

BY - LAWS
Unifor LOCAL 1285

December 2019



**Unifor LOCAL 1285
BY-LAWS**

ARTICLE 1 NAME AND JURISDICTION

Section 1

The name of the Local Union shall be Amalgamated Unifor Local 1285. This Local Union shall be composed of Members of Unifor.

Section 2

All Members of Local 1285 are also Members of Unifor and subject to the orders, rulings and decisions of this National Unifor Union and properly constituted authorities of the same.

ARTICLE 2 CONSTITUTION

The Constitution of this organization shall be the Constitution of Unifor and these By-Laws shall at all times be subordinate and subject to the provisions of the Constitution of Unifor Canada, as such Constitution now exists or may from time to time hereafter be altered or amended; and in the event of any conflict, the Constitution of Unifor Canada shall govern.

ARTICLE 3 FISCAL YEAR

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

ARTICLE 4 OBJECTIVES

To improve the working conditions, create a uniform system of shorter hours and higher wages, to maintain and protect the interest of workers under the jurisdiction of Unifor.

To unite in one organization, regardless of sex, race, creed, colour, national origin, sexual orientation, marital status, disability, religious or political affiliation.

To improve all conditions of employment within the Units in the accomplishment of these necessary reforms, we pledge ourselves to utilize the conference room and joint agreement, or, if these fail, to establish justice for the Workers under the jurisdiction of this Local Union to press for arbitration of their grievances.

To educate our Membership in the history of the Labour Movement and to develop and maintain an intelligent and dignified Membership to vote and work for the election of candidates and passage of improved legislation in the interest of all Labour; to enforce existing laws; to work for the repeal of those which are unjust to Labour; to work for legislation at all levels of Government having its object the establishment of real, social and unemployment insurance the expense of which is to be borne by the Employer and the Government. To work together with other Unions for the betterment of the entire Labour Movement.

ARTICLE 5 MEMBERSHIP, INITIATION FEES AND DUES

Section 1

The Local Union shall be composed of workers eligible for membership in Unifor.

Section 2

Any person eligible to become a Unifor member, who is not affiliated with any organization whose principles and philosophy are contrary to those of this National Unifor Union as outlined in the preamble of the National Unifor Constitution, may apply for membership to the Local Union having jurisdiction over the unit in which he/she is employed. The applicant must, at the time of application, be an actual worker in or around places of employment. All applicants for membership in the Local may 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.

Section 3

Any Local 1285 Unit suspending or expelling any Member for just cause shall notify Unifor 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 written notice to this effect furnished to the Local Union to which such person seeks admission.

Section 4

Members promoted to minor positions where they work with their fellow workers and do not have the power of discipline by hiring or discharging employees may retain their Membership in the Local Union at the discretion of the Unit subject to the approval of the Local Union.

Section 5

The initiation fee shall be as prescribed by the National Union or an amount approved by the General Membership of Local 1285, and \$1.00 of each initiation fee received by the Local Union shall be forwarded to the National Secretary Treasurer. The current Membership approved initiation amount is fifteen dollars (\$15.00).

Section 6

The reinstatement fee shall be the amount equal to the initiation fee as provided for in the Constitution.

Section 7

Dues payable to Unifor Local 1285, shall be such minimum amounts as are set out in the Unifor Constitution plus any additional dues that may be levied by Membership action in accordance with the Unifor Constitution.

Section 8

Any Member leaving the jurisdiction of the National Unifor Union is entitled to an Honourable Withdrawal Card. Any Member leaving the jurisdiction of Local 1285 to work under the jurisdiction of another Unifor Local Union shall be required to obtain a Transfer Card. Any Member leaving the jurisdiction of Local 1285 to enter the armed forces shall be entitled to an Honourable Service Membership Certificate, providing his/her dues are paid for the current month of entering the service and all assessment dues are paid.

Section 9

All Withdrawal Transfer Cards issued shall bear the seal of Local 1285.

Section 10

Withdrawal Cards may be terminated by Local 1285, for good and sufficient reason.

ARTICLE 6 POWERS OF ADMINISTRATION

Section 1

The highest legislative and policy forming body of Local 1285 shall be the General Membership Meeting.

Section 2

Between General Membership Meetings, the Executive Board of Local 1285 shall form the policy of the Local, subject to the approval of the Membership, (The Executive Board shall not take action affecting the vital interests of the Local Union without prior Membership approval).

Section 3

Between Executive Board Meetings, the administrative authority of the Local shall be vested in the President of Local 1285 subject to the approval of the Executive Board and the Membership. Should the Local experience financial difficulty then the Executive Board may take any necessary action to resolve the situation until the next General Membership meeting.

Section 4

On all matters of major importance, the Local Executive Board shall have the authority to make decisions subject to the approval of the Membership.

ARTICLE 7 GENERAL MEMBERSHIP MEETING & SPECIAL MEMBERSHIP MEETING

Section 1

Twenty-five (25) Members shall constitute a quorum. However, in the event a quorum is not present, the business shall be conducted fifteen minutes later, provided two-thirds (2/3) majority vote, by those present favour such action, and a minimum twenty (20) present. When twenty (20) Members are not present, the meeting will automatically stand adjourned.

Section 2

General Membership Meetings shall be held, once every three months, except where otherwise agreed to by the Membership or Executive Board action.

Section 3

A special Membership Meeting may be called by the President, a majority vote of the Executive Board, by a signed petition by ten per cent (10%) of the Membership in good standing, or by direction of the General Membership Meeting.

Section 4

Members shall be notified by least seven (7) days prior to all meetings by Unit bulletins. Agenda shall be included in all notices. Only Members in good standing shall attend Membership meetings.

Section 5

The Membership cards shall be punched at each meeting by the Guide or his/her nominees, to indicate that such Member has attended such meeting.

Section 6

Those Members who have not their Membership card upon their person must have another Member in good standing vouch for them.

Section 7

It shall be the duty of the President to preside at all Membership Meetings. In his/her absence, the Vice President shall preside.

Section 8

Minutes shall be taken at all General Membership Meetings by the Recording Secretary.

Section 9

The regular order of business shall be as follows:

- (a) Opening meeting
- (b) Roll call of Executive Board / Standing Committee Chairperson
- (c) Reading of agenda of meeting
- (d) Reading of minutes of previous General Membership Meeting
- (e) Financial Secretary's report
- (f) Initiation of new Members
- (g) Correspondence
- (h) Reports of Officers, Committees and Delegates
- (i) Old business
- (j) New business
- (k) Good and welfare
- (l) Closing

Section 10

All discussions and debates shall be governed by Bourinot's Rules of Order.

Section 11

Members shall confine their remarks to the order of business of the motion under discussion and shall be allowed a maximum of five (5) minutes. Members shall speak only once upon the matter under discussion, except in the case of a sponsor of a motion or resolution who shall be allowed to close discussion on the motion or resolution.

Section 12

Any Members leaving while a meeting is in progress shall first ask permission of the Chair. Upon a Member disregarding this rule, he/she shall be informed of their obligation either by the Sergeant -At-Arms or Guide before leaving the hall.

Section 13

Any Member who attends a meeting under the influence of a substance or creates a disturbance, shall lose the right to voice or vote at the said meeting at the discretion of the Chairperson and may be evicted from that particular meeting.

ARTICLE 8 UNIT MEETING

Section 1

The Unit Membership Meeting shall be the highest body in the Unit organization and shall have jurisdiction over all matters which are purely Unit problems and may recommend matters to the General Membership meeting.

Section 2

Unit Membership meetings shall be held at least once every three (3) months, with the agenda posted at least seven (7) days prior with the Unit Chairperson presiding and Unit Recording Secretary to keep minutes and records.

Section 3

Special meetings of the Unit shall be called by the Unit Chairperson when so instructed by his/her Committee or a petition signed by ten per cent (10%) of the Unit Membership. If a petition is necessary, reasons for a special meeting must be stated on the petition.

Section 4

Unit meetings shall transact only matters of business pertaining to the Unit, but it shall be the privilege of plant Units to discuss and present resolutions to the Local Executive Board.

Section 5

It shall be the privilege of each Unit to elect a Unit By-Laws Committee for the purpose of introducing By-Laws governing the Unit. Said By-Laws must in no way conflict with the Local Union's By-Law or the Constitution of the National Unifor Union.

Section 6

All Unit Chairperson, Stewards, Committee Person and other Unit elected Officers and Committee shall be democratically elected by a secret ballot and require a majority vote to obtain office.

- a) When multiple candidates are seeking a single position, the majority vote required for this office is the first number higher than half of all valid ballots cast for that office.
- b) When multiple candidates are seeking election to multiple positions and / or offices, the majority point is determined by adding the total valid votes cast for the positions, dividing by the number of positions to be filled, again dividing by two (2). The majority point is the first number higher than the 50% mark.
- c) Where a run-off election is required, the number of candidates on the run-off ballot will be doubled (two (2) times) the number of remaining open positions.

Section 7

The Election and duration of Office for Chairpersons, Committeepersons and Stewards will be provided for by the Unifor Constitution.

Section 8

A shop Chairperson, Steward or Committeeperson may be recalled by the Members they represent for failure to perform the duties of their office. A vote on the question of recalling a Chairperson, 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 percent (25%) of the current Members working under the jurisdiction of the Chairperson, Steward or Committeeperson. Twenty-five percent (25%) of the current Members working under the jurisdiction of the Chairperson, Steward or Committeeperson must be present at the recall meeting to establish a quorum. A two-thirds (2/3) vote of those present and voting is necessary to recall.

Section 9

In election for Chairperson, Committeepersons and Stewards, the Local Union Election Committee will conduct the election unless otherwise decided at the Unit Meeting. All elections will be conducted in accordance with rules and regulations governing elections. There shall be provisions for advance polling made available at the Local Union for the above positions as per CAW Policy Letter #12 dated October 4, 1991.

Section 10

The duties of the Chairperson, Committeepersons and Stewards are:

- (a) To police the Collective Agreement
- (b) To receive complaints and grievances of their Unit and where necessary place a formal grievance as outlined in the Collective Agreement with the Company.
- (c) To call special meetings of the Membership of the Local under their jurisdiction to discuss the problems of the job.
- (d) To call special meetings upon receiving a petition from ten percent (10%) of the workers in the affected jurisdiction.
- (e) To investigate all accidents to determine responsibility for the same in co-operation

- with the Safety Committee.
- (f) To carry out to the best of their ability in harmony with the other Committees of the Local and the Executive Board, the decisions of the Union.
 - (g) To attend all Steward and Committeeperson meetings, General Membership meetings and Unit Meetings.
 - (h) To turn over all such materials as may come into their possession at the end of their term of office to their successor and to assist them in all ways possible.

Section 11

Attendance for all Chairpersons, Committeepersons and Stewards shall be governed by the provisions of Article 12, Section 1, of these By-Laws.

Section 12

All vacancies shall be promptly filled by Election.

Alternate will assume the duties of the Chairperson, Committeeperson or Steward where the vacancy occurred until the Election, but not for a longer period than (90) days.

In the event that the Election Committee cannot find a candidate, the Unit Chairperson shall be empowered to appoint a Committeeperson or Steward until an Election can be held. In the event the vacancy is the Chairperson then the Local President shall appoint a Chairperson until an election can be held.

Section 13

To expedite the business of the Unit, all Members of the Unit shall be considered nominated for all posts providing that they have been in good standing with Local 1285 as follows:

Chairperson – one (1) year prior to nomination

Stewards - one (1) year prior to nomination

Committeeperson - one (1) year prior to nomination

All other positions; elected or otherwise, one (1) year prior to nomination. In a newly organized unit, the length of Membership with Local 1285 shall be waived.

Section 14

Each Unit shall have the right to form its own Grievance Committee.

Section 15

All Meetings must be booked through the Local 1285 office at least seven (7) days prior to date of such meetings.

Section 16

No Meetings shall be held which will conflict in any way with that of a General Membership Meeting.

Section 17

The Local Union Executive have the authority to attend and speak at Unit Meetings.

Section 18

A Unit must set a quorum for their Unit Membership Meeting by a recorded motion. The intention of a Unit to set a quorum at a meeting must be posted on the agenda for the meeting. The quorum is subject to the approval of the Executive Board.

ARTICLE 9 EXECUTIVE BOARD

Section 1

The Local 1285 Executive Board shall consist of President, First Vice-President, Second Vice-President, Recording Secretary, Financial Secretary, three Trustees, Sergeant-at-Arms, Guide, and the Chairperson from each of the units within the Local 1285 Amalgamated Local.

Section 2

The Unifor Constitution allows for the Local 1285 Retired Workers Chapter to elect a Retired Worker to be a Member of the Local Union Executive Board with full voice and vote.

Section 3

It shall carry out the duties of a Local Union Executive Board as outlined in the National Unifor Union Constitution.

Section 4

A simple majority of the Executive Board shall constitute a quorum.

Section 5

The Executive Board may authorize necessary Local Union expenses, subject to the approval of the Membership

Section 6

Executive Board meetings shall be held every month or as otherwise determined by the Executive Board. Special meetings may be called by the President and shall be called when instructed by the General Membership Meeting, or when requested by fifty (50%) percent or more Executive Officers.

Section 7

All Members shall be notified through Unit bulletin board notices of both time and place of nominations and the time and place of Elections. Said notices shall state the vacancies in the Local Office or Offices. Voting shall take place in the Units. Failing this provision, the vote will take place at the Union Hall or at a place of convenience agreed to by the Election Committee and the Executive Board. The Election Committee shall conduct and supervise the election in accordance with the provisions of the National Unifor Constitution.

Section 8

In case of a vacancy in the Office of President, the First Vice-President shall automatically fill the vacancy for the unexpired term. An election will then be called to fill the vacancy of First Vice-President.

ARTICLE 10 *EXECUTIVE OFFICERS AND ELECTIONS OF OFFICERS*

Section 1

The Executive Officers of Local 1285 shall be: President, First Vice-President, Second Vice- President, Recording Secretary, Financial Secretary, three Trustees, one Sergeant-At-Arms, and one Guide. The full-time Executive Officers of Local 1285 shall be in order of (1) President, (2) First Vice-President, (3) Financial Secretary, (4) Second Vice-President. In the event of reduction of these full-time positions, it shall be done in the reverse of the above order.

Section 2

The President, First Vice President, Second Vice-President, Recording Secretary, Financial Secretary, the three Trustees, Sergeant-At-Arms, and Guide shall be elected from the Membership of Local 1285. The installation of officers shall take place at the next General Membership meeting following the election.

Section 3

These Officers shall serve for the period of three (3) years.

Section 4

All vacancies in Local Union Offices, except the office of the President, shall be promptly filled by election.

Section 5

All elections of Local Officers shall be by secret ballot.

Section 6

A Chairperson's designated alternate shall be allowed to attend the Executive Board Meeting of the Local Union in his/her approved absence.

Section 7

No Member of Local 1285 can be nominated for an Executive Office of Local 1285 or any plant unit unless he/she have been in continuous good standing in Local 1285 for a period of one (1) year immediately preceding such nomination. No Member shall be eligible to run for more than one Elective Office at the same time.

Section 8

- a) All candidates for Executive Offices must be elected by majority vote. The majority required for an office is the first number higher than half of all valid ballots cast for that office.

- b) Trustees are elected simultaneously and there is no distinction between the three offices and the membership is entitled to vote for three (3) Trustees.
- 1) Where there are less than seven (7) candidates, the three- (3) candidates receiving the greatest number of votes shall be declared elected.
 - 2) Where there are seven (7) or more candidates, the majority point is determined by adding the total votes cast for the office of Trustee, dividing by the number of positions to be filled (which is three (3)), again dividing by two (2), which will determine the 50% mark, and then adding one (1) to determine the majority point.
 - 3) In the event, more than three (3) candidates receive a majority vote; the three- (3) candidates with the greatest majority shall be declared elected.
 - 4) Where there are seven (7) or more candidates and no candidate receives a majority, the run-off is confined to the six- (6) candidates receiving the greatest number of votes.
 - 5) Where there are seven (7) or more candidates and only one candidate receives a majority, the run-off is confined to the candidates who finished in second, third, fourth, and fifth positions.
 - 6) Where there are seven (7) or more candidates and only two (2) candidates receive a majority, the run-off is confined to the candidates who finished in third and fourth positions.

Section 9

Nominations of Local Union Executive Officers shall take place at the General Membership Meeting in March of each election year. Nominees shall give notice of their acceptance at this meeting verbally or by letter indicating the position they wish to be nominated for.

Section 10

The Local elections shall take place in May of each Election year, unless the date is changed, by vote of General Membership. Such Elections shall be conducted in accordance with the rules and regulations governing Elections in the Unifor Constitution.

Section 11

If a Member holding Executive Office, the term of which is not expiring, desires to become a candidate for another Executive Office, such Member is obliged to notify the Local Union of their resignation from their present office sufficiently in advance of the nominating meeting to permit the nomination and election of candidates for both offices during the same Election. Such resignation would become effective at the time of installation.

Section 12

If a Member holding an elected / appointed position within any Unit, the Local / National full-time position, or any part-time elected / appointed position, the term of which has not expired, desires to become a candidate for a full-time elected position in the Local Union, such Member will be considered as resigned at the time of submitting / accepting his / her nomination.

Clarification, this By-Law excluded delegates to Conference / Convention, Standing Committees Chairperson, elected Bargaining Committees and part-time Local Executive

positions.

Should any member holding an elected or appointed full or part-time position resign from the position before the term has expired, then that member will not be eligible to submit their name for the vacancy their resignation created.

ARTICLE 11 *SALARIES, LOST TIME AND EXPENSES*

Section 1

(a) All full-time elected Officers of the Local shall be paid a salary equivalent to that paid of the National Unifor Representatives as provided for in the National Unifor Constitution.

The salary is \$125,022.30 payable weekly with increases effective with first (1st) pay period of December.

In addition, these Officers shall be entitled to expenses and allowances including per diem allowances equivalent to those paid to those paid National Unifor Representatives.

(b) Any full time Officer's benefits shall be paid by the Local Union through his or her former Employer. Vacation and statutory holidays shall be based on the greatest number of vacation weeks and statutory holidays from the officers' plant of origin. All mandatory vacation entitlements from the officers' plant of origin, must be taken during the vacation year. Any unused portion of vacation entitlement will be paid out.

(c) Any elected Executive Member performing the duties of an absent full time Officer shall be paid the rate of the full time Officer he or she is replacing.

(d) Office hours shall be from 8:00 a.m. until 5:00 p.m., Monday through Friday; the President or designate is expected to attend meetings of Local Units and Committees when requested.

Section 2

Any Member who is on duly authorized Union business, shall be compensated for and to the extent of all actual lost time, to a maximum of forty-eight (48) plant scheduled production hours at straight time.

Section 3

Members who use their own vehicle while travelling for the Local, shall be compensated for at the rate as paid by the National Unifor Office. Mileage calculation will be from the Unifor Local 1285 hall to appointed destination and return. This allowance may be increased, when authorized by the National Unifor Constitution. In the event that own transportation is not used, alternate travel by, the shortest route, will be paid for, only after prior approval by the Local President or designate. Parking Fees, when applicable, will be paid only after presentation of receipts.

When travel is required for Unit Local Negotiations, proper compensation will be paid as per the approval of the President or designate. In all cases, these allowances, and or expenses, will not be paid for Local Membership Meetings, Local Union Special Meetings, Unit Meetings, Executive Board or any regular Committee Meetings.

Section 4

To those Members who are unable because of unusual circumstances arising from the execution of their Union business to partake of the lunch or meal which they would normally have at work or home and are required to buy another at their own expense, the nature of the circumstance of their claim to be outlined in the claimant's voucher, will be allowed the following rates.

Breakfast	\$15.00
Lunch	\$15.00
Dinner	\$35.00

Attendance at Port Elgin Education Centre, or any Conference and/or Event, where meals are included in the Registration Fee, these meals will not be considered as allowable expenses.

Section 5

When it is required to make over night accommodations, Per Diem will be paid at the rate of fifteen dollars (\$15.00) for each night of stay.

Section 6

The Union will provide accommodations, on a single occupancy basis, for members on authorized union business, upon approval by the Local President or designate. Any exceptions to the above rule can be made upon approval by the President or designate.

Section 7

Members on authorized Union business outside the boundaries of Canada shall receive a currency exchange allowance, at the current rate of exchange, for all allowances, and allowable expenses incurred in that foreign country.

Section 8

Any Member who while on layoff is required to perform duties for the Local shall receive payment equal to that, which is lost through the Members' non-compliance with the U.I.C. and S.U.B regulations.

Section 9

Financial matters relating to lost time, meals, mileage and allowances which are not already covered by the By-Laws, shall be subject to the approval of the Executive Board and General Membership.

Section 10

The Officers of the Local Union shall be bonded as prescribed in the National Unifor Constitution.

Section 11

The Recording Secretary and the Financial Secretary, if not holding a full-time position at the Local shall be paid expenses in the amount of \$150.00 monthly. The Retiree's Chairperson, if not holding a full-time position, shall be paid expenses of \$150.00 monthly. The Hall Committee, which consists of two Retirees, if not holding a full-time position at the Local, shall be paid expenses in the amount of \$250.00 each per month.

ARTICLE 12 ATTENDANCE

Section 1

All Members holding an elective or appointed position in this Local are required to attend:

- (1) Two out of every three consecutive Membership Meetings
- (2) Two out of every three consecutive meetings other than Membership Meetings, Unit or Local, expected of their respective office or position.
- (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 from which they were removed.
- (4) The Local Union Executive Board shall determine the validity of excuses given for failure to attend the required number of meetings by any elected or appointed official.
- (5) Any affected Member may appeal the decision of the Executive Board at the next regular Membership Meeting.

ARTICLE 13 PROVISIONS FOR BY-LAW CHANGES

These By-Laws shall be amended, altered or revised only in conformity with the following procedures;

- (a) A resolution or motion in writing calling for amendment, alteration or revision shall be presented and read to a regular General Membership Meeting. It must be seconded by a Member. This will be called the "first reading".
- (b) The resolution or motion shall not be debated at the "first reading". It shall be referred to the By-Laws Committee and shall be reported out by the By-Laws Committee at the next General Membership together with the recommendation for the Committee. This will be called the "second reading".
- (c) The By-Laws Committee's recommendation shall be debated and voted upon and it shall require a 2/3 vote of those voting for adoption. Such amendments or alterations shall be effective and binding unless overruled by a majority referendum vote to be taken on signed petition embracing at least two thirds (2/3) of the total Membership of Local Union.

ARTICLE 14 *ELECTION OF DELEGATES*

Section 1

Allocation of plant delegates to the Unifor Canada Council and National Unifor Constitution Convention and Ontario Council shall be in accordance with the National Unifor Constitution.

Section 2

A Member to be eligible for nomination as a delegate, to all Conventions, shall be a Member in continuous good standing for twelve (12) months in accordance with the Unifor Constitution.

Section 3

Alternate delegates will replace regular delegates unable to attend according to the amount of votes received in the Election.

Section 4

Elections of delegates shall be provided for under the Unifor Constitution Guidelines.

Section 5

Local 1285 shall elect delegates to the Peel Region Labour Council, according to the Brampton District By-Laws. Such delegates shall be elected in the month of December at the General Membership meeting and shall be for a three (3) year period.

Section 6

The Election of delegates to the Unifor Canadian Council shall take place in the Local Election year and shall be for a three (3) year period.

Section 7

Local 1285 shall send four (4) delegates to the Unifor Skilled Trades Council. The Chrysler Brampton Unit Skilled Trades Chairperson shall be a delegate, two other delegates to be elected from the Chrysler Brampton Unit, and the fourth delegate shall be elected from the remaining eligible Units, if none exist then the fourth will be elected from the Chrysler Brampton Unit. Delegates shall be elected in the month of December at the General Membership meeting or a special Skilled Trades Meeting and shall be for a term of three (3) years. Only those Members holding a Unifor Journeypersons card, and whose Unit has a Skilled Trades Agreement will be eligible as candidates to this position.

Section 8

Local 1285 shall send delegates to the Technical Office Professional Advisory Council meetings. One (1) delegate elected from the Membership of the Units and the Chairperson of each Unit. Delegate to be elected at a joint meeting of the Office Units in December of the election year and prior to the December General Membership meeting. The term of office to be three (3) years.

Section 9

Forge and Foundry Council

Local 1285 shall send one (1) delegate from each Unit and the Chairperson of each Unit.

Section 10

Independent Parts Sector

Local 1285 will send Delegates to this Council as per the I.P.S. Council By-Laws

Section 11

Truck, Bus & Specialty Vehicle Council

Local 1285 will send one (1) delegate from each Unit and the Chairperson of each Unit as per the TB&SV Council By-laws

Section 12

All delegates must provide a written report at the next General Membership Meeting.

Section 13

Full time Officers to attend all Councils and Conventions as observers, however, this does not prohibit their right to run as a delegate to these function

ARTICLE 15 *STANDING COMMITTEES*

Section 1

The Local Union shall have the following minimum Standing Committees as per our Unifor Constitution:

- (a) Constitution and By-Laws
- (b) Education
- (c) Environment
- (d) Recreation
- (e) Community Services
- (f) Human Rights
- (g) Political Action
- (h) Women
- (i) Health & Safety
- (j) Consumer Affairs
- (k) Hall
- (l) Union Label
- (m) Retired Member Chapter
- (n) Local Election
- (o) Employee and Family Assistance Program
- (p) Local Strike
- (q) Aboriginal Workers of Colour
- (r) Youth Workers
- (s) Lesbian, Gay, Bisexual & Transgender Workers (LGBT)
- (t) Workers with DisAbilities

Section 2

All Committees may be elected or appointed by a show of hands vote at a Membership meeting, or by a secret ballot at the discretion of the Local Union Executive Board and the General Membership for a period of two (2) year. The nominations, elections or appointments to take place at the June General Membership meeting.

Section 3

All standing Committees shall have the power to co-opt new Members to their Committees pending the approval of the Executive Board and General Membership.

Section 4

The dates of elections of all Committees shall be posted on Unit bulletin boards, seven days prior to such an Election.

Section 5

Results of the Elections shall be posted in the Units.

CONSTITUTION AND BY-LAW COMMITTEE

Section 1

The Chairperson of the By-Law and Constitution Committee shall be elected from and by the General Membership.

Section 2

- (a) The duties of this Committee shall be to gather information from the various Units in the Local and formulate such information into resolutions to be submitted to the National Unifor Convention.
- (b) It shall accept proposed changes of the Local By-Laws as directed by the General Membership Meeting.
- (c) It shall be their duty to check all actions of the Executive Board on policy and program and determine whether such actions are in conflict or in conformity with these By-laws and the National Unifor Constitution. In the event any such action is an addition, it will be their duty to see that such addition is made known to Unit organizations in the Local after having been properly acted upon according to these By-Laws.
- (d) The Committee will meet when necessary or when requested by the Executive Board.
- (e) These By-Laws and all amendments thereto shall be submitted to the National Unifor Secretary for presentation to the National Executive Board for approval.

EDUCATION COMMITTEE

Section 1

The Chairperson of the Education Committee shall be elected from and by the General Membership.

Section 2

The duties of this Committee shall be;

- (a) To promote the educational and cultural work of this Local and assist with forming and building of active Committees devoted to the same purpose in each Unit in the Local, and shall furnish upon request of such Committee, speakers, literature, teachers and videos.
- (b) They shall hold regular meetings at least once a month. Special meetings may be called by the Chairperson and must be called when requested by a majority of the Committee or when ordered by the Local Executive Board.
- (c) They may conduct classes for Officers, Bargaining Committee and Stewards.
- (d) In the selection of Educational Class teachers, they shall whenever possible, select a member of the Local. All such selection however, being subject to the approval of the Executive Board.
- (e) They shall have supervision over the activities of the Local library, and bulletin board in the hall.
- (f) They shall have supervision over the distribution of all pamphlets, paper, literature or printed materials on the property of the Local Union.
- (g) Regular reports shall be made to the National Unifor Executive Department for any assistance which may be required by the Local.

ENVIRONMENT COMMITTEE

RECREATION COMMITTEE

Section 1

The Chairperson of the Recreation Committee shall be elected from and by the General Membership.

Section 2

- (a) They shall hold regular meetings at least once a month. Special meetings may be called by the Chairperson and must be called when requested by a majority of the Members of the Committee or when ordered by the Local Executive Board.
- (b) Be self supporting and devoted to the purpose of providing the necessary entertainment and social affairs for the Membership in order to bring about a better acquaintance and broader understanding of the problems mutually encountered by all Members of the Local.
- (c) All monies shall be accounted for by the Recreation Committee and turned in to the Financial Secretary, who shall issue a receipt for same.

COMMUNITY SERVICES COMMITTEE

Section 1

The Chairperson of the Community Services shall be elected from and by the General Membership.

Section 2

It shall be the function of this Committee to meet the health and welfare problems of our Members through the full utilization of Community and Welfare services. It shall be their responsibility to obtain knowledge in the functioning of the various health and welfare programs in the Community, and to work out procedures between the Union and the services.

Section 3

At the death of any Member of the Local or his or her immediate family, ie. spouse, parent or step-parent, parent or step parent of current spouse, child or step-child, brother or step-brother, sister or step-sister, common-law spouse, grandparents, grandparents of current spouse, the Community Services Committee or Unit Chairperson shall inform the Local Union office who is empowered to purchase a wreath of flowers. The wreath or flowers shall bear the name of the Local Union and the words "Deepest Sympathy". In the event of the death of a Member of the Local Union, a Member of the Committee shall attend the funeral, wherever possible, within a radius of one hundred (100) miles of Metropolitan Toronto, and at the expense of the Local Union. This section will only be applicable when funeral arrangements are to be in Canada.

Section 4

It is the responsibility of the Unit Chairperson to inform the Local office when a Member is hospitalized. The Local office is empowered to send a token gift, (flowers or fruit).

HUMAN RIGHTS COMMITTEE

POLITICAL ACTION COMMITTEE

Section 1

The Chairperson of the Political Action Committee shall be elected from and by the General Membership.

Section 2

The Political Action Committee shall function in conformity with the policy of Local 1285 regarding political action of the Local and the Membership. The Political Action Committee shall be responsible for the education of the Membership in the need for political action and shall work to organize the united effort of all our Members behind the endorsed program of Local 1285 in all questions of political action.

The Political Action Committee shall discuss new developments in the political field and

make recommendations to the Executive Board, or General Membership meeting for endorsement.

It shall be the responsibility of the Political Action Committee to educate and instruct each Member as to his duty to participate in all Municipal, Provincial and Federal elections through registration and balloting.

WOMEN'S COMMITTEE

HEALTH & SAFETY COMMITTEE

CONSUMER AFFAIRS COMMITTEE

HALL COMMITTEE

Section 1

The Chairperson of the Hall Committee shall be elected from and by the General Membership.

Section 2

The Hall Committee's duties shall be to advise the Executive Board and the General Membership of any repairs or changes which may be necessary to the Local Union Hall; to see that all necessary steps are taken to ensure the safety of Members and also outside groups using the hall, and to co-operate with the Education Committee in enforcing its rules on the distribution of literature.

Section 3

The Hall Committee will adhere to the By-Laws of the Building Corporation.

Section 4

Any work exceeding \$75.00 to be done on property belonging to Local 1285 shall be subject to tender with the Executive Board of the Local considering all bids and submitting the recommending bid to the General Membership for approval.

UNION LABEL COMMITTEE

RETIRED MEMBER CHAPTER

LOCAL ELECTION COMMITTEE

Section 1

The Chairperson of the Election Committee shall be elected from and by the General Membership.

Section 2

The Chairperson of the Election Committee shall have the power to co-opt new Members to his/her Committee pending the approval of the Executive Board and the General

Membership.

Section 3

The Local 1285 Election Committee shall conduct and supervise all Elections unless provided for under these By-Laws.

Section 4

Advance polling will be available for the following positions:

- 1) All Executive officers
- 2) Unifor Constitutional Convention delegates
- 3) Unifor Council delegates

Rules governing advance polling are as per Unifor Policy Letter #12 dated October 4, 1991

Section 5

All Elections shall be in accordance with the provisions of the National CAW Constitution.

EMPLOYEE AND FAMILY ASSISTANCE PROGRAM

LOCAL STRIKE COMMITTEE

Section 1

This committee will convene and function at the discretion of the Local President and subject to the approval of the Local Executive Committee.

Section 2

The chairperson of this committee shall be appointed by the Local President and Subject to the Approval of the Local Executive Committee.

Section 3

The committee shall work in conjunction with each unit of the local prior to that unit's negotiations to provide support to the unit in preparation of a strike.

Section 4

The chairperson will solicit the membership of the negotiating unit to form the committee to work with the unit during negotiations and prior to a strike.

Section 5

Meetings of the committee will be called by the chairperson only after concurrence of Local President.

ABORIGINAL WORKER OF COLOUR COMMITTEE

YOUTH COMMITTEE

LESBIAN, GAY, BISEXUAL & TRANSGENDER (LGBT) COMMITTEE
WORKERS WITH DISABILITIES COMMITTEE

MISCELLANEOUS

The circulation of literature or printed matter will not be permitted on the Local Union property unless authorized by the Local Executive Officers.

Note 1

When applying a Member of Skilled Trades, it shall mean Units with a Skilled Trades Program or those negotiating a Skilled Trades Program and the Representative must be elected by and from the Trades.

Note 2

The elected Unit Chairperson shall automatically be a Member and the Chairperson of the Negotiating Committee.

Note 3 – Last revisions to By-laws

First Reading – June 2nd, 2019

Second Reading & Membership Approval – September 8th, 2019

National Approval – December 4th, 2019

Unifor Local 1285 By-Laws Committee
Bill Turner, Recording Secretary

BT:vbcope343
December 12th, 2019

INDEX

ARTICLE 1	Name and Jurisdiction	page	1
ARTICLE 2	Constitution	page	1
ARTICLE 3	Fiscal Year	page	1
ARTICLE 4	Objectives	page	1
ARTICLE 5	Membership, Initiation Fees & Dues	page	2
ARTICLE 6	Powers of Administration	page	3
ARTICLE 7	General Membership Meeting & Special Membership Meeting	page	3
ARTICLE 8	Unit meeting	page	5
ARTICLE 9	Executive Board	page	8
ARTICLE 10	Executive Officers and Elections of Officers	page	9
ARTICLE 11	Salaries; Lost Time and Expenses	page	11
ARTICLE 12	Attendance	page	13
ARTICLE 13	Provisions for By-Law Changes	page	13
ARTICLE 14	Election of Delegates	page	14
ARTICLE 15	Standing Committees	page	15
MISCELLANEOUS and NOTES		page	21