

# LOCAL BYLAWS



**UNIFOR**  
Local **1106** | Canada

**AS PASSED BY THE MEMBERSHIP**  
**December 20, 2021**

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PREAMBLE

We are the members of the Unifor – Canada Local 1106, an organization of thousands of members united in the struggle to improve the lives of our members, their families, and the communities in which they live.

Our Local Union was formed by a group of members who decided it was time to establish our Canadian identity as Trade Unionists. On March 2nd, 2000, thousands of members voted to pursue disaffiliating from our International Union and establishing ourselves as a Canadian Union for Canadian Workers.

In October 2006, area leadership met to build on our Local strengths and further develop our identity as a Health-Care Union. As of November 2006, the membership voted to further divide in order to have a more manageable Union. In November 2006, Local 1106 was established.

Labour Day 2013 the Communication, Energy & Paper workers Union joined with the Canadian Auto Workers Union after a yearlong effort to form Unifor.

Members of our local union attended that founding conference to give our support for this merger. In June of 2015 Unifor 1524 merged into Local 1106, making the membership larger and more diverse. We continued to grow with the merger of Local 4515 on February 10, 2020.

We are committed to building global solidarity and creating communities built on the principles of equality, socio-economic justice, justice, moral responsibility and dignity. We will build a Canadian Union.

We are committed to building our Union through the education and organizing of members.

We believe that a strong Union respects the democratic wishes of its members.

Our local was formed because we demanded that we have the right to democratically determine our own destiny. We are committed to ensuring that all Union members have the right to determine their own destiny.

## INDEX

Item#	Title	Page #
	Article 1 - Name	
	Article 2 - Constitution and By-Laws	
	Article 3 - Fiscal Year	
	Article 4 - Purposes and Objectives	
	Article 5 - Membership	
	Article 6 - General Membership Meetings	
	Article 7 - Powers of Administration	
	Article 8 - Local Union Officers	
	Article 9 - Executive Board	
	Article 10 - Delegates from Local	
	Article 11 - Stewards and Committee Persons	
	Article 12 - Bargaining Committees	
	Article 13 - Standing Committees	
	Article 14 - Local Union Elections	
	Article 15 – Election Committee Roles	
	Article 16 - Finances	
	Article 17 - Attendance Rules	
	Article 18 - Strikes and Strike Committees	
	Article 19 – Appeals	
	Article 20 - Amendments	
	Appendix A – Travel Expenses	
	Solidarity in Diversity	

## BY-LAWS OF UNIFOR LOCAL 1106

### Article 1 - Name

This organization shall be known as Unifor Local 1106 affiliated with the Canadian Labour Congress.

Index

### Article 2 - Constitution and by-laws

The constitution of the Local Union shall be the Constitution of the Unifor – Canada and these by-laws shall be in all respects subordinate to all said Constitution and all applications and interpretations thereof.

Index

### Article 3 - Fiscal Year

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

Index

### Article 4 - Purposes and Objectives

The objectives of the Local Union include:

- (a) The regulation of labour relations and collective bargaining between employers and employees.
- (b) To unite in one organization regardless of religion, sex, sexual orientation, marital status, race, creed, colour, ancestry, nationality, place of origin, family relationship, workers with disabilities, age, or political affiliation, all workers under the jurisdiction of this Local Union.
- (c) To improve working conditions, through collective bargaining create a uniform system for shorter hours and higher wages, and to maintain, protect and further the interest of all workers.
- (d) To educate our membership in theory of the Labour movement and to develop and maintain an intelligent and dignified membership to vote and work for the election of candidates and the passage of improved legislation in the interest of all Labour.
- (e) To strive for the removal from legislation of all provisions restricting the right to bargain freely and gain justice through all available means.
  
- (f) To establish and maintain the closest possible co-operation with other Unions. Dedicated to the realization of the legitimate aspirations of those who toil for a living, Local 1106 will not deviate from the pursuit of peace, freedom and security for all people.

Local 1106 will at all times hold true to the high ideals and principles of social justice on which the Labour movement was founded.

Index

Article 5 - Membership

Section 1 - This Local union shall be composed of workers eligible for membership in the National Union, UNIFOR- Canada and over whom the Amalgamated Local Union is granted jurisdiction by the National Union.

Section 2 - Eligibility for and acceptance into membership in the Amalgamated Local Union shall be governed by the Constitution of the National Union.

Section 3 - A membership card will be provided to each member.

Section 4 - The membership card shall be shown at each meeting to the Sergeant-at-arms to indicate their membership.

Section 5 - It shall be the duty of each member to conscientiously seek to understand and exemplify by practice the intent and purpose of his/her obligation as a member of the Amalgamated Local Union and the National Union.

Section 6 - It shall be the duty of each member to participate in all Local, Provincial and Federal elections through registration and balloting.

Section 7 - Every person, prior to his/her acceptance as a member, shall be given the membership oath provided for by the Constitution of the National Union.

Section 8 - The National Union and the Amalgamated Union shall be the exclusive representative of each member of this Amalgamated Local Union for the purpose of collective bargaining and execution of any contracts.

Section 9 - Each member of this Amalgamated Local Union does hereby irrevocably designate, authorize and empower the National Union and this Amalgamated Local Union, and each of them exclusively to appear and act for him/her and in her/his behalf before any board, court, committee and other tribunal in any matter affecting his/her status as a worker or as a member of this Amalgamated Union or the National Union, and exclusively to act as his/her agent to represent and bind her/him in the presentation, prosecution, adjustment and settlement of all grievances, complaints or disputes of any kind or character arising out of the employer - employee relationship, as fully and to all intents and purpose as she/he might or could do if personally present.

Section 10- Each member in good standing of this Local Union has the right to nominate and vote, express opinions on all subjects before the Local Union, to attend all membership meetings and express views, arguments and opinions on all matters and business, including candidates for office, properly before the

meeting; to meet and assemble freely with other members and generally, to participate in the activities of the Local Union in a responsible manner consistent with good conscience in order to present and discuss factually and honestly the issues and personalities upon which the membership must base its decisions. These rights shall be subject to all uniform rules and regulations contained in the Constitution, Bylaws and other official rules of the Local Union.

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 Unions as organizations, or their free democratic heritage, or which would interfere with the performance by this Local Union or the National Union of its legal or contractual obligations as a collective bargaining agent, or interfere with the legal or contractual obligations of this Local Union 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, shall be considered conduct unbecoming a union member.

Section 11- The membership shall strive to obtain the objectives set forth in the Constitution and additional objectives as established as the policy of the National Union; to maintain free relations with other organizations; to do all in its power to strengthen and promote the Labour movement; to co-operate with National Board Members, the National Representatives and help promote organizational activities.

## Index

### Article 6 - General Membership Meetings

Section 1 - The general membership meetings shall be held each month, except in the months of July and August, unless otherwise determined by a vote of the general membership at the preceding meeting. In emergency situations the Executive Board may call a special meeting during this period. The times, dates and place of the meetings shall be established by the Executive Board.

Section 2 - For purposes of General Membership meetings, a minimum of 5 members in attendance will constitute a Quorum.

Section 3 - The President of the local, upon written petition signed by the majority of the Executive Board or at least twenty per cent of the members in good standing shall call a special meeting and the petition shall mention the aim or aims of said meeting and discussions will be restricted to these aim(s) only.

Section 4 - Each unit of the local shall hold bi-monthly membership meetings. Such meetings will be called by Unit Chairperson, Local President or Designate.

Section 5 - Members shall be notified at least seven (7) days prior to all meetings by workplace bulletins. The agenda shall be included in all notices. Any election to be held at General Membership Meetings shall be included on the agenda.

Only members in good standing shall attend membership meetings.

The seven- (7) days' notice shall apply for all meetings including all special membership meetings.

Section 6 - The membership shall sign in at each meeting in the sergeant-at-arms registration book.

Section 7 - Those members, who do not have their membership card upon their person, must have another member in good standing vouch for her/him.

Section 8 - It shall be the duty of the President to preside at all membership meetings. In his/her absence, the Vice-President shall preside.

Section 9 - Minutes shall be taken at all General Membership Meetings by the Recording Secretary and shall be available at the meetings.

Section 10 -The regular order of business shall be as follows:

1. Opening of meeting
2. Reading of agenda
1. Minutes of previous meeting
2. Financial report
1. Reports from Officers, Committees, Delegates
2. Correspondence
2. Recommendations & Actions by Executive Board
3. Unfinished Business
1. New Business
2. Elections (if required)
3. Good and Welfare
4. Closing

A copy of minutes of previous meeting, financial report and Recommendations will be distributed to each member present at the General Membership Meeting.

Section 11- All discussions and debates shall be governed by Bournoits Rules of Order.

Section 12- 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 upon 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 13- 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 her/his 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.

Index

#### Article 7 - Powers of Administration

Section 1 - The membership is the highest authority of this Local Union and shall be empowered to take or direct any action consistent with the Constitution or Bylaws.

Section 2 - Between general membership meetings, the highest authority shall be the Executive Board of this Local, which may only deal with matters that are urgent and subject to membership approval.

Section 3 - Between meetings of the Executive Board, the administrative authority of the Local shall be vested in the President of the Local, but he/she may only deal with matters that are urgent and subject to membership approval.

Section 4 – All Local Union Officers, Committees, Stewards and other members handling funds or other property of the Local Union Shall, at the completion of their duties, turn over all papers, documents, funds and/or Local Union property to the properly constituted Local Union Officers.

Index

#### Article 8 - Local Union Officers

Section 1 - Local 1106 shall have the following Executive Officers: President, 1st Vice President, Vice President responsible for Women's Issues, Service and Manufacturing Rep., Recording Secretary, Financial Secretary, three (3) Trustees, Sergeant-at-arms, and Guide.

Section 2 - Executive Officers shall serve for a period of three (3) years.

Section 3 - In the event the office of President becomes vacant, the 1st Vice-President shall assume that office for the balance of the term. In the event any of the other offices become vacant during the regular term of office, it will be promptly filled by an election. The executive shall have the authority to appoint a member to fill the vacancy until the result of such election becomes known.

Section 4 - The procedure for conducting a special election to fill the vacancy in any executive office shall be the same as outlined in Article 14, Section 4 and Section 5 of the by-laws.



Section 5 - The duties of the Executive officers shall be those set down in the National Constitution, Article 15 c) plus others deemed necessary by the General Membership in the administering of the local union affairs.

An elected Local Union Executive Board member may be recalled by the members for failing to perform the duties of their office. A recall is initiated by a petition signed by 25% of the members that the Executive Board member represents. The petition must provide specific complaints against the Executive Board member and be submitted to the Local Union. The Local Union shall notify the Executive Board member of the complaints and provide a copy of the petition,

The Local Union shall call a special recall meeting with a minimum of 7 day's notice with the sole purpose of addressing the specific complaints identified in the petition. A quorum for a special recall meeting shall be 50% of the members represented by the Executive Board member.

An elected Executive Board member can face recall only once during his/her term of office.

Index

#### Article 9 - Executive Board

Section 1 (a) The Executive Board shall consist of the named Executive Officers as per Article 8 Section 1, and a Retired Member from the Retiree's chapter, the Chairperson of the Election Committee, plus the Chairperson of each unit. All members of the Executive Board shall have voice and vote.

When the Chairperson of the Unit is unable to attend the Local Union Executive Board meeting, the Chairperson will appoint a delegate in their absence to attend. At the commencement of each term of office, the Unit will notify the Local Union of the name of the delegate appointed by the Chairperson

Section 2 - A simple majority of the Executive Officers shall constitute a quorum at all Executive Board meetings.

Section 3 - The Executive Board shall meet at least bi-monthly between membership meetings except in the months of July and August, unless otherwise determined by a vote of the executive Board at the preceding meeting. Special meetings may be called by the President, and shall be called when instructed by the General Membership, or when requested by fifty (50) percent or more of the Executive Board officers.

Section 4 - Minutes will be taken of all Executive Board Meetings by the Recording Secretary and shall be available to the membership at the meetings.

Section 5 - All decisions and recommendations of the Executive Board shall be referred to the next General Membership Meeting.

Section 6 - The Executive Board shall appoint at least one of its members to each of the standing committees in a liaison advisory capacity, except, however, the Unit Bargaining committee and the Election Committee.

Section 7 - The Executive Board shall not make any unnecessary expenditure without prior consent of the membership. All expenses shall be referred to the next General Membership Meeting.

Section 8- The Executive Board shall review each issue of the Local Union paper/ electronic media, and where necessary shall take steps to bring the contents and policy of the paper/ electronic media into conformity with the policy of the National Union.

Index

Article 10 - Delegates from Local

Section 1 - All delegates from the Local shall be elected by a single plurality vote and by secret ballot.

Section 2 - A member to be eligible for nomination as a delegate, to all councils and conventions shall be a member in continuous good standing in accordance with the National Constitution.

Section 3 - Alternate delegates will replace regular delegates unable to attend and shall have preference according to the amount of vote received in the election.

Section 4 - All delegates must give a report at the next general membership meetings.

Section 5 - All delegates shall be elected at a properly advertised General Membership meeting except where otherwise specified in the Constitution or these by-laws.

Section 6- Unifor Canadian Council delegates will be elected in either April, May or June every 3 years.

Ontario Regional Council Delegates will be elected in October every 3 years.

Delegates for Health Care Council will be elected yearly at a special meeting when the Local Union receives a call letter from the National Union.

Section 7 - The President and the Financial Secretary will be automatic observers to Unifor Council.

Index

Article 11 - Stewards and Committee Persons

Section 1 - The duties of Stewards and Committee persons shall be as follows:

(a) To attend all steward, unit and general membership meetings.

(b) To become completely familiar with all of the provisions of the collective agreement and to investigate all grievances.

(c) To be completely familiar with the grievance procedure.

(d) To receive complaints and grievances of their area and make every effort to conform with the grievance machinery to satisfactorily adjust and settle all grievances.

(e) To call a special meeting of their area upon written request of at least twenty-five (25) per cent of the members in good standing in their area.

(f) To see that all the members under their jurisdiction remain in good standing.

(g) To assist and co-operate fully with the safety committee in the prevention and investigation of accidents.

(h) 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.

(i) To turn over all papers, documents funds and/or other union property at the conclusion of their office to their successor and to assist him/her in all ways possible.

Section 2 - All vacancies shall be filled by an election within thirty (30) days where possible. The alternate will assume the duties of the Committee Person or Steward until the results of the elections are known. In the event the election committee can't find a replacement, the Unit Chairperson shall be empowered to appoint a Committee Person or Steward until an election can be held. In the event that nobody stands, the appointee shall hold office for the duration of the term.

### Section 3 - Recall Procedure

A Steward, Committee person, or Unit Chairperson may be recalled by the members they represent for failure to perform the duties of their office. A valid petition, setting forth specific complaints of the shop steward's, committee person's or unit chairperson's failure to perform the duties of their office, shall be signed by at least twenty-five (25) per cent of the members in good standing they represent.

Twenty-five percent (25%) of the current members working under the jurisdiction of the Steward or the Committee Person 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. An elected workplace representative can face recall only once during his/her term of office.

Index

#### Article 12 - Bargaining Committees

The bargaining committee of each unit workplace, negotiates the collective agreement, shall consist of the unit Chairperson, Unit Vice-Chairperson, Recording Secretary, Committee Members and a Local Union Officer as assigned by the President. The bargaining committee shall remain in place until after the collective agreement is ratified.

Additional Bargaining Committee positions may be added as may be deemed necessary by the President and which are approved by the general membership

#### Article 13 - Standing Committees

Section 1 - This Local Union shall have the following standing committees:

##### 1. Constitution and Bylaws

Union in Politics

Health, Safety and Environment

Recreation

Community Services

Civil, Peace and Human Rights

Women's

Newspaper and Communications

Organizing

R.P.N.

Skilled Trades

Retired Members

Election

Youth

Aboriginal and Workers of Colour

Grievance Committee

PSW Committee

LGBTQ Committee

Section 2 - All other committees shall be considered a sub-committee of the above committees.

Section 3 - There shall be a Secretary for each committee and also a Treasurer when deemed necessary, to be elected by the members of the committee.

Section 4 - All committees shall be elected by a show of hands vote at a properly advertised membership meeting, or by secret ballot vote at the discretion of the Executive Board. There will be 5 members elected for each committee with a maximum of 2 from any one workplace. Committee members will serve for a three- (3) year period.

Section 5 - The dates of elections of all committees shall be placed on the bulletin boards, at least seven (7) days prior to the election.

Section 6 - Each standing committee shall have a Chairperson elected by the membership.

Section 7 - All standing 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 8 - All standing committees shall have the power to appoint new members to their committees, subject to membership approval.

Section 9 - Each committee shall hold a regular meeting once a month unless it's deemed unnecessary. 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 or the General Membership. A simple majority of the committee members shall constitute a quorum for the conducting of business at all committee meetings.

Section 10 - The duties of the officers and members of each committee shall include:

Chairperson

Call and preside at all committee meetings.

Shall direct the activities of the committee in accordance with these bylaws and the National Constitution.

Shall have authority only to the extent of carrying out the decisions of the committee that have been approved by the membership.

Shall submit a written report of their activities to the Executive Board Meetings, and to the General Membership Meetings.

Shall be responsible for the functioning of all sub-committees established by his/her particular committee

Secretary

Shall keep minutes of all committee meetings and shall furnish the recording secretary of the Local with a copy of the same.

Shall collect and file reports of their committee members.

Shall notify all members of the committee as to the time, date and place of all regular or special meetings, sufficiently in advance to enable them to attend and shall keep the members informed of all between meeting activities.

Shall devise a reporting system when deemed necessary with the stewards and committeepersons of the Local so that all matters receive immediate and rightful attention.

#### Committee Member:

Shall attend all meetings of their respective committee and all General Membership Meetings.

Shall co-operate with each member of their committee and shall work for the benefit of all the members of the Local Union.

Shall carry out all assignments directed by the General Membership to the best of their ability.

Section 11 - All members interested in any office or position who are unable to attend the General membership Meeting when the nomination is held for the office or position may stand nominated for the office or position if she/he is nominated at the meeting by a member in good standing and she/he has stated her/his desire to stand in writing before the meeting.

#### Index

#### Article 14 - Local Union Elections

Section 1 - All members in good standing of Local 1106 shall be eligible to run for any office or position in the local union except where the Constitution or these by-laws specifies more restrictions.

Section 2- a) The Local Union Election Committee shall be a Standing Committee elected at the January General Membership Meeting in every third year by a single plurality vote and by secret ballot.

The Election Committee shall be elected for a three- (3) year term.

They shall draft rules and regulations for the conducting of elections which shall be consistent with these by-laws or the National Constitution and which must have the prior approval of the General Membership before they are put into practice.

Section 3 - The nominating and election of Stewards, Committee Persons and Unit Chairs shall be as follows:

All members interested in any office or position who are unable to attend the General membership Meeting when the nomination is held for the office or position may stand nominated for the office or position if she/he is nominated at the meeting by a member in good standing and she/he has stated her/his desire to stand in writing before the meeting.

b) A member may only stand nominated for one elected Position.

a) Members must be notified 7 days in advance of the time and place of nominations. There must be at least seven (7) days between the time of nominations and the date of election. A notice containing the time and place of elections and time and place for any possible run-off election must be given to members at least 15 days before the election.

a) Stewards shall be elected by a single plurality vote and Secret ballot.

a) Committee Persons and the Unit Chairperson shall be elected by a simple majority of the votes cast for the office.

a) The election of Stewards, Committee Persons and Unit Chairperson shall take place every three (3) years.

a) Voting hours shall be arranged so as to provide the maximum opportunity for all eligible voters to conveniently cast their ballots.

a) A unit workplace union member shall not hold more than one position on a Unit workplace union committee.

a) A notice for nominations for positions in the unit workplace shall specify all positions available for nominations.

Section 4 - The nominating and electing of Executive Officers shall take place in the following manner:

So that all candidates for office in future local union and unit elections have full knowledge of their specific obligations and responsibilities, a copy of the bylaws of Unifor Local 1106 will be made available to all candidates

b) Nominations shall be in the same manner as Sec. 3(a), (b) and (c) of this Article.

b) It takes a majority of votes cast to be elected to be a local union executive officer, as per Article 15, Section of the Unifor Constitution

a) The election of Executive Officers shall take place every three (3) years during the months of May or June.

a) Voting shall take place in the same manner as Sec. 3 (g) of this Article.

Section 5 - The election of all other standing committees shall be held at the General Membership Meetings when they are deemed necessary. When one of these elections is necessary it shall be placed on the agenda of the meeting and shall be posted at least seven (7) days prior to the election.

Index

Article 15 – Election Committee Roles

Section 1 - Local 1106 shall nominate and elect an Election Committee as per the Unifor Constitution Article 15, Section B Para 4:

- a) To supervise all elections within the Local.
- b) The chairperson of the Local Union Election Committee shall be elected from and by the members of the Election Committee.

The Local Union President may at the request of the Election Committee Chairperson provide for additional members to this committee, not to exceed a total of 12.

Section 2 - The duties of the Election Committee shall be as follows:

- a) To ascertain the eligibility of the candidates; to provide for the printing of the ballots; see that the election is properly advertised through bulletin boards and maintain the proper polling place or places; which shall open at such time as to enable all members to vote.
- b) To supervise the voting, count the votes; provide an adequate check to prevent fraud and report the results of the election at the next membership meeting of the Local Union.
- c) To publish all names of the candidates at least 15 days preceding the election; publications to be made on the Local Union bulletin board and the bulletin boards in the workplaces, and in any other manner which would give proper publicity to the candidates for office.
- d) To pass on all challenged ballots.
- e) To take the necessary precautions and institute the required regulations to see that no member votes more than once and to make such other regulations as will insure a fair and impartial election. To Review voters lists to ensure that they are accurate

To use only containers sealed at both ends as its receptacle for ballots.

Ballot boxes will remain sealed until stated time of counting ballots.

No alcoholic beverages shall be present when casting or counting of ballots is taking place in Local 1106 Union Elections.



Section 3 - At the conclusion of the voting the openings shall be sealed and countersigned by two members of the Election Committee present or designate. If the election is to be continued for more than one day then the committee shall at the end of each day of voting, seal the openings and such seals shall be countersigned by two members of the Election Committee present or designate. No candidate shall be permitted to act as challenger.

Section 4 - All ballots cast at an election shall remain in the custody of the Election Committee.

Section 5 - All ballots shall be preserved for one (1) year after the close of the election and a notarized statement by the Election Committee shall be made with regard to the Election results and the disposition of the ballots. The ballots may be destroyed at the end of that period, unless an appeal is pending, in which the ballots will be preserved until the appeal has been decided and the decision is final.

Section 6 - The election committee shall be responsible to the Local Membership and shall not be interfered with by any officer or by the Executive Board or by any other division of the Local.

Section 7 - Members of the Election Committee shall not participate in any campaigning or criticism of the candidates at any time during the Election.

Section 8 - Upon receipt of a petition for a recount from any candidate, the election committee shall make known its decision on such request within twenty-four (24) hours after such request has been submitted to it.

Section 9 - If the election committee decides that a recount should be held, it shall conduct the recount within twenty-four (24) hours after the decision has been made known. The results of such recount shall be made known within twenty-four (24) hours after the conclusion of the recount.

Section 10 - Members of the election committee shall require all members voting to prove their identity at the polls and shall give the necessary publicity to this provision so that all members will be informed of this requirement.

Section 11 - Each member of the election committee shall be paid their lost time earnings as per Appendix A.

Section 12 - For Meetings held by the election committee before or after the Local election, each committee person shall be compensated as per Appendix A.

Index

Article 16 - Finances

Section 1 - The initiation fee of this Local Union shall be twenty dollars (\$20.00). One dollar (\$1.00) of each initiation fee received by the Local Union shall be forwarded to the National Secretary-Treasurer.

Section 2 - The Union dues of Local 1106 shall be the minimum as set down in Article 15, Section G of the Unifor Constitution plus any additional dues that may be levied by membership action in accordance with Article 15, Section G Part 2 of the Constitution.

Section 3 - The compensation of any member of this amalgamated Local Union shall be lost time only when that representative or member is performing necessary duties for and on behalf of the Local Union during the time for which she/he would otherwise be compensated by the employer. The amount which the Local Union representative or member would otherwise have received from her/his employer for the same period of time for which she/he is being compensated by the Local Union. The Local Union will not be responsible for the payment of lost time at overtime rates.

The President, Financial Secretary, 1st Vice President and Service and Manufacturing Rep. shall be full time officers and shall be remunerated as follows: Full time Officers salary will be \$75,777.00 per year based on a 37 1/2-hour work week as of Jan 2021. Wages will be paid on a weekly basis. In the event that the year has 53 pay periods the Full time Officers will receive the same benefit on the 53rd week as they did the rest of the year without being penalized. RRSP contributions made by the employer will not be included in the salary towards the Full time Officers wages. Annual increases will be calculated at the average wage increase within the Local from the previous year's bargaining. This calculation will be done in December of each year by the Financial Secretary and checked by the Local Trustees before being presented to the membership at the January General Membership meeting. Claims for mileage, from the Full-Time Officers, covering travel to and from home and the office will not be covered. Benefits will be paid as per the collective agreement of the unit(s), which the member is out of.

Section 4 - The signing officers of the Local shall be the President, 1st Vice President and the Financial Secretary, in the event of the absence of the President, the Vice-President shall be the alternate

Section 5 - Members Expenses will be paid as per the Members Travel and Expense Policy (Appendix "A").

Section 6 - Units will be funded at ten cents per member per month with a minimum of \$200.00 per year and a maximum \$1,000.00 per year. Unit funds held

outside of the Local accounts will be audited by the Local Trustees at minimum annually.

Section 7 - All special contributions and donations shall be allocated in the following manner: Three hundred (300) dollars per donation within Local 1106, and one hundred (100) dollars per donation to outside persons or organizations, except when the General membership, in attendance votes by a 2/3 majority to change these amounts for a specific donation. Any request to the Local for a Matching donation is limited to a maximum of two thousand (2000) dollars per donation.

Section 8 - Audits - Local Unions shall submit their financial records for audit by Local Union Trustees quarterly, or have a professional Chartered Accountant audit their Local Union books annually.

(See Article 15, H of the Constitution).

Index

Article 17 - Attendance Rules

Section 1 -(a) All members of the Executive Board must attend two out of every three Membership meetings and two out of every three Executive Board meetings, plus two out of every three Committee meetings and two out of every three Unit meetings to which they have been appointed to in an advisory position unless properly excused.

(b) All members of the Bargaining Committee must attend two out of every three membership meetings and two out of every three Bargaining Committee meetings plus two out of every three Unit meetings unless properly excused.

(c) All stewards must attend two out of every three membership meetings and two out of every three steward meetings unless properly excused.

(d) All delegates to Councils and /or Conventions must attend five out of the last ten membership meetings unless properly excused. Except Delegates to National Convention (exempt).

(e) All members of all other standing committees must attend two out of every three Membership meetings

Section 2 - When education programs are arranged for the membership or smaller groups, all union representatives affected must attend two (2) out of three (3) consecutive education classes provided that the courses are for a prescribed and reasonable length of time.

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

Section 4 - The President of Local 1106 along with the Chairperson of each Standing Committee shall comprise the Attendance and Excuse Committee with the President as the Chairperson of the Committee.

Section 5 - The Attendance and Excuse Committee shall determine the validity of excuses given for failure to attend the required number of meetings by any elected or appointed official.

Section 6 - Any affected member may appeal the decision of the attendance and excuse committee at the next Membership Meeting.

Section 7 - In order to minimize the possibility of any controversy over whether or not a member actually attended a meeting which he/she is required to attend, a Registration book will be given to each Committee Secretary to be signed by the members attending such meetings. For General Membership Meetings the Sergeant-at-arms will have a registration book which all elected committee members will be required to sign.

Section 8 - Any member appointed to a Committee shall be subject to the same attendance rules as the elected representatives.

Section 9 - All applications for excuse must be submitted in writing to the Chairperson of the committee prior to the meeting or in the case of an emergency within 24 hours of the conclusion of the meeting or the member will automatically be considered to be absent without excuse.

Index

Article 18 - Strikes and Strike Committees

Section 1 - All strikes shall be called or terminated only in strict conformance with Article 17 section B of the Constitution.

Section 2 - A Strike Committee shall be established in each Unit when required. It shall consist of the unit bargaining committee and such other members that may be required.

Index

Article 19 – Appeals

Any member dissatisfied with the action or decision of the local union or any representative thereof, other than the action or decision of the membership of the local union shall take his/her appeal or complaint to the local union recording

secretary within thirty (30) days of the action or decision taken and it shall be proceeded according to the procedure set down in the National Constitution.

When no regular membership meeting is scheduled within 45 days of receiving the appeal, the Local Union Executive Board may rule on the appeal.

## Index

### Article 20 - Amendments

Section 1 - These by-laws shall be amended, altered or revised only on conformity with the following procedure:

A resolution or motion in writing, calling for amendment, alteration, or revision shall be presented and read to a regular membership meeting. It must be seconded.

The resolution or motion shall then be referred to the by-laws Committee and shall be reported out by said committee at the next regular membership meeting, together with the recommendations of the committee.

a) A vote then shall be taken on the recommendation of the by-law Committee, and it shall require a vote of two-thirds of those voting for adoption.

#### Section 2:

All by-laws must be submitted to the National by-laws Committee for presentation to the National Executive Board for approval.

The amendments, or the new By-Laws are not effective until approved by the National Executive Board.

#### Section 3:

When submitting By-Law amendments to the National Union. Locals are required to provide a cover letter indicating such amendments were approved as per the above and the date the meeting took place.

## LOCAL BYLAWS

### Appendix A

Unifor Local 1106 will reimburse for travel expenses while on Local Union Business, as listed below:

#### Lost Time Payments:

Members may only be reimbursed for pay actually lost (no overtime).

#### Per Diem:

\$90.00 per day, plus hotel (where an overnight stay has been approved) and a receipt is supplied. Exception is Unifor Family Education Centre, Port Elgin, Ontario.

\$45.00 per day, on a return day from an overnight stay, provided distance is greater than 160km one way from home.

\$20 per day while staying at Unifor Family Education Centre in Port Elgin, Ontario, when on union business (as per the Unifor Family Education Centre Policy)

Mileage/Gas/Travel:

\$.48 per km. – paid to driver only. As per the National Constitution.

You must receive prior approval for mode of Travel and amount.

Hotel

Room and tax only (receipts must be attached). You must receive prior approval.

Child & Dependent Care

“Childcare expenses will be reimbursed at a maximum of \$40/day for children 13 years and under with prior approval from the Local (Receipts must be attached)”

Definition” A Dependent is someone who resides with the member and requires the members assistance for the activities of daily living (ADL)”

“Dependent care expenses will be reimbursed at a maximum of \$75/day with prior approval from the Local (Receipts must be attached.)

All expense claims will be monitored by the Financial Secretary

Note: Wages are for loss of income only. Therefore, you must be scheduled to have loss of income but mileage, child, and elder care will be compensated even if you are not scheduled to work.

Index

SOLIDARITY

IN DIVERSITY

Recognizing the diversity of our union and Working to ensure fairness in all our structures and activities, means building a stronger union.

It means creating a union:

where all members can become active knowing that their rights will be respected;

where all workers see themselves reflected in their leadership and in the activities of the union;

•

where all members committed to the union can aspire to leadership; and where, when we call each other

sister and brother, and we claim solidarity,  
we know that this is truly so.

From the Unifor National statement on Affirmative Action

Local 1106 Executive  
(2022-2025)

Dayle Steadman

President

•

Ramon Souto

Vice President

•

Mary Ellen Dance

Vice President – Women’s Issues

Mike Camblin

Service and Manufacturing Representative

Alicia Rivera

Financial Secretary

•

Emily Glowik

Recording Secretary

•

Judith MacKenzie

Sergeant at Arms

•

Maria Panyangara

Guide

•

Candice Basara, John Hawkins, Jolayne Doerr-Goguen

Trustees

Final Bylaws Approved By Officers on June 8, 2022

Dayle Steadman- President



Ramon Souto-Vice President



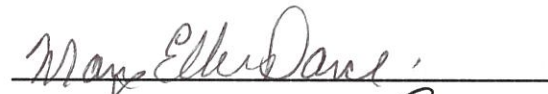
Mike Camblin- Serv. & Manu. Rep.



Alicia Rivera- Financial Secretary



Mary Ellen Dance- VP Women's Issues



Emily Glowik- Recording Secretary

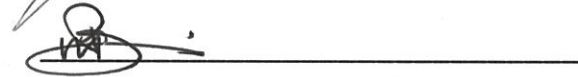


Judith Mackenzie- Sgt at Arms

Mackenzie  



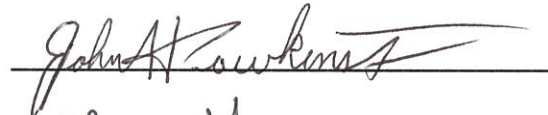

Maria Panyangara- Guide



Candice Basara- Trustee



John Hawkins- Trustee



Jolayne Doerr-Goguen-Trustee

