

By-Laws For Local 6004
Of
UNIFOR



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Use in these By-Laws of the feminine or masculine gender shall be construed as including both male and female members and not as specific sex designations.

ARTICLE I NAME AND JURISDICTION

Section 1 This organization shall be known as UNIFOR LOCAL 6004 (Hereinafter called the “Local”).

Section 2 This Local has been established and exists by virtue of a charter issued by Unifor (herein-after called the “National Union”) pursuant to the Constitution of the National Union.

Section 3 Jurisdiction

Jurisdiction of this Local shall be the jurisdiction assigned by Unifor and appearing on the face of the Local Charter.

ARTICLE II OBJECTIVES

Section 1 The objectives of Local 6004 shall be to represent and serve the workers within its jurisdiction in accordance with the Bylaws and Rules of the Local and the Constitution of The Union (hereinafter referred to as the “Constitution”) and policies of the Union. The Local shall remain responsible to the Local membership including the protection of the confidentiality of membership information.

To improve access to local services and increase presence at and participation in local activities by pooling composite local resources;

To ensure fair representation of units within composite locals and promote mutual support and solidarity through the Local’s internal structures and activities;

To strive for equality regardless of race, creed, colour, age, marital status, family status, ancestry, place of origin, ethnic origin, citizenship, language, religious beliefs, sex, sexual orientation, disability, records of offense or political affiliation.

To regulate labour relations and collective bargaining between employers and employees.

Section 2 This Local shall endeavour to accomplish the foregoing purposes by organizing the unorganized workers within its jurisdiction, educating its membership, negotiating collective bargaining agreements with employers, securing progressive legislation, and by all other appropriate means within the National Union.

ARTICLE III HEADQUARTERS

The headquarters and main office of this Local shall be in Ottawa or such other place as may be designated by the Local Executive Board.

The local executive board shall maintain

The Local email

The Local web site

The Local phone number and voicemail

A Mailing Address
A Local office and/or storage space

ARTICLE IV LOCAL STRUCTURE

The Structure of the Local shall consist of the following:

Membership (Members in good standing, hereinafter referred to as “Members”)

Executive Board (Hereinafter referred to as the “Board”)

Officers

Chief Stewards

Stewards

Committees

ARTICLE V MEMBERSHIP

Section 1 Eligibility

The Local Union shall be composed of workers eligible for membership in Unifor, over whom the Local has jurisdiction.

Section 2 Member Rights

Each member in good standing of this Local has the right to nominate and vote, express opinions on all subjects before the Local, to attend all membership meetings and express 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 in a responsible manner consistent with 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 other uniform rules and regulations contained in the Constitution, By-Laws and other official rules of the Local.

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 as organizations, or their free democratic heritage, or which would interfere with the performance by this Local or the National Union of its legal or contractual obligations as a collective bargaining agent, or interfere with the legal or contractual obligations of this Local as an affiliate of the National Union.

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.

Section 3 Membership Objectives

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 cooperate with National Board Members, the National Representatives and help promote organizational activities.

Section 4 Community Chapters

The Local may choose to establish a Community Chapter that would act as a distinct composite of the Local. The objective of the Community Chapter would be to provide service and assistance to workers who currently have no access to union membership because they have no collective agreement, or job, or hold temporary contract or other precarious employment.

Members of the Community Chapter would have the right to participate in all activities of the Local but would have no voice to vote at Membership meetings. Members of the Community Chapter would not be eligible to hold an officer position within the Local.

The Executive Board shall liaise with the Community Chapter to provide whatever services, resources and assistance as may be appropriate.

Community Chapter By-laws shall be established in accordance with the Unifor Constitution, Article 15, Section K and shall be submitted to the Local union for approval.

ARTICLE VI MEMBERSHIP MEETINGS

Section 1 The Local shall meet at least once every three months at such place as the Board shall decide. The time, place and date of the meeting shall be properly posted so that all members may attend. Conference call meetings will be held to accommodate the work locations outside of Ottawa.

Section 2 Quorum for the purpose of transacting any business by the Local during a General Membership meeting shall consist of not less than 15 members in good standing.

No action of any meeting shall be invalid for lack of a quorum unless the question of lack of a quorum was raised before such action was taken. A regular meeting may transact any and all business coming before it with prior notice of the business to be transacted at such meeting, except as otherwise specifically provided in these By-Laws. Unless otherwise specifically provided by the By-Laws, all decisions of a local meeting shall be by a majority of the members voting.

Section 3 Special Meetings

The President may call a special meeting of the Local. The President may call such a meeting at the request of the Board or on the written request of 15% of the membership in good standing. Notice of a special meeting shall be given to the members. The notice shall include the date, time and place of meeting and state the purpose for which the meeting is called. No business other than that for which the meeting is called may be transacted.

Additionally, given proper notice, the Board may authorize a bargaining unit or group within a unit to hold special meetings, as may be required to transact bargaining unit matters or address special concerns.

Quorum for the purpose of special meetings shall constitute the members in good standing at that meeting.

Section 4 Bargaining Units will not take any action which conflicts with the Local By-Laws, National Union Constitution or Unifor policies.

Section 5 Under conditions specified in Sections 3 and 4, the Local recognizes the power of its bargaining units to make decisions concerning:

Election of bargaining unit committees
Election of bargaining unit delegates on the Board
Election of stewards and health and safety representatives.

Section 6 The order of business at the regular meeting shall be:

1. Call to Order
2. Anti Harassment Policy
3. Roll Call of Officers
4. Approval of Agenda
5. Approval of Previous Membership Meeting Minutes
6. Correspondence
7. Executive Report and Recommendations
8. Financial Officers' Report on Financial Statement and Bills
9. Reports by Bargaining Units
10. National Representative's Report
11. Reports of Committees
12. Unfinished Business
13. New Business
14. Adjournment

Section 7 The rules of order not specifically covered by these By-Laws or the Constitution of the National Union shall be in accordance with Bourinot's Rules of Order (or Robert's Rules of Order).

Section 8 Behaviour At Meetings

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.

ARTICLE VII POWERS OF ADMINISTRATION

Section 1 The affairs of this Local shall be governed by its membership in accordance with the Constitution and Policies of the Union.

Section 2 The membership is the highest authority of its Local union and shall be empowered to take on or direct any action not inconsistent with the Unifor Constitution or the Local By-Laws.

Section 3 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 interests of the Local union without prior membership approval.

Section 4 Between meetings of the Executive Board, the President shall exercise general administrative authority, 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 VIII OFFICERS

Officers of the Local Executive shall be elected in accordance with Article 15, Section B of the Unifor Constitution.

In order to ensure fair representation of all bargaining units, a composite local Executive Board is usually made up of officers elected by the general membership as well as officers elected within their own bargaining units.

The President, Treasurer and Recording Secretary will be elected by the entire membership.

The Vice-Presidents and Chief Stewards will be elected by the membership of their Bargaining Units.

Similar considerations will apply when setting up standing committees at the local level.

The local union Executive Board will consist of officers which shall reflect the gender and equity principles of the union.

Section 1 The Officers of this Local shall be:

President

Vice-President for each bargaining unit within the Local

Treasurer

Recording Secretary

A minimum of one (1) Chief Steward for each bargaining unit within the Local.

Section 2 Eligibility

No member shall be eligible for nomination or election to any office in this Local or the bargaining unit, or as a delegate to the National Union Convention or as a representative of this Local, or any subordinate body of the National Union unless she has been a member in good standing in this Local continuously for one year immediately preceding her election.

Section 3 Tenure of Office

All officers shall hold office until their successors are elected and installed. Installation of officers shall be within 30 days after the election. The outgoing officers shall immediately turn over all papers, funds, rights, titles, chattels, books, records, property and assets belonging to the Local to their successor or to the President of the Local.

Section 4 Vacancies

In case of vacancy in the office of President, the Vice-President of the largest bargaining unit shall immediately assume all responsibilities of that office. If the vacancy occurs more than one year before the election meeting, a successor President must be elected within ninety (90) days of the vacancy occurring. The successor President will serve the remainder of the prior President's term. Vacancies in other offices shall be filled by appointment of the Board, subject to approval of the appointment by the membership at the next scheduled membership meeting.

Section 5 Duties of the President

The President shall:

Preside at all meetings of the Local and its Board.

Countersign cheques or other authorizations for the withdrawal of the funds of the Local.

Be an ex officio member of all Local committees.

Enforce the National Constitution, Local By-Laws and all union rules and regulations.

Review the pre-requisites and qualifications of all job postings/canvasses in the area

served by the local and challenge management if required.

Be the prime contact in case of workforce adjustment, declaration of surplus and/or re-organization calls.

Ensure local management adhere to the Workforce Adjustment Plan (Red Book).

Maintain a record of surplus employees.

Be the first delegate and head of delegation to all UNIFOR, CLC, OFL, and subsidiary body conventions. Where the Unifor Constitution specifies that delegates must be elected, the President may only attend as an observer or special delegate, unless otherwise elected.

Be the official spokesperson for the Local.

Perform whatever additional duties as may be assigned by the Local or required by the policies or Constitution of the Union.

Section 6 Duties of the Vice-Presidents

The Vice-Presidents shall:

Assist the President in the performance of her duties.

Vice-President of the largest bargaining unit will be called upon to replace the President in her absence or succeed her for the rest of the current mandate or until a new President is elected if the position becomes vacant.

Section 7 Duties of the Treasurer

The Treasurer shall:

Collect all monies to the Local, including membership dues, fines and assessments.

Deposit same in the name of the Local in such bank or banks as the Board may direct.

Countersign cheques or other authorizations for the removal of the funds of the Local.

Keep true and accurate accounts of all transactions.

Make reports thereon to the Local and its Board.

Keep a record of the names and addresses of all members of the Local and their status

Submit a written report of the finances and the membership of the Local to the National Union in such manner and at such times as the National President or National Secretary-Treasurer may require.

Make all of her books and records available for examination and audit, on demand of the National President.

Section 8 Duties of the Recording Secretary

The Recording Secretary shall:

Keep correct minutes of all meetings of the Local and its Executive Board.

Receive and read all correspondence addressed to the Local and keep such correspondence on file.

Submit such reports and information to the National President as the National President may require.

Perform whatever additional administrative duties as may be assigned by the Local or required by the Union.

Section 9 Duties of the Chief Stewards

The Chief Stewards shall:

Investigate, process, and prosecute grievances and complaints to their conclusion.

Be members of the local grievance committee.

Be members of the Executive Board.

Familiarize all stewards with the provisions of the Collective Agreement and advise them on grievance handling.

Keep stewards informed on the activities of the Local and the Union through regular Steward's meetings.

Perform such other duties as may be assigned by the Local, the local Executive Board, or the Local Presidents.

ARTICLE IX TRUSTEES

Section 1 The Local shall have three trustees. The trustees will be elected by the membership every year for a term of three years, one trustee being elected each year.

Section 2 Duties of the Trustees

The Trustees shall examine and audit the books and records of the Local at least four (4) times a year and shall submit a written report on each audit to the Local and to the National Secretary-Treasurer in such manner and at such times as the National Secretary-Treasurer may require, and have such further powers and duties as may be provided by the Local Union By-Laws.

ARTICLE X EXECUTIVE BOARD

Section 1 There shall be an Executive Board consisting of the officers of the Local.

Section 2 The Board shall be the highest governing authority within the Local between meetings of the Local and shall exercise general supervision over its business and affairs. It shall have power, subject to the approval of the Local and the provisions of the National Union Constitution, to invest the funds and properties of the Local, to authorize the expenditures of the Local or the use of the property of the Local to give effect any of its objects and to pledge any property or securities of the Local as security therefore, and to buy, sell, exchange, rent, lease or otherwise acquire or dispose of real or personal property.

Section 3 The Board shall have the authority to conduct the normal business of the Local. Normal business would include: expenses related to the operation of the Local, training, events and any other business of the Local that may arise.

Section 4 All requests for contributions and donations in excess of \$500.00 dollars are subject to prior approval of the membership at the next scheduled meeting.

Requests for financial aid from a Local of the National Union shall require the endorsement of the National President before consideration shall be given to it.

Section 5 It shall be the duty of the Board to cause the provisions of the National Union Constitution and the By-Laws, rules and regulations of this Local to be faithfully executed; and to preserve, promote and safeguard the best interests and general welfare of Unifor, this Local and the members. The Board may adopt such rules and regulations not in conflict with the National Union Constitution and these By-Laws, as it may deem necessary and advisable.

Section 6 The Board shall meet at least once a month, at such times and places as it shall determine. Minutes shall be taken for all Board meetings and shall be available to the membership at meetings.

All decisions and recommendations of the Executive Board shall be referred to the next regular membership meeting.

Special meetings of the Board may be called at any time by the President or by three members of the Board upon not less than 48 hours verbal written or electronic-notice to the Board members of the time and place of the meeting and of the business to be transacted thereat.

A majority of the members of the Board shall constitute a quorum for the transaction of any business.

The board will review all notice of motion which must be received 40 days prior to scheduled membership meeting dates.

Section 7 All elected officers of this local are required to attend:

1. Two out of three consecutive membership meetings unless officially excused for cause by the Executive Board.
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 Executive Board.

Failure of any elected officer 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 from which they are removed except as a delegate to the Constitutional Convention.

ARTICLE XI OATH OF OFFICE

Each elected officer of the Local shall be duly installed after following the Oath of Office as outlined in Article 24 of the Unifor Constitution

ARTICLE XII LOCAL DELEGATES TO THE NATIONAL CONVENTION

Section 1 President

The President of the Local shall be Chairperson of the Delegation and the first delegate to all Unifor, CLC, OFL, and subsidiary body conventions which do not require delegate election under the Unifor Constitution. Where the Constitution specifies that delegates must be elected, the President may only attend as an observer or special delegate, unless otherwise elected. All other delegates shall be elected by secret ballot vote at a membership meeting.

Section 2 Other Delegates

In the event the Local elects more than one delegate to Union or subsidiary body Conventions, the Local shall determine the convention votes assigned to each delegate in accordance with Article 6 Section B of the Constitution. It shall be the duty of the President of the Local to certify the Local delegates to the Union Convention to the Secretary/Treasurer of the Union

The eligibility of a member for Convention delegate is also controlled by the Constitution. Any Convention delegate shall be a member in good standing and demonstrate an active interest in the affairs of the Local.

ARTICLE XIII COMMITTEES AND STEWARDS

Section 1 Standing Committees

The Local shall endeavour to establish and maintain standing committees as outlined in the Unifor Constitution, Article 15, Section D.

Every standing committee shall submit a written report at each General Membership meeting.

Every standing committee may have a representative attend executive meetings without voting privileges.

Section 2 Local Health and Safety Committee

Each Bargaining Unit will maintain their own joint Health & Safety committee with management.

Members for this committee will be elected by the membership of their own Bargaining Units.

Vacancies shall be filled by appointment of the Board, subject to the guidelines under Article VI, Section 4.

Members for this committee shall serve a term of three years

Section 3 The Board has the authority to strike an ad hoc committee as required by the local.

Section 4 These committees shall perform all duties assigned to them by the Constitution and By-Laws and such additional duties as they may be directed to perform from time to time by the Executive Board or the membership.

Section 5 Unless otherwise appointed, all committee members shall be elected at the election meeting held at the end of the three year term.

The Board shall appoint at least one of its members to each of the standing committees in liaison or advisory capacity, except, however the Workplace Bargaining Committees or the Election Committee.

Section 9 Local Stewards

Local stewards shall be elected for a term of three (3) years.

Vacancies shall be filled by appointment of the Board, subject to the guidelines under Article VI, Section 4.

Duties of The Local Steward

The Local steward shall:

Become familiar with all provisions of the Collective Agreement and thoroughly investigate all grievances and complaints coming within her jurisdiction.

Be completely familiar with the grievance procedure.

Receive complaints and grievances from any member of the bargaining unit they represent and make every effort in conformity with the grievance procedure to satisfactorily settle grievances and complaints.

Refer to a Chief Steward in a timely manner, all complaints and grievances that have not been satisfactorily settled.

Forward all complaints and grievances settled satisfactorily to the grievance committee.

Turn over all papers, documents funds or other property of the Local at the conclusion of her term of office to the Local or to her successor in office.

Attend steward's meetings and membership meetings.

Be actively involved in the issue-based campaigns, educational programs and community initiatives of the union.

Perform other such duties as may be assigned by the Local or the Executive Board.

ARTICLE XIV CONDUCT OF ELECTIONS

The procedures described hereunder apply at both the bargaining unit and Local levels.

Section 1 Notices as to the date of nominations and elections of officers shall be posted, not less than thirty (30) days in advance, and reasonable efforts shall be made to notify all members.

Section 2 The election of officers, delegates and representatives shall be by majority of the votes cast in a secret ballot at the election meeting. Not less than thirty (30) days prior to the election, notice of election shall be posted. Any candidate may have an observer at the polls and at the counting of the ballots. In the event of a tie the Policy Regarding Local Union Elections shall apply.

Each member shall be entitled to one vote. It shall be the duty of each member to ensure he/she has received a ballot prior to the voting deadline.

There shall be no absentee voting and no voting by proxy. Reasonable efforts shall be made to mail out ballots or make alternative arrangements for those members working in locations outside of Ottawa or on a long term leave.

Section 3 At the meeting when there will be nominations of officers, the membership shall elect an Elections Committee of 3 members, whose duty it shall be to safeguard the secrecy and honesty of the election, prepare and count the ballots, as well as announce the results of the election in a signed statement. The Elections Committee shall preserve all ballots and other records pertaining to the election for one year, or longer in the event of an election appeal.

Section 4 Election of the Executive Board

The Executive Board shall be nominated and elected for a three (3) year term. Call for nominations for all positions shall be a minimum of thirty (30) days prior to the election meeting. The election will be at the December membership meeting. Voting shall normally be by secret ballot Voting. The notice of election must provide details of the time and manner of submitting nominations. The notice shall also give notice of the election schedule.

There should be at least three (3) nominators on each nomination submitted and all parties must be members of the Local in good standing. Any member may nominate herself/himself or others for an elected position.

Voting must be completed by December 31st of that year and the elected shall be sworn in and assume office no later than the first Executive Board meeting of the following year.

Section 5 Election of Local Stewards

Stewards shall be nominated and elected for a three (3) year term.

Stewards shall be nominated and elected from and by the bargaining unit they will represent. However, where the members fail to elect a steward, the Local Executive may appoint one, subject to the right of the Local membership to overrule such appointment.

Notice by posting of such elections and the closing date for nominations must be made at least seven (7) days prior to the closing date for nominations.

There should be at least three (3) nominators on each nomination submitted and all parties must be members of the Local in good standing. Any member may nominate herself/himself or others for an elected position.

Voting shall normally be by secret ballot and the final voting day must be within at least seven (7) days after the close of nominations and must also be specified on the "Notice of Election".

Section 6 Recall and Election Review Procedure

A vote on the question of recalling a steward 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.

The Local union will notify the representative of the specific complaints and will give due notice to the represented members of a special meeting for recall.

Quorum for the recall vote will require two-thirds (2/3) of the votes of those present

and voting in order to recall.

A request by a member for a review of decision concerning an election related decision or action must be made in the way required by Article 18 B of the Unifor Constitution. and the Unifor Policy Regarding Local Union elections. A request by a member for a Review of Decision concerning an election-related decision or action shall not be considered unless it is raised within seven days of the closing of the polls or at the next membership meeting, whichever is later. A request made prior to the membership meeting must be submitted in writing to the Local Union. If a Local Union membership votes to support a request for Review of Decision of an election, the National President must first order the election. The Local Union must submit a complete report of the circumstances that support a new election including the minutes of the membership meeting to the National President.

ARTICLE XV PROPERTY

Section 1 No funds or property of this Local shall be loaned, given or expended to promote, support, endorse, assist or oppose directly or indirectly the candidacy of a member seeking office or seeking to retain office in the National Union or any of its locals.

Section 2 No funds or property of this Local shall be given away or expended to assist any seceding, dual or antagonistic organization, or any local which is violating the Constitution of the National Union. The funds and property of this Local shall be used only to give effect to the purposes and objects of this Local under and subject to the provisions of the National Union Constitution.

ARTICLE XVI FINANCES

Section 1 Expenses

When on Local or bargaining unit business, Board members or other previously authorized member(s) shall, upon presentation of receipt, be reimbursed for loss of pay, lodging and travelling expenses.

Section 2 Use of personal vehicle for union business shall be reimbursed as per the Unifor Transportation and Expense Policy.

Section 3 Per Diems

When previously authorized, a per diem will also apply when on local or bargaining unit business:

\$75.00 per day when overnight accommodation.

\$30.00 per day when returning to base location from overnight accommodations or when away from the work location over 8 hours

\$15.00 per day when away from the work location over 5 hours but less than 8 hours.

Section 4 In all cases, authorization from the Local President and Treasurer must be obtained before any expenses are incurred.

Section 5 The Executive Board shall, on a case by case basis, consider offering an OXP (lost wages) vacation day, or portion thereof, in lieu of payment, for any member who is requested by the Board to travel to and to take training, attend a course, convention or similar event on a day which is not part of their work schedule. In making this decision, the Board will consider many factors including, but not limited to the following:

- Was the member attending this event or course at the request of the Local or by their own request?
- Did the member request and was denied to have their work schedule adjusted to have them scheduled to work on the day(s) or times parallel to the course or event?
- Are there other members in a similar situation, or applicable precedents?

Section 6 Revenue

The initiation fee for new members is \$2.00

Per capita to the National Union shall be as provided in Article 16 of the Constitution of the National Union; whereby each member of this Local shall pay dues to the Union in an amount equal to 1.35 % of regular wages. Dues are allocated according to the following schedule; 0.735% National Dues, 0.0135% Regional/Quebec Council, 0.6015% Minimum Local Dues.

Section 7 Fiscal Year

For reporting, accounting and other purposes, the fiscal year of this Local Union shall begin on January 1 and end on December 31.

ARTICLE XVII CONSTITUTION OF UNIFOR

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.

This Local has no power to make any contract or incur any liability binding upon the National Union, without the written consent of the President of the National Union and the approval of the National Executive Board. The National Union shall not be liable under any contract or for any acts of this Local or its officers or its members unless they have been authorized in writing to enter into such contract or perform such acts.

ARTICLE XVIII DISCIPLINE, TRIALS AND APPEALS

Section 1 Every member of this union shall be entitled to a just and impartial trial for any offence of which he may be charged, in accordance with Article 18 of the National Constitution.

Section 2 Appeals Process

Any member dissatisfied with the action or decisions of the Local or any representative thereof, other than the action or decision of the membership of the local shall take his/her appeal to the Local Secretary within 30 days as permitted by Article 19 of the Constitution.

The Executive Board shall consult with the grievant, permit him/her full opportunity to be heard and shall reach a decision.

Within 30 days of receiving a notice of decision, the grievant, if wishing to appeal further, shall submit his/her appeal to the Local Secretary for consideration by the earliest possible membership meeting.

ARTICLE XIX ASSESSMENTS

The Board of this Local shall have the power to levy a per capita assessment, in addition to dues, upon the members of this Local provided that the amount and method of payment of such assessment has first been approved by the majority of those voting in a secret ballot among the members in good standing of the Local either at a regular or special meeting or in a membership referendum. Notice of the proposed assessment shall be given to the members at least thirty (30) days before the vote is to be taken.

ARTICLE XX BY-LAWS – ADOPTION AND AMENDMENTS

Section 1 These By-Laws shall become effective when ratified by two-thirds (2/3) majority of the members present at a meeting to discuss Bylaws and approved by the National Union President.

Section 2 Any provision of these By-Laws may be modified, amended or repealed, or new By-Laws may be adopted, by the affirmative vote of two-thirds of the members voting on the question, at a regular meeting, or special meeting called for that purpose, provided, however, that notice of the proposed amendment, modification or repeal has been given to the members at least thirty (30) days before the vote is to be taken; and further provided that if an amendment shall alter the amount of dues as fixed by Article XVI of these By-Laws, the vote must be taken by secret ballot. This Local has no power to modify, amend or repeal any of the terms and provisions of the Constitution of the National Union.

Approved at Local meeting October 28, 2014

Signed _____ Approved by _____
Recording Secretary President

Date October 28, 2014