

The Following Bylaw changes will be voted on at the Oct 11th General Meeting

Changes highlighted in Yellow

Section 1 - Local Officers

1. The Local President shall:

- d) Supervise all local Committees; **save and except the elections committee;**

ARTICLE 16 - CHARGES, TRIALS, AND APPEALS

SECTION 1 - Charges

- a) Members of this local may be **fined,** suspended or expelled, in the manner provided in these by-laws, for any of the acts enumerated in Article 18 of the Unifor National Constitution.

Members performing acting or temporary management work for the employer after the collective agreement has expired, may also be **fined,** suspended or expelled

ARTICLE 17 - AMENDMENTS TO LOCAL BY LAWS

After adoption, these by-laws may be amended by either of the following methods:

- a) **By a 2/3** majority vote of the members present in a local membership meeting, if the proposed amendment has been introduced at a previous membership meeting and has been advertised via bulletin boards or fax distribution or the use of the local's internet site at least seven (7) days in advance of the meeting.

ARTICLE 18 - REFERENDUM OF THE LOCAL

- b) Questions submitted to referendum shall be determined by a **2/3** majority vote of those voting on the question.

ARTICLE 20 – LOCAL EXPENSES

a) i) Per diems paid to local executives and members shall be an amount consistent with that established by the Unifor National Executive Board.

ii) Hotels expenses will be reimbursed room and taxes only, no incidental charges will be reimbursed by the local.

The local officers shall have their local per diem as payment for out of town stays as provided for under the OCC By laws. A hotel receipt is necessary for the full per diem. The meals may be broken down as per OCC By laws for less than a full day's absence. Should the executive officer be on company per diem, representing the local, the officer shall be given a makeup of the difference from company per diem to OCC per diem.

ARTICLE 21 - OATH OF OFFICE AND INSTALLATION CEREMONY

The installation ceremony of the national officers, regional directors and members of the National Executive Board may be performed by the retiring President, Acting President or honorary delegate. At the Regional Councils or the Quebec Council, the installation ceremony may be performed by a national officer or the appropriate regional or Quebec director. At the Local Union level the ceremony may be performed by the outgoing Local Union President or National Representative.

~~Each elected Officer of the local, after meeting all other qualifications, shall be duly installed upon taking the following oath:~~

The Installing Officer says:

“Give attention while I read to you the obligation: “Do you pledge on your honour to perform the duties of your respective offices as required by the Constitution of the Union and to bear true and faithful allegiance to Unifor. Do you pledge to promote a harassment and discrimination-free environment and work to ensure the human rights of all members are respected? Do you pledge to support, advance and carry out all official policies of the Union and to work tirelessly to advance and build the membership of our Union?”

Do you pledge to deliver all books, papers, and other property of the Union that may be in your possession at the end of your term to your successor in office, and at all times conduct yourself as becomes a member of this Union?"

Officers respond, "I do."

The Installing Officer then says: "Your responsibilities are defined in the By-Laws, Constitution and policies of Unifor. Should any emergency arise not provided for in these, you are expected to act according to the dictates of common sense, guided by an earnest desire to advance the best interest of the Union. I trust you will all faithfully perform your duties so that you may gain the esteem of your brothers and sisters and the approval of your conscience. "You will now assume your respective offices."

~~"I (give name) hereby accept the office of (name of office) of Unifor Local 43, with full knowledge of the responsibilities and duties of such office. I promise to faithfully discharge my duties according to the by-laws and rules of the local and the Constitution and policies of the Union. I further promise to give my successor in office all books and records in my possession. I shall at all time endeavor to serve my local and the Union to the best of my ability."~~

ARTICLE 22 - ADOPTION

These by-laws shall be adopted upon the approval of a **2/3** majority of the members voting upon their adoption in the membership meeting called for that purpose