

By-Laws



UNIFOR

the**Union** | le**syndicat**

LOCAL 2169

106-1376 Grant Avenue
Winnipeg, Manitoba R3M3Y4

Revised April 2024

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Article 1

Name

Section 1

The name of this local union shall be known as Unifor Local 2169, hereinafter referred to as Unifor Local 2169 or Local 2169.

Section 2

At present Unifor Local 2169 consists of the following;

Employees of Boeing Canada Technologies Ltd. (Winnipeg division). The bargaining unit as defined in the certificate dated May 21, 1981 by the Manitoba Labour Relations Board.

Article 2

Constitution and Bylaws

Section 1

The constitution of this organization shall be the constitution of Unifor and these bylaws shall be in all respects subordinate to said Constitution and all applications and interpretations thereof. Note: The Unifor Constitution is available on the National website.

Article 3

Fiscal Year

Section 1

The fiscal year of this local shall begin on the first day of January and end on the thirty-first day of December.

Article 4

Membership, Initiation Fees and Dues

Section 1

The local union shall be composed of workers eligible for membership in Unifor, over whom the local has jurisdiction on.

Section 2

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

Section 3

The initiation fee shall be \$10.00 for membership in this Local Union.

Above is waived if the applicant is a member of any other Unifor Local for which the individual has an honorary withdrawal card.

Section 4

All members of this local, who are in good standing, shall have the right to attend all membership meetings, to nominate and vote, to express opinions and views and to participate in the activities of the Local Union. These rights shall be subject to the rules of procedure governing meetings and other uniform rules and regulations contained in this Constitution, Bylaws and Official rules of this Local 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 5

Any charges against a member within the local will follow the National Unifor Constitution Article 18 Section C.

Section 6

Dues payable to Unifor Local 2169 shall be such minimum amounts as are set by the National Constitution plus any additional dues that may be levied by membership action in accordance with the National Constitution.

Section 7

Any member becoming in arrears in dues, which in no case shall exceed one calendar month unless officially exonerated from payment of same by Local 2169, shall be automatically suspended from membership and can only be reinstated after paying said arrears plus a reinstatement fee as set forth in article 12 section 1 of our Local Bylaws.

Section 8

Any member returning to the unit and who left in good standing shall not be required to pay an initiation fee.

Section 9

Any member becoming out of work due to illness or injury shall be exempt from the above conditions and shall remain a member in good standing without paying Local Dues, provided that less than 40 hours pay has been received in any particular month. National Dues will be subject to article 16, Section 11 National Dues under the Unifor National Constitution.

Section 10

Any member under the jurisdiction of the National Union is entitled to an honorary withdrawal card. Any member leaving the jurisdiction of Local 2169 to work under the jurisdiction of another Local Union may be required to obtain an honorary withdrawal card

Section 11

Withdrawal cards may be terminated by Local 2169 for good sufficient reasons.

Section 12

There shall be no honorable withdrawal cards issued to any Union member leaving a strike bound plant until the strike in question has been settled by the Union membership.

Section 13

Any one in a local Union position elected or appointed who chooses to apply or to be interviewed for a company management program must resign immediately from their Union position.

Article 5

Membership Meetings

Section 1

A general membership meeting shall be held on the third Wednesday of each month with the exception of **any shutdown period** and December. A notice giving the time, place and order of meeting shall be posted on each company bulletin board identified as "Union".

The Local's order of business for membership meetings will follow as such;

Roll Call

Regrets

Approval of Minutes

Reports

Old Business

Executive Recommendations

New Business

Announcements

Adjournment

Section 2

General membership meetings shall begin promptly at the time specified on the posted notice and shall adjourn no later than (90) ninety minutes after commencement except when a 2/3 majority vote of the membership present express their desire to continue.

Section 3

The President of the Local Union has the right to call a special meeting giving reasonable notice.

Section 4

Any member who attends a meeting must produce their membership card on request and enter his/her name in the attendance record book. Those members who do not have their membership card upon their person must have another member in good standing vouch for them before being granted admittance to the meeting.

Section 5

Any member desiring to speak shall first attract the attention of the chair by raising their hand and remain seated until recognized by the chair. The member shall then rise and give their name before speaking.

Section 6

The member shall confine their remarks to the order of business or the motion under discussion and shall be allowed a maximum of (5) five minutes. The member shall speak only once on the matter under discussion except in the case of the sponsor of the motion or resolution who shall be allowed to close discussion. One reasonable (3) three minute rebuttal will be given to each speaker.

Section 7

Any member who attends a meeting in an intoxicated condition, creates a disturbance or becomes unruly shall lose voice and their right to vote at said meeting. Where necessary to maintain order, the member, by order of the chairperson of the meeting and subject to the challenge of the membership, may be evicted from the meeting. Flagrant or persistent violation of this section by any member shall be considered conduct unbecoming of a union member.

Section 8

All questions of a Parliamentary nature shall be decided by Bourinot's Rules of Order.

Section 9

The members present shall constitute a quorum.

Section 10

Any member, desirous of leaving while a meeting is in progress, shall first ask the permission of the chair of the meeting. Upon a member disregarding this rule they shall be informed of their obligation by either the Sargent at Arms or guide before leaving the hall.

Article 6

Powers of Administration

Section 1

The Membership is the highest authority of the Local Union and shall be empowered to take or direct any action not inconsistent with the Constitution or Bylaws.

Section 2

Between Membership meetings, the Executive Board shall be the highest authority of this Local Union and shall be empowered to act on behalf of the Membership to the extent of urgent business required prompt and decisive action. Such action is subject to Membership approval. The Executive Board may not take action affecting the vital interests of the Local Union without prior Membership approval.

Section 3

Between meetings of the Executive Board, the President of the Local Union shall exercise general administrative authority and shall be empowered to act on behalf of the Local and take action as permitted by the National Constitution and Bylaws of Local 2169. Such action is subject to subsequent approval of the Executive Board.

Article 7

Local Union Officers

Section 1

- a) Local 2169 Executive Officers shall consist of the President, Vice-President, Financial Secretary, Recording Secretary, three (3) Trustees, Sergeant at Arms, Guide, Plant Chairperson, Health and Safety Chairperson, 1 member at large from Women's Committee, and 1 member at large from the Aboriginal and Workers of Colour Committee.
- b) The Local 2169 Executive Board shall consist of the Executive Officers listed as above and shall include a Retired Worker representative if the Local Union has a Retiree chapter.

Section 2

The Vice-President shall take over the duties and responsibilities of the President during their absence. In case of a vacancy in the office of the President, the Vice-President shall automatically fill the vacancy for the unexpired term.

Section 3

All vacancies in Local Union Executive Officer(s) except the office of the President, Women's Committee Representative and Aboriginal and Workers of Colour Representative, shall be promptly filled by election for unexpired term.

Section 4

The Executive Board shall conduct and be responsible for the affairs of the Local Union between Membership meetings.

Section 5

The responsibilities of Local Unions and their Executive Officers, in addition to those set forth in this Constitution, and in their respective Local Union By-laws shall include:

- a) The pursuit of the objectives set out in this constitution.
- b) The implementation of all Union programs and policies.
- c) Active participation in political affairs and legislative processes at all levels.
- d) Support of the participation of Local Union Executive Officers, Committeepersons, Stewards and members in educational programs, courses and training.
- e) The protection of the local Unions Assets, funds and other property.

Section 6

Local Union Executive Board Officers and all workplace representatives are required to take a week long, 40- hour Human Rights Training Course. The National Union will develop a plan for delivery of this course in concert with Local Unions.

Section 7

To conduct the affairs of the Local Union and in keeping with the Union's objectives, the President, Vice President or Financial Secretary has the authority to sign, administer and enforce any commercial contract between the Local Union and another Party. This does not apply to collective bargaining.

Section 8

- a) The duties of the local union Financial Secretary-are to receive all dues, initiation fees, re-admission fees, fines and all other income of the local union for any fund from any source and give official receipts for same, as provided in the constitution.
- b) They shall write all cheques drawn on the local union funds and report in writing every month at the regular meeting of the local union giving the amount of monies received and paid out during the previous calendar month, divided as between the various income and expenditure classifications and remaining balances in the accounts of Local 2169.
- c) They shall deposit all collections in such banks as the local union trustees may direct, with advice to the local union as to the amount so deposited.
- d) They shall by the 20th of each month send a report to the national secretary-treasurer on blanks furnished by the National Union, together with the correct amount due the National Union, for the preceding month which begins on the first and ends with the last day of the month. He/she shall receive applications for membership and notify the candidates of their election or rejection. He/she shall assist the National Union in seeing that all members receive the official publications regularly. When eligible, make available to each member a copy of the constitution and bylaws. Union membership cards and/or dues buttons may be issued at the option of the local union.

- e) They shall furnish the national secretary-treasurer with the names and addresses of all officers of the local union. He/she shall keep a record of all members initiated, suspended, expelled or deceased, transferred in and out and reinstatements during his/her term of office and notify the national secretary-treasurer of same and perform such other duties as the bylaws prescribe or the local union may direct.
- f) There shall be maintained by the Financial Secretary a complete record of all active members of the local union. This record shall have the date of initiation, the date and cause of suspension or expulsion, the date of death, home address and such other matters as may be deemed necessary to keep record of the continuous membership of a local union.
- g) They shall keep an inventory of all records and property of the local union, the same to contain, when possible, date of purchase and amounts paid for each article. They shall notify all members in arrears of the amount of their indebtedness and turn over the books to the trustees for audit and approval when called to do so. They shall on the demand of the national secretary-treasurer, produce the books for examination and audit and shall comply with the provisions of this constitution.
- h) Should it be proven that any local union Financial Secretary has willfully and intentionally failed to report monthly the full membership of his/her local union to the national secretary-treasurer or should it be proven that any local union President, and/or Financial Secretary willfully and intentionally refuses to sign a cheque to send in the full amount of per capita tax on the same number of members who paid dues to the local union, the local union may be suspended from all privileges and benefits until the deficiency is made good and the officer or officers responsible for such failure shall not be allowed to again hold office in the organization for a period of two (2) years.

Section 9

The President is the principal Spokesperson and leader of the Local Union. They work to protect and advance the interests of the Local Union. They coordinate the efforts of the Local Union Executive Board and membership to achieve the objectives of the Union.

The President will chair all Local Union meetings, enforce the Constitution and appoint committees not otherwise provided for. The President will sign all requisitions for expenditures authorized by the Local Union and counter sign all cheques issued by the **Financial Secretary**. The President will be an ex-officio member of all committees with the exception of the Election committee.

The President will appoint a person who will act as the Local Union's organizing liaison. The Organizing liaison's duties will be to coordinate the Locals organizing activities, to work with the National Organizing Department and to report on organizing initiatives and issues to the President, the Local Executive and the Local membership.

Section 10

The Vice-President(s) will assist the President in their duties and attend all Local Union meetings. If the President is absent or incapacitated, the Officer identified in the Local Union's By-Laws as the interim replacement of the President or the Vice-President will perform the President's duties. Where there is more than one Vice-President, the Local Union will determine which one will assume the duties.

Section 11

The Recording Secretary or Financial Secretary will keep a correct record of the Local Union proceedings and sign all requisitions for funds that have been authorized by the Local Union. They will read all documents and handle correspondence that does not pertain directly to another officer's duties. They will file documents and correspondence for future reference. The Financial Secretary or Recording Secretary will bring any correspondence requiring action to the members' attention.

Section 12

All Local Union Officers will deliver all Local Union files and papers to their successor.

Section 13

The duties of the local union trustees are that they shall have general supervision over all funds and property of the local union. They shall audit the records of the financial officers of the local union **quarterly** as provided herein using duplicate forms provided by the National Union, a copy of which shall be forwarded to the national secretary-treasurer immediately thereafter. It shall also be their duty to see that the financial officers of the local union are bonded in conformity with the laws of the National Union. The trustees shall see that all funds shall be deposited in a bank subject to an order signed by the President and/or Financial-Secretary. The trustees shall meet and audit the books of the local union and conform to the Unifor Constitution Re: Audits.

Section 14

The duties of the local union Sergeant at Arms are to assist the chairperson in preserving order when called upon to do so. They shall also take charge of all property of the local union not otherwise provided for. They shall check all membership cards and have the member sign the attendance book and perform such other duties as may be assigned to them from time to time.

Section 15

The duties of the guide of the local union are to maintain order, inspect the membership receipts, satisfy that all present are entitled to remain in the meeting of the local union and perform such other duties as are usual to the office.

Section 16

- a) The duties of all local union members are to conscientiously seek to understand and exemplify by practice the intent and purpose of their obligation as a member of this National Union.
- b) It shall be the duty of each member to render aid and assistance to all members in cases of illness, death or distress and in every way acquit himself/herself as a loyal devoted member of this National Union.

Article 8

Executive Board and Election/Appointment of Officers

Section 1

The President, Vice-President, Recording Secretary, Financial Secretary, Sergeant at Arms, Guide, Plant Chairperson, and Health and Safety Chairperson will be elected by majority. The 3 Trustees will be elected by plurality. Members at large will be appointed from their rightful committees.

Section 2

These officers shall serve for a period of three (3) years. Elected Officers terms commence from the November memberships meeting following the elections. Womens Advocate and EAP reps commence approximately six (6) months following the elections.

Section 3

The local union executive board shall direct all payments of ordinary bills and expenses of the local union but shall restrict its authority to make disbursements of funds to matters of extreme urgency. All other disbursements are to be reported to the next membership meeting for approval.

Section 4

- a) A simple majority of the local union executive board shall constitute a quorum.
- b) Minutes will be taken of all executive board meetings by the Recording Secretary and shall be available to the membership at the general membership meetings. Pending confidentiality clause.
- c) All decisions and recommendations of the executive board shall be referred to the next general membership meeting.

Section 5

Womens committee will make selection through the application/interview process. Selected Womens advocate subject to final approval by the President.

Section 6

EAP reps to be selected by the executive committee. approximately six (6) months after elections by the application/interview process.

Article 9

Plant Chairperson and Stewards. and Health and Safety Chairperson

Section 1

The eligibility for nomination of a Plant Chairperson and Steward(s) and Health and Safety Chairperson is that they must be a member in good standing for one (1) year.

Section 2

- i) Elected Plant Chairperson and Steward(s) and Health and Safety Chairperson will sit in office for a period of three (3) years commencing from November memberships meeting following the elections.
- ii) Shop steward alternates will be appointed by the elected shop committee. The shop committee will attempt to ensure a fair representation of all zones.

Section 3

There shall be a by-election in the event of a vacancy in a Plant Chairperson and Steward(s) and Health and Safety Chairperson, shall be elected within thirty (30) days for the unexpired term.

Section 4

The election of a Plant Chairperson and Steward(s) and Health and Safety Chairperson shall be by majority vote.

Article 10

Local Union Committees

Section 1

The Local Union shall establish the following Standing Committee and will entitle each committee to a minimum of one (1) hour per month to conduct committee business, additional time subject to approval:

Constitution and By-Laws

Education

Environment

Recreation

Community Services

Human Rights

Lesbian, Gay, Bisexual and Transgender Workers (LGBTQ)

Aboriginal and Workers of Colour.

Workers with Disabilities

Union in Politics

Women's

Young Workers

Health and Safety

Communications

Section 2

A Local Union may decide to consolidate Committees or establish additional Committees.

Section 3

The election of all standing committees shall be by plurality vote. In accordance with the National Constitution, elected members shall hold office for a term of not more than 3 years.

Section 4

If a vacancy occurs after the election and/or a requirement exists, the executive committee will appoint members to standing committees based off the election results. If there are no election results and there is a requirement to fill the position, the membership will be notified of the opening and it shall be filled by secret ballot at the next general membership.

Section 5

Committee chairs will provide a written report to the newsletter committee updating members of ongoing Committee business.

Article 11

Elections and Election Committees

Section 1

Unifor Local 2169 shall have an election committee to conduct all elections. The election committee shall be elected at the membership meeting three months prior to the elections of local union officers. The election of local union officers shall take place by secret ballot in October with the installation of officers at the November's membership meeting following the election, except as otherwise authorized by the National Executive Board. The Election of National Convention Delegates shall take place by secret ballot the following May, and installed in the June membership meeting following the election.

Section 2

- a) Every member in good standing shall be entitled to vote at all local union elections.
- b) All elections shall be held under the supervision of a democratically elected election committee.
- c) No candidate in any election shall be a member of the election committee having supervision over such elections
- d) No candidate can run for multiple executive positions
- e) All election rules and procedures not covered under Local 2169 by-laws will follow the Unifor National Executive Board's Policy Regarding Local Union Election booklet and Constitution.
- f) Justification for loss time will be scheduled by the Election Chair subject to approval by the President. Any additional time outside of 8hrs will also be subject to Presidents approval.

Section 3

The notice of nomination(s) to the membership shall provide for a specific period of time during which a member who is nominated must accept their nomination in writing\electronically.

Section 4

The election committee must check the membership records of all nominees in order to determine whether or not the nominee was in continuous good standing for one year immediately preceding the nominations

Section 5

When an election is called, members shall be notified through the plant bulletin boards and/or electronically,

- a) In the case of elections notice shall be given stating both the time and place of elections. Said notices shall state the vacancies in the local union office or offices, naming them.
- b) Nominations shall be open for a minimum of 7 calendar days after notification of election. Acceptances of nominations will be a minimum of 7 calendar days from closure of nominations. All candidates will be posted after acceptances closes.
- c) The election shall be held by secret ballot.
- d) The election committee shall supervise the elections.
- e) Distribute the ballots and conduct the counting and tabulating of the same in accordance with these bylaws.
- f) The election committee shall apply and invoke the rules as provided in these bylaws governing elections and shall in accordance with these bylaws, preserve the ballots and certify the results of the election.
- g) Said ballots may be destroyed with the approval of the membership subject to the National Constitution.

Section 6

Where a vacancy occurs on the Executive or Shop Committee within sixty (60) days, of which the term expires, no election shall take place to fill such vacancy and said office shall remain vacant until filled at the following general local union election.

Section 7

At the start of open call for elections the Election Chair must be provided with the following: The Unifor Constitution, Current By-laws, Unifor Policy for Elections Guidelines, most current list of membership and their standings and current zones and responsibilities.

Article 12

Finances

Section 1

The local union initiation fee shall be ten dollars (\$10.00) and a reinstatement fee not less than the minimum of the initiation fee and not more than ten dollars (\$10.00).

Section 2

- a) A member conducting Union Business will be paid lost time for those hours for which they would otherwise have been paid by the company. Lost time will be for regular hours only and excludes overtime. All lost time must be submitted on the appropriate forms and approved in advance by the President or their designee.
- b) A member performing union duties outside the province of Manitoba where an overnight stay is involved will be paid per diem at a rate of \$90.00 per day plus hotel. A hotel receipt must be submitted. When meals are provided the per diem shall be at a rate of \$20.00 per day.
- c) A member performing union duties outside the province of Manitoba shall be paid a per diem of \$45.00 on the day of return.
- d) When a member is required to travel outside the province of Manitoba to perform union duties the member shall be entitled to travel to that location the day before the function is to begin. The member shall be paid a per diem of \$90.00 for the first day of travel. On the day of return flights will be made for the first available flight after the function concludes, a minimum of 10hrs from landing to the start of their regular shift time shall be maintained otherwise the next day will be deemed Union Business. A member choosing to return at a later flight will forfeit Union Business for the day after.
- e) Member performing approved union duties for 8 hours and delegates to 8 hours paid seminars within Winnipeg shall be paid per diem at a rate of \$20.00 per day. Parking expenses shall be for all approved Union Business upon receipt of receipt. A member performing union duties at the national office will not be entitled to per diem and/or mileage.
- f) A member performing union duties outside of Winnipeg but within the province of Manitoba where an overnight stay is involved shall be paid per diem at a rate of \$60.00 per day plus hotel. A hotel receipt must be provided. When meals are provided the per diem shall be at a rate of \$20.00 per day.
- g) A member performing union duties outside of Winnipeg but within the province of Manitoba where an overnight stay is involved shall be paid \$30.00 per diem on day of return.
- h) A member attending a company sponsored function/conference shall not be entitled to per diem from the local union.

- i) A member performing union duties on behalf of the local union outside of Winnipeg the local union shall reimburse, with receipts:
 - i. Transportation to and from the airport by a recognized unionized taxi company if possible e.g. (Duffy's or Unicity) or mileage and parking if using their own vehicle
 - ii. If necessary, an appropriate sized rental car and gas

Section 3

- a) Upon becoming aware of the passing of any member in good standing of local 2169 (retirees, STD, LTD), the local shall spend up to \$150.00. Upon becoming aware of the passing of anyone not covered as above but covered by the collective agreement the local shall spend up to \$100.00. Allocations of these amounts shall be the responsibility of the President and Financial Secretary in which will be determined by the Condolence form of the local.
- b) The union will spend up to \$100.00 donation in a form of a gift certificate to any member in good standing upon birth/adoption of a child. This shall be recorded by the Financial Secretary by the local's Gift Certificate Form.
 - i. All such gifts shall be received at the following General Membership Meeting.
- c) Members that voluntary sever their employment with company and have a minimum of ten (10) years of active service, will receive a recognition gift from the Union based on active years of service. (active years of service = actively paying Union Dues).

0-9yrs: \$0

10-19yrs: \$150

20-24yrs: \$250

25-29yrs: \$500

30-34yrs: \$600

35yrs +: \$750

Section 4

- a) Local union executive officers, committee persons and members designated by the executive, using their personal vehicle for official union business shall receive a mileage allowance in accordance with existing Unifor mileage policy. This rate will be reviewed every Bylaw open period. Mileage expenses will not be paid for trips to local union membership meetings, local union special membership meetings and all committee meetings. No Mileage will be paid when reporting to location of normal duties.

- b) The following officers shall be paid an allowance to offset expenses and mileage incurred in the performance of their duties which include such things as lobbying and conferring with civic leaders, members of the provincial legislature, members of parliament, and others, on matters which may affect the local union membership and to meet, confer with and act as an advocate on behalf of the membership, with the E.I., W.C.B., Human Rights Commissions, etc. President, Financial Secretary and Plant Chairperson shall receive **one hundred (\$100.00)** dollars per month. This allowance does not cover parking expenses which will require receipts before being reimbursed.

Section 5

Financial matters relating to lost time, meals, mileage and allowances which are not already covered by the bylaws shall be subject to the approval of the executive board and membership.

Section 6

Any member attending union functions or conferences must attend all sessions of the function or conferences\convention. Failure to do so will require the member to repay to local union all or part of the expense money received from the local union including the registration fees. In the event the member can show good cause for non-participation to the executive board, this section will not apply. If the member does not agree with the ruling of executive board they may appeal their case at the next general membership meeting.

Section 7

- a) To non-affiliates of the Unifor the local union may donate a maximum of \$100.00
b) To affiliates of Unifor, the local union will donate up to a maximum of \$200.00
c) All financial appeals for donations can be increased with the approval of the membership at general membership meeting.

Section 8

All Finances to be reviewed as per the Unifor National Constitution.

Section 9

Any member/committee chairperson desirous of attending a function or conference on behalf of the local union must bring their motion forward at the executive meeting prior to the membership meeting. They should state the nature of the function/conference, place, date, cost and **who and** how many members wish to attend.

The executive shall vote on the motion set forth and present their recommendation at the general membership meeting. If notice of, or information about, the function/conference did not become available until after the executive meeting then the motion may be presented to the President/Vice- President prior to the general membership meeting. This must be done at least 48 hours prior to the general membership meeting.

At the next general membership meeting immediately following the function/conference, a verbal report may be given by the attending member/members. A written report must also be submitted to the Recording Secretary at the meeting. If any members fail to give a written report of the function/conference attended they will not be entitled to attend any future function/conference until a

written report has been submitted.

Article 13

Eligibility for Elected Office

Section 1

Eligibility for elected office is set forth in the Unifor Constitution.

Article 14

Attendance Rules

Section 1

Nothing in this article shall be construed to make attendance of meetings a condition of eligibility to run for office.

Section 2

- a) All members holding an appointed or elected position in this local union, including elected delegates to positions acting on behalf of the local union e.g. Unifor Regional/Canadian Council, Aerospace Council, constitution delegates, are required to attend two out of every three consecutive general membership meetings.
- b) All members of the executive board as well as elected delegates to positions acting on behalf of the local union e.g. Unifor Regional/Canadian Council, Aerospace Council, constitution delegates, etc. are required to attend two out of every three consecutive meetings other than general membership meetings expected of their respective office or position unless officially excused by the executive board.
- c) A standing committee chairperson must present any motion pertaining to their committee to the executive meeting. All information should be brought to the executive attention for discussion at which time the chairperson may express their reasons for support. Any non-supported motions can be brought forward to the proceeding general membership meeting.

Section 3

All applications for regrets presented must be submitted in writing/electronically to the chairperson of the committee involved or the President and Recording Secretary of the local union prior to the beginning of the meeting. The President or Chairperson may waive this requirement if the absence is

due to an emergency. A member failing to comply with this section will be considered as absent without excuse.

Section 4

Failure of any official to comply with the above attendance rules may 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 5

The executive board shall be responsible for the handling of all complaints and the making of all decisions under this article.

Section 6

Any affected member may appeal the decision of the executive board at the next general membership meeting.

Section 7

In order to minimize the possibility of any controversy all officials shall be required to sign a registration book for the meetings they were required to attend.

Article 15

Delegates from the Local Union

Section 1

- a) All delegates to the national conventions shall be chosen pursuant to provisions laid down in the National Constitution.
- b) All delegates to the Unifor councils and Unifor Aerospace Council shall be elected for a three year term in accordance with the National Constitution and the local bylaws
- c) Delegates are to be elected by a plurality vote for a three year term.
- d) Alternates for the delegates shall be those on the ballot in the order of election results.
- e) The President and the Plant Chairperson of the local union shall be deemed "Fraternal Guests". Fraternal Guests must be elected to be a voting delegate. Fraternal Guests will be fraternal to all conventions. Fraternal delegates will automatically assume voting status upon absence of elected delegate(s). Any further vacancies of voting delegates will be assumed by the alternates based on election results.

Article 16

Appeals

Section 1

- a) A member feeling aggrieved by some action of the local union, or one of its representatives, must initiate a complaint or appeal within 60 (sixty) calendar days of the action.
- b) A member who has been notified that a decision has been made by the local union to withdraw their personal grievance, has the right to appeal that decision at a general membership meeting within 60 (sixty) calendar days of the notification.

Article 17

Strikes and Strike Committees

Section 1

All strikes shall be called or terminated only in conformance with the National Constitution of Unifor.

Article 18

General

Section 1

All local union business shall be channeled through the local union office.

Section 2

The circulation of literature or printed material published by an outside organization will not be permitted on local union property, A/V screen or bulletin boards unless authorized by the local union executive board.

Section 3

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 funds, papers and documents and /or union property to the chairperson of the trustees. All members of the local union receiving local union property must sign for the property with the chairperson of the trustees. The chairperson of the trustees shall be responsible for the distribution and collection of all local union properties.

Section 4

Any elected or appointed member of this local union receiving special training sponsored by this local union shall be expected to serve at least one term for which they received the special training. Any member who is unable to serve out a term shall be required to reimburse the local union for all funds spent on **their** behalf for the use of training their successor unless the member brings their reason for being unable to continue **their** duties to the general membership meeting and the meeting agrees to waive the requirements for reimbursement to the local union. Violation of this section by any member shall be considered conduct unbecoming a union member.

Section 5

Unifor Local 2169 will publish a local newsletter and website under the auspices of the local union editor and local union publisher. The general purpose is to keep the membership informed of all activities of the local union and its publications.

Section 6

No press, radio or television releases or literature shall be released or distributed without the sanction of the President. Copies are to be kept in duplicate and releases are to be given only by the President in the name of the Local.

Article 19

Amendments

Section 1

- a) The bylaws may be amended once a year, usually at the February or March general membership meeting or special membership meeting as called by the executive board or President of Local 2169.
- b) These bylaws shall be amended by presenting a motion in writing setting forth the amendments sought. The motion shall be read at that meeting and referred to the Constitution and Bylaws Committee.
- c) The Constitution and Bylaws Committee will post notices on union bulletin boards throughout the workplace stating the particular by-law amendments which will be considered as well as the time and place of any meetings at which the amendments will be considered.

- d) The Constitution and Bylaws Committee will report to the succeeding membership meeting (first general membership meeting after the written motion was presented) with the recommendations of the committee. There will be no discussion on the amendments at this meeting. This shall be called the first reading.
- e) At the next succeeding general membership meeting (second general membership meeting after the written motion was presented) the membership will have a right to speak to and then vote on each amendment that is presented.

Section 2

If approved by two-thirds (2/3) of the members present at this meeting, the amendment shall be considered adopted by the membership. The Constitution and Bylaws Committee will then submit the amendments to the National union for approval.

Article 20

Observances

Section 1

Our local will ask for volunteers for every November 11 to join together to lay a Wreath of Remembrance at a local Remembrance Day Service. This will be coordinated by the local President and the Community Relations Committee.

Section 2

Local 2169 will observe the following days, March 8 International Women's Day, March 21 International Day for Elimination of Racial Discrimination, April 22 Earth Day, April 28 Day of Mourning, May 1 International Workers Day, June 21 National Aboriginal Day, July 1 Canada Day, Winnipeg's LGBTQ Community Pride Day, September's Labour Day, December 6 Day of Action To End Violence Against Women, National Men's Day November 19, International Human Rights Day, October 11 International Coming Out Day, May 17 International Day Against Homophobia & Transphobia, Dec 1 World's AIDS day, Environmental Week, Sept 30 Orange Shirt Day

Local 2169 Constitution and Bylaws Committee

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Revised – August 2021

