and addresses of all the Local Union officers. The Secretary Treasurer will notify the Secretary Treasurer of the National Union and keep a record of all members initiated, suspended, expelled, deceased, transferred in or out or reinstated. He/she will keep a complete record of all active members of the Local Union, including the date of initiation, the date and cause of suspension or expulsion, the date of reinstatement, the date of death, home address and any other information needed to keep a record of the history of a person's membership.

g) The Secretary Treasurer shall record all financial transactions in the books of the Local Union.

h) Should it be proven that any Local Union Financial Secretary has wilfully and intentionally failed to report monthly the full membership of the Local Union to the National Secretary-Treasurer or should it be proven that any Local Union President, Financial Secretary wilfully and intentionally refuses to sign a cheque to send in the full amount of per capita tax on the same number of members who

paid dues to the Local Union, the Local Union may be suspended from all privileges and benefits until the deficiency is made good and the officer or officers responsible for such failure shall not be allowed to again hold office in the organization for a period of two (2) years.

- Section 9 The duties of the Local Trustees are, that they shall have general supervision over all funds and property of the Local Union. They shall audit the records of the Financial Officers of the Local Union, semi-annually as provided herein using duplicate forms provided by the National Union, a copy of which shall be forwarded to the National Secretary-Treasurer immediately thereafter. It shall also be their duty to see that the Financial Officers of the Local are bonded in conformity with the laws of the National Union. The Trustees shall see that all funds shall be deposited in a bank subject to an order signed by the President and Financial Secretary. The Trustees shall meet and audit the books of the Local every January and September of each year.
- Section 10 The duties of the Local Sergeant at Arms (LSA) are to introduce all new members and visitors and to assist the President in preserving order when called upon to do so. LSA shall also take charge of all property of the Local Union not otherwise provided for. He shall check all membership cards and have the member sign the attendance record book and perform such other duties as may be assigned to him from time to time.
- Section 11 The duties of the Local Guide are to maintain order, inspect the membership receipts, and confirm that all present are entitled to remain in the meeting of the Local Union and perform such other duties as are usual to the office.
- Section 12 For application for certification and/or labour dispute with the Manitoba Labour Board, the President, National Representative and/or Business Agent is authorized to act on Local 144's behalf.
- Section 13 The Executive Board of the Local Union shall consist of all the elected Local Union Officers, which will include the Chairperson, or Co-Chair, of the Bargaining Committees. These officers shall serve for the period of three (3) years.
- Section 14 The Local Union Executive Board shall direct all payments of ordinary bills and expenses of the Local Union but shall restrict its authority to make disbursements of funds to Article 6, Section 2 of these By-Laws to matters of extreme urgency. All other disbursements to be reported to the next membership meeting for approval.

ARTICLE 8 – ELECTIONS OF OFFICERS

- Section 1 All members shall be notified through Plant Bulletin Board notices giving seven (7) days' notice of both time and place of nominations and fifteen (15) days' notice of both the time and place of elections. Said notices shall state the vacancies in the Local office or offices, naming them. The election shall be held by secret ballot among those present. The Election Committee shall supervise the election, distribute the ballots, conduct the counting of the same in accordance with these By-Laws, apply and invoke the rules provided by these By-Laws governing elections as may be applicable, and shall, in accordance with these By-Laws, preserve the ballots and certify the results of the election.
- Section 2 Where a vacancy occurs on or before sixty (60) days in which the term expires, no election shall take place to fill such a vacancy and said office shall remain vacant until filled at the following General Local Union Election.
- Section 3
- a) The President, First Vice-President, Second Vice-President, Third Vice-President, Recording Secretary, Financial Secretary, the three Trustees, Sergeant at Arms and Guide shall be elected from the membership of Local 144. Members running for a Local Union Executive position must be a member in good standing for one (1) year prior to nomination date. The election of Local Officers shall take place by secret ballot during May and June, and installation of officers shall take place at the next regular meeting following the election except as otherwise authorized by the National Executive Board, and that after the deadline on accepting nominations set by the Local Union Election Committee. A retired member cannot run for Local Union Executive offices.
 - b) A retired member is not eligible to seek election as an Executive Officer of a Local Union with the exception of the position as identified as a retired worker.
- Section 4
- a) The Local Union Executive Board present shall constitute a quorum at Executive Board Meetings.
 - b) Minutes will be taken of all Executive Board Meetings by the Recording Secretary and shall be available to the membership at meetings.
 - c) All decisions and recommendations of the Executive Board shall be referred to the next regular membership meeting.
 - d) The Executive Board shall appoint at least one of its members to each of the standing committees in a liaison or advisory capacity, except, however, the Plant Bargaining Committee, Election Committee, or Trial Committee.

ARTICLE 9 - STEWARDS AND COMMITTEE PERSONS

- Section 1 The eligibility for nomination of a Steward or Committee person is that he must be a member of the Union, in good standing for one (1) year. This does not apply to newly organized plants.
- Section 2 The Stewards or Committee persons are to be elected by simple plurality (more votes than any other candidate) votes.
- Section 3 All Shop Stewards and/or Committee persons shall be democratically elected for three-year terms.
- Section 4 a) An elected workplace representative may be recalled by the members s/he represents for failing to perform the duties of the office.
- b) At least twenty-five (25) percent of the members s/he represents will sign a petition listing the specific complaints against the said Steward or Committeeperson and file it with the Recording Secretary of the Local Union. The Local Union shall notify the representative of the specific complaints which will include a copy of the petition. The Local shall post notices of an impending special meeting, at least seven (7) days in advance of the meeting. The agenda for the meeting is restricted to only those specific complaints identified in the petition.
- c) A two-thirds (2/3) vote of those members present and voting is necessary to recall. Twenty-five percent (25%) of the current members working under the jurisdiction of the representative must be present at the recall meeting to establish a quorum.
- Section 5 There shall be a by-election in the event of a vacancy in a Steward or Committee person position, one or more new Stewards or Committee persons shall be elected within thirty (30) days.
- Section 6 Nominations and Elections shall be conducted by an Election Committee. All members shall be notified through plant bulletin board notices giving seven (7) days' notice of both time and place of nominations and fifteen (15) days' notice of both time and place of elections. The elections are to be carried out according to the National Constitution.

ARTICLE 10 - STANDING COMMITTEES

- Section 1 The following shall be the Standing Committee of the Local Union and such other Committees as the Local Union deems necessary.

- Committee
- a) Constitution and By-Laws Committee
 - b) Environment and Health & Safety Committee
 - c) Education and Political Education Committee
 - d) Recreation Committee
 - e) Human Rights, Aboriginal and Racialized Workers and Community Services
 - f) Women's Committee
 - g) Election Committee
 - h) LGBT Committee
 - i) Young Workers Committee

ARTICLE 11 - ELECTIONS AND ELECTION COMMITTEES

- Section 1
- a) Every member in good standing shall be entitled to vote at all Local Union elections.
 - b) All elections shall be held under the supervision of a democratically elected Election Committee.
 - c) No candidate in any election shall be a member of the Election Committee having supervision over such election.
 - d) The Election Committee shall be elected prior to the nomination meeting.
- Section 2
- The notice of the nomination meeting to the membership shall provide for a specific period of time during which a member who is nominated must accept their nomination in writing unless they have orally accepted at the nomination meeting.
- Section 3
- The Election Committee must check the membership records of all nominees in order to determine whether or not the nominee was in continuous good standing for one year immediately preceding the nomination.
- Section 4
- a) Election Committee will consist of seven (7) elected members for a three (3) year term. Must be a member in good standing for one (1) year prior to nominations. Elections will be held in March in the year of elections of Executive Officers, at the General Membership Meeting. At least seven (7) day's notice be posted of the meeting to elect Election Committee members.
 - b) Election Committee must obtain approval from the Local Union for lost time and expenditures to run the election.
 - c) The conduct of the election is entirely the responsibility of the Election Committee.

- Section 5
- a) At least seven (7) days' notice be posted of the meeting to nominate Executive Council members. Any member in good standing for one (1) year prior to nominations is eligible to run.
 - b) A member can nominate themselves and does not have to be present to accept nominations. The nominees have three (3) days to accept their nomination, and/or to change their mind and accept a decline nomination. The nominee must notify the Election Committee prior to deadline of accepting nominations.
 - c) No write in candidates allowed.
 - d) Voting locations will be in all workplaces, where allowed by management, or a site near the place of work. Advance poll will be held at the union office on Saturday(s) or Sunday(s).

Section 6 Location of Polls and Times

- a) Adequate check points must be present to accommodate all members in a minimal time. Plants with one (1) shift, will vote on their lunch break. Plants with two (2) shifts will have their polling time split between the two shifts. Plants with three (3) shifts will have their polling times split between the night and day shift and the day and evening shift. In plant polling times will not exceed two hours. Pre, post and sites near workplaces will not exceed two (2) hours.

Section 7 Inspection of Membership Lists

- a) Candidates have the right to inspect a mailing list of the membership but cannot have anything with them to copy down names (pen and paper). They have no right to copy.
- b) Under no circumstances should a copy of the list be made available to any candidate or any other member. The membership list is for official purposes of the Local Union "Only".

Section 8 Ballots

- a) Election Committee shall design a ballot and make arrangements for duplication. If more than one (1) ballot is used, they must be of different colour.
- b) The election committee shall place the names on the ballot in an order determined by lottery. The order in which the names are withdrawn would be the order in which the candidates for the office would be listed on the ballot. Any

candidate has the right to submit in writing their commonly known name, including nickname, to appear on the ballot.

- c) The ballot must have the following information: (example)

Local 144 – Unifor

Dates of Election

(Trustee) Position for Election

(Vote up to 3 members) Instructions on how many to vote for

- _____ Bob the builder
- _____ Jane Doe
- _____ Khari Jones
- _____ John Kennedy

Section 9 Conduct of Election

a) All ballot boxes must have a method of locking and the ability to be sealed. Election Committee must inspect ballot boxes prior to voting, making sure they are empty and remain locked until closing of polls. Once polls are complete, ballots are removed from ballot box, counted and the number cross-checked with the check-off list. They are put into a self-sealing envelope and sealed. The Election Committee then writes on the outside of the envelope, date, location and number of ballots. Then they sign their names on the seal. The envelopes are held in a safe place for no less than twelve (12) months.

b) All members must cast their vote in person. To identify a member, they must appear on the membership list provided by the Financial Secretary and must be a member in good standing. If a member wishes to vote, but is not on the list, they shall have their name and plant written down, and then given a ballot. After voting the ballot is placed in a blank envelope, sealed, then placed into another envelope which is sealed and has the member’s name and plant written on it. These ballots will be put into question until their membership can be confirmed. In the event of plants with more than one (1) check-off list, those lists must be cross checked to assure that members have only voted once.

c) Only the Election Committee can assist member in voting. The Election Committee can give instruction to a voter when a voter requests, but it must be confined to a general explanation only.

- d) If a member spoils their ballot, they can exchange it for a new ballot.
- e) There shall be no campaigning in the area where the voting is taking place. There shall be no campaign material in the area where the voting is taking place.
- f) One scrutineer for each candidate has a right to be present at all phases of the voting procedure. A letter from the candidate must indicate who the scrutineer is and must be signed. The scrutineer has the right to be present when the votes are cast and when they are tabulated. The scrutineer must be a member of the Local Union.
- g) The Election Committee shall count all ballots after the closing of the election poll at the union office or a site predetermined by the Election Committee.
- h) Each envelope will be counted individually. Any envelopes with discrepancies will be put into question. All votes in two (2) sealed envelopes will be put into question. Once all envelopes have been counted and tabulated, the Election Committee will then decide on the ballots in question. If those ballots will have no impact on the results of the election, the Election Committee will decide whether to count them or not. If the votes in question could determine the outcome of the election, the Election Committee must confirm those votes are valid. After counting the in-question votes, the Election Committee will confirm the winner.
- i) An Elections Results notice will be sent out to all plant chairperson and the National office.
- j) The Election Committee is obligated only to tell the losing candidate(s) on their request, the vote totals.
- k) The Election Committee must make a report to the membership at the next general membership meeting. It must state the winner(s) of the election. Also, it must let the members know of any problems in the election process and/or tabulation of the ballots (i.e. votes put into question).

Section 10 Recounts

- a) A candidate may request a recount from the Election Committee. The Election Committee may grant or deny a recount based on sound judgement and closeness of the vote.
- b) All ballots and other election records in any election must be kept for one (1) year.
- c) After one (1) year all ballots and check-off lists will be destroyed.

Section 11 Appeals and New Elections

- a) Any candidate may challenge the election within seven (7) days of closing of the polls or at the next general membership meeting, whichever occurs later. The candidate must specify the reasons for the challenge. The Election Committee will consider the challenge and shall make a recommendation to the membership at the next General Membership Meeting.
- b) Those members that were declared to have won will fill their position(s). Only the National President can call for a new election.
- c) All appeals are as per the Unifor National Constitution.

Section 12 Procedure for Electing Local Union Executive Officers and Setting Date for Election and Notice of Election

Officers shall be elected for three (3) year terms during the month of May or June. The Election Committee will recommend dates and locations for approval by Local Union membership. Nominations for officer shall be in April at the General Membership Meeting. Seven (7) days shall elapse between the closing of nominations and the beginning of the election. Posting of election must be at least fifteen (15) days in advance of election dates, on all available bulletin boards. Notice must indicate time, date and location of polls.

Section 13 Procedure for Electing Delegates to Unifor Convention and Constitutional Convention

- a) Article 11, Sections 6-13 will apply to election of all delegates to Convention. The election must be scheduled to make results available at least twenty-one (21) days prior to opening of convention so the delegate names can be submitted to the National Union within the time prescribed in the Constitution.
- b) Plants with their own delegates can only nominate and vote for members in their plant.
- c) Alternate delegates, if decided on by the membership, will be nominated separately and listed on a separate ballot.
- d) All appeals are as per the National Constitution.

ARTICLE 12 - FINANCES

- Section 1 The Local Union initiation fee shall be fifteen dollars (\$15.00) and a reinstatement fee not less than the minimum of the initiation fee.
- Section 2 a) The President shall receive one thousand dollars (\$1000.00) annually.
- b) All three Vice-President shall receive three hundred dollars (\$300.00) annually.
- c) The Recording Secretary shall receive four hundred dollars (\$400.00) annually.
- d) Effective June 1, 2017, the Secretary Treasurer shall be paid at the rate of thirty dollars (\$30.00) per hour or the rate in their plant whichever is greater, and receive increases under their collective agreement, for 16 hours per week as long as the membership exceeds 1000. and shall receive six hundred dollars (\$600.00) annually.
- e) The three Trustees shall receive two hundred dollars (\$200.00) annually.
- f) The Sergeant at Arms shall receive two hundred dollars (\$200.00) annually.
- g) The Guide shall receive two hundred dollars (\$200.00) annually.
- i) The Retiree Chair shall receive two hundred dollars (\$200.00) annually.
- j) Delegates to the Winnipeg and District Labour Council shall receive five dollars (\$5.00) per meeting.
- k) Effective October 1st,1998 any Member of this Local, while on paid Business of the Local, who would normally receive gratuities at their place of employment, shall receive, in addition to their regular hourly Rate of pay, an amount equal to forty percent (40%) of their regular Rate of pay, as replacement for lost gratuities. Union dues shall be paid on this supplemental hourly of pay of one-point four percent (1.4%) for all hours worked.
- Section 3 The Local Union shall pay a member lost time only when that member is performing authorized duties for and on behalf of the Local Union during a time for which they would otherwise have received from their employer for the same time.
- Section 4 a) A member performing Union duties in the Local Union area and delegates to paid Seminars shall be paid ten dollars (\$10.00) per half day and twenty dollars

(\$20.00) per full day without any receipts on the basis of membership approval, plus lost time. For the purpose of in town bargaining and bargaining exceeds after six (6) p.m. an additional twenty dollars (\$20.00) will be paid without receipt on the basis of membership's approval.

b) A Delegate to Conventions or Conferences in town shall be paid fifty dollars (\$50.00) expense without receipts per day.

c) All Full Time Chairperson(s) in Local 144 shall receive a daily per diem of twenty dollars (\$20.00) for all days worked. Per diems will not be paid when on vacation or any other type of leave from their workplace. Per diem will be paid monthly and must be included on the monthly expense report.

Section 5

a) A member performing Union duties outside the Local Union area shall be allowed Tourist Transportation or 48 cents a kilometre to the driver only, whichever is more economical. Expense for transportation is to be paid for the actual mode of transportation used, and the per diem shall be the same as directed by Secretary Treasurer of the National Union room occupancy rate or one-half of a double if shared with another member, with a receipt, plus lost time.

b) Twenty dollars (\$20.00) to be paid if course covers meals, without receipts, except Paid Education Leave and Family Education at Port Elgin.

c) Ninety (\$90.00) dollars to be paid going to Port Elgin and ninety (\$90.00) returning from Port Elgin while attending Paid Education Leave.

d) The Local will pay up to twenty-five (\$25.00) dollars for evening and fifty (\$50.00) dollars per day if a member requires child care upon submitting receipts. This will cover General Membership Meeting, Weekend School, Conferences and Conventions.

Section 6

Executive members and appointees using their own vehicles for Union Business will receive mileage allowance of forty-five cents (.45) per kilometer or the National rate whichever is greater. Mileage expense can only be paid to the driver of the automobile.

Section 7

a) Retirees of Unifor Local 144 will receive a gift of \$100.00 in value upon retirement. Retiree presentations will be held quarterly at regular membership meetings held in March, June, September and December. The retiree must attend the membership meeting immediately after their retirement date in order to receive their gift.

b) Good and Welfare shall be paid to the amount of \$50.00 after the member has been off work for 5 consecutive weeks.

c) Bereavement – A wreath or donation will be sent or as otherwise requested to a maximum of one hundred dollars (\$100.00) should a member in good standing of the local union decease. This will also include retirees.

Section 8 Financial Appeals

a) To non-affiliates of Unifor the Local Union may donate up to a maximum of one hundred (\$100.00) dollars.

b) To affiliates of Unifor the Local Union may donate up to a maximum of two hundred (\$200.00) dollars.

All appeals by Local Unions must be approved by the National President Unifor

Section 9 Where a member of the executive board of the local is unable to switch shifts, to attend executive or general membership meeting they will be allowed four (4) hours lost time.

Section 10 All finances to be revised semi-annually and any changes are subject to the amendment procedure outlined in Article 20 of these Bylaws.

ARTICLE 13 - ELIGIBILITY FOR ELECTED OFFICE

Section 1 Eligibility for elected office as set forth by the National Constitution and Article 8 of these bylaws.

ARTICLE 14 - ATTENDANCE RULES

Section 1 All members holding an elective office position in this Local Union are required to attend two out of every three consecutive membership meetings and two out of every three consecutive meetings other than membership meetings expected of their respective office or position unless officially excused for cause by the Executive Board.

Section 2 For the failure of any elected official to comply with the above attendance rules shall result in the automatic removal from their respective office or position.

Section 3 Any affected member may appeal the decision of the Executive Board to the next General Membership Meeting.

ARTICLE 15 - DELEGATES FROM LOCAL

Section 1 All delegates to the National Convention, Manitoba Federation of Labour and Canadian Labour Congress shall be chosen pursuant to the provisions laid down in the National Constitution.

ARTICLE 16 - ORDER OR BUSINESS

Section 1 The following shall be the order of business of Local 144:

1. Roll call of Officers
2. Reading of the Minutes of the previous meeting
3. Application for membership
4. Voting on applications
5. Initiation of candidates
6. Report of Financial Secretary
7. Reports of Officers, Committees and Delegates
8. Communications and bills
9. Unfinished business
10. Good and Welfare
11. Does anyone know of a member out of work or in distress
12. New business
13. Adjournment

ARTICLE 17 - APPEALS

Section 1 A member feeling themselves aggrieved by some action of the Local Union or one of its representatives must initiate their complaint or appeal from that action within sixty (60) days of the time they become aware of the action or reasonably should have been aware.

ARTICLE 18 - STRIKES AND STRIKE COMMITTEES

Section 1 All strikes shall be called or terminate only in strict conformance with Article 17 of the National Constitution.

ARTICLE 19 - GENERAL

Section 1 All Local Union Officers, Committees, Stewards and other members handling funds or other property of the Union shall, at the completion of their duties, turn over all papers, documents, funds, and/or Union property to the properly constituted Local Union Officers.

Section 2 Wherever in these By-Laws, a pronoun is used, it refers equally, where the reference is applicable, to both men and women in the singular and in the plural.

ARTICLE 20 - AMENDMENTS

- Section 1 These By-Laws may be amended only by presenting a motion in writing setting forth the amendments sought to any membership meeting. The motion shall be read to that meeting and referred to the Constitution and By-Laws Committee who will report to the succeeding meeting with the recommendations of the Committee. This shall be called the first reading.
- Section 2 The Resolutions or Amendments will be brought up again at the following general membership meeting, together with the Committee's recommendations, shall be debated and voted upon. This shall be called the second and final reading.
- Section 3 If approved by two-thirds (2/3) of the members present at this meeting, the Amendment shall be considered adopted by the membership.
- Section 4 The Local Union shall submit its amended By-Laws to the National Executive Board for approval.

LOCAL 144 CONSTITUTION AND BY-LAWS COMMITTEE

Jack Morrison
Darren Gibson
Bill Allan

Amended May 2, 2017