



# **CONSTITUTION**

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## **ARTICLE 1 - NAME AND AFFILIATION**

- a) This organization shall be known as the Canadian Office and Professional Employees Union, Local 378 hereinafter referred to as the Union.
- b) The Union shall be a chartered Local of the Canadian Office and Professional Employees Union and shall be affiliated to the Canadian Labour Congress (CLC) and such other organizations as determined by the Executive Council.

## **ARTICLE 2 - PURPOSES AND AIMS**

COPE 378 is a diverse, progressive, member driven organization that protects member's rights and empowers them to unite for better workplaces, communities and society as a whole.

The purposes and aims of the Union are the following:

- a) to promote and regulate relations between Employees and Employers through collective bargaining and to establish and maintain the best possible standards of pay, benefits and other working conditions.
- b) to organize the unorganized.
- c) to promote progressive legislation in the areas of labour relations, labour standards and human rights.
- d) to co-operate with unions and organizations of unions in order to achieve the above objects.
- e) to encourage social unionism that recognizes the importance of participation in our society.
- f) to promote, protect and champion the legitimate struggles of workers.
- g) to provide aid, assistance and guidance to our members, to the end that all workers may share in the benefits resulting from employment under the terms of collective bargaining agreements and legislation relating to employment.
- h) to inform, advise and educate workers in the principles and policies of this organization, and of the benefits and gains which they may achieve through organization and collective bargaining.

## **ARTICLE 3 - MEMBERSHIP**

### **3.1 Eligibility**

Any person employed in a Bargaining Unit which is or could be represented by the Union, is eligible for membership provided such membership is not prohibited under Article 4 of the National Constitution.

### **3.2 Membership Criteria**

The Executive Board may refuse membership for reasonable cause. Reasonable cause shall include, but not be limited to the fact that an applicant for membership has:

- a) crossed a picket line of this or another union;
- b) accepted employment as a replacement for an Employee not at work due to a strike or lockout;
- c) acted to prevent a union from obtaining or maintaining a certification for any unit of Employees.

Every applicant for membership shall have a right to natural justice and shall not be denied membership on a discriminatory basis.

### **3.3 Member in Good Standing**

- a) A member in good standing is any member employed in any COPE 378 bargaining unit or signed member being part of a potential bargaining unit under an organizing campaign into COPE Local 378 who is not suspended or prohibited from membership under any term or condition contained within the Constitution or By-Laws.
- b) A member who is delinquent in any financial obligation to the Union shall be deemed to be a member not in good standing of the Union save and except that members of a potential bargaining unit described in Article 3.3(a), not subject to automatic dues deduction pending certification, shall be considered members in good standing within the Local Union subject to Article 9.7 Of this constitution.
- c) It is understood that to protect new members in any organizing drive, upon certification, all new bargaining unit members will be required to complete new member application forms once the certification process is complete.
- d) Notwithstanding Article 3.3(b), members in good standing duly registered for dispatch within the labour component, who may experience recurring breaks of continuous employment and where an ongoing relationship with the local union is likely to continue, shall be considered members in good standing. It is expressly understood that at the time of an election call, all members registered on the local union dispatch system are eligible to vote for the office of President, Secretary-Treasurer and Executive Board Officer. Dispatch Members may vote in Executive

Council Elections provided that they are employed within a Local 378 bargaining unit at the time an election is officially called.

### **3.4 Associate Membership**

- a) Notwithstanding Article 3.1 and 3.3, the following are eligible for Associate Membership upon application: Members on layoff, retired members, and people excluded from a Bargaining Unit or Employees of the Local.
- b) Associate Members are entitled to the following benefits:
  - i) to be seated at Union Council Meetings or COPE National Conventions as observers with the consent of the Chair;
  - ii) to pay dues and per capita payments as set out by the Local Union;
  - iii) to be appointed as delegates at the discretion of the President to Labour Councils, the CLC and the BC Federation of Labour Conventions;
  - iv) to receive newsletters and attend Local Union functions on the same basis as regular Members.
  - v) to serve on committees of the Local Union.
- c) Associate Members are not entitled to a vote and are not eligible to hold office in the Union or the National Union.

### **3.5 Honourary Life Membership**

The Executive Board shall be empowered to establish an honorary life membership status for individuals who have rendered meritorious service to the Union. Honourary life members shall have no rights or privileges of membership.

## **ARTICLE 4 - EXECUTIVE BOARD**

All Members of the Executive Board shall be elected for a three (3) year term by a secret ballot of the membership in good standing in accordance with the provisions as set out in the succeeding paragraphs of this Article. The Executive Board shall be representative of the industrial and geographic diversity of the Union and of the Bargaining Units certified to the Union. To ensure such representation, the number and composition of Executive Board components shall be established by the Electoral Committee in compliance with the Bylaws and approved by the Executive Council.

### **4.1 Composition**

The Executive Board shall be comprised of a President, Secretary-Treasurer, Vice-Presidents, and Executive Board Members elected in accordance with this Article.

### **4.2 Election of President and Secretary-Treasurer**

The President and Secretary-Treasurer shall be elected at-large by and from the general membership of the Local.

### **4.3 Election of Executive Board**

Executive Board Members shall be elected by and from the membership in each Employer Bargaining Unit and the electorate shall vote for the required number of Executive Board Members as follows:

- a) Each Employer Bargaining Unit whose monthly membership average for the 12 month period ending 6 months prior to the last day the ballots are to be received for election confirmed as 501 or more Members will elect Executive Board Members from among their respective unit as per subsection (b).
- b) Monthly membership average-entitlement:

|                     |                             |
|---------------------|-----------------------------|
| 1 – 500 Members     | 0 Executive Board Member(s) |
| 501 – 1000 Members  | 1 Executive Board Member(s) |
| 1001 – 1500 Members | 2 Executive Board Member(s) |
| 1501 – 2500 Members | 3 Executive Board Member(s) |
| 2501 – 3500 Members | 4 Executive Board Member(s) |
| 3501 – 4500 Members | 5 Executive Board Member(s) |

and so forth.
- c) Employer Bargaining Units whose monthly membership average for the 12 month period ending 6 months prior to the last day the ballots are to be received for election is less than 501 Members each, will have their membership combined into one or more component groups and will elect Executive Board Members from among their combined memberships as per subsection (b), except that if the combined total is less than a monthly membership average of 501, but not less than 401, the combined membership shall nevertheless be entitled to one (1) Executive Board Member.

- d) No single Employer bargaining unit of the combined membership group shall have more than one (1) Executive Board member under this section.
- e) Notwithstanding (4.3a) and in accordance with Bylaw (E 3) the Electoral Committee may add bargaining units of less than five hundred one (501) members to a single bargaining unit of five hundred one (501) or more members. In such cases where the combined membership is greater than one thousand (1000) members 4.3 d) would not apply.
- f) Newly organized Bargaining Units having ratified a collective agreement are entitled to elect Executive Board Members in accordance with the provisions of this Article. Such Board Members will hold office for the balance of the term. In such cases the averages referred to above would not apply but instead the membership numbers at time of ratification would be used.

#### **4.4 Election of Vice-Presidents**

An Executive Board Member shall be elected Vice-President by secret ballot by delegates at the Convention. There shall be 3 Vice-Presidents elected and each shall represent at least 20% of the total membership. There shall be no more than one Vice-President from any single bargaining unit. The Constituencies shall be recommended by the Electoral Committee subject to the approval of the Executive Council. Only Executive Board Members, Councillors and Stewards for the Constituencies to be represented can vote for a Vice-President.

- i) Notwithstanding the above, if one unit has more than 60% of the members, there shall only be 2 Vice-Presidents, one from the largest unit and one from the remaining combined units.

#### **4.5 Installation of Officers**

Incoming Executive Board Members shall be installed and assume office at an Executive Board meeting held within 15 days of being declared elected.

#### **4.6 Oath of Office**

All incoming officers will take the following oath before assuming office:

"I \_\_\_\_\_ do hereby sincerely pledge my word and honour to perform the duties assigned to me in the Local Union Constitution and Bylaws, to the best of my ability and with complete good faith to support, advance and carry out all official policies of the Local Union and to promote a harassment and discrimination-free environment. I will at all times devote my efforts to further the aims, objectives and best interests of the Canadian Office and Professional Employees Union. I will also surrender all books, papers and other property of the Local Union in my possession to my successor in office."



## ARTICLE 5 – DUTIES OF EXECUTIVE OFFICERS

### 5.1 President

- a) The President shall be employed by the Union in a full time position and remunerated as per the by-laws.
- b) The President shall act as chief executive officer of the Union in all matters where authority is not conferred on other officers and shall have the following powers and duties:
  - i) The President is the Chair of the Executive Board, the Executive Council and any Business Meetings of the Union. At such meetings the President shall enforce the Constitution, Rules of Order and By-Laws of the Union. He/she shall have the power to call Special Meetings and will call meetings requested by a majority of the Executive Board or Executive Council. Except in the case of a tie or secret ballot the President will not cast a vote.
  - ii) The President has responsibility for the assignment, direction and supervision of the work of all staff and Employees of the Union. The President shall, wherever possible, delegate the day to day supervision of all staff and employees of the union to the supervisory and exempt staff;
  - iii) The President or designate shall ensure that reports of the activities of staff are supplied to the Executive Board and Executive Council at their regular meetings;
  - iv) The President or designate shall serve as delegate-elect to all Conventions and Conferences at which the Union participates;
  - v) The president shall be an ex-officio Member of all committees and shall function in an advisory capacity without vote;
  - vi) The President shall exercise care and supervision over all the affairs of the Union.
- c) In the event of the inability of the President to fulfill the duties of office, the Secretary-Treasurer, a Vice-President, or other Executive Board Members, Councillors or Job Stewards in that order, shall act on the President's behalf.
- d) Provided the President so authorizes in writing, a Vice-President, or Union Representative(s) may sign a Collective Agreement or any other documents relative to Collective Agreement administration.
- e) A member elected to the position of President within the union who voluntarily ceases employment within the bargaining unit will be deemed to have resigned the elected position as of the last date of employment.

## 5.2 Secretary-Treasurer

The Secretary-Treasurer shall be employed by the Union in a full time position and remunerated as per the by-laws.

The Secretary-Treasurer shall have the following powers and duties:

- a) the Secretary-Treasurer shall receive all funds of the Union and shall maintain accounts in a chartered bank or other financial institution approved by the Executive Council;
- b) The Secretary-Treasurer or designate shall make such payments as authorized by the Executive Council or the Executive Board and shall provide statements of accounts for each Executive Board and Executive Council meeting. As well the Secretary-Treasurer will report annually the audited statements of COPE 378 to the members as a whole.
- c) The Secretary-Treasurer shall develop and adhere to the Financial Policy as approved by the Executive Board and Executive Council. The Secretary-Treasurer shall develop short and long range financial planning and forecasting.
- d) The Secretary-Treasurer will be responsible to create the annual budget, to explain budgetary processes to Executive Board and Executive Council and members when required, and present the Annual Budget at Executive Board and Executive Council meetings. The Secretary-Treasurer will work with union committees on their annual budget.
- e) The Secretary-Treasurer shall chair any budgetary, financial, or pension committees, except the Audit Committee.
- f) Financial staff shall report directly to the Secretary-Treasurer on financial matters. The President shall have full access to all financial information of the local.
- g) The Secretary-Treasurer shall assume the duties of the President when so directed by the President as per Article 5.1(c).
- h) The Secretary-Treasurer will carry out any special duties as may be conferred upon them by the President.
- i) A member elected to the position of Secretary-Treasurer within the union who voluntarily ceases employment within the bargaining unit will be deemed to have resigned the elected position as of the last date of employment.

### **5.3 Vice-Presidents**

The Vice-Presidents shall have the following powers and duties:

- a) Vice-Presidents shall assume the duties of the President when directed by the President as per Article 5.1(c).
- b) Vice-Presidents will chair committees of the Union as assigned by the President;
- c) Vice-Presidents may approve requests for Officers' time off to attend Job Steward, training meetings and/or to attend to Union business;
- d) Vice-Presidents may approve all communications media within his/her component upon authorization of the President;
- e) Vice-Presidents shall co-ordinate officer communication within his/her component as well as report to the Executive Board regarding vacant officer positions within his/her component;
- f) Vice-Presidents or their delegate shall chair Arbitration Review Committees and Job Steward Meetings for his/her component;
- g) Vice-Presidents will be a delegate to inter-union occupational conventions for his/her Bargaining Unit;
- h) Vice-Presidents shall carry out any special duties as may be conferred upon them by the President.
- i) A member elected to the position of Vice-President within the union who voluntarily ceases employment within the bargaining unit will be deemed to have resigned the elected position as of the last date of employment.

### **5.4 Table Officers**

- a) Will consist of the President, Secretary-Treasurer and Vice-President(s).
- b) The Table Officers will deal with items of importance and emergent issues facing the local.
- c) The Table Officers will ensure consistency throughout the local, in accordance with the policies and procedures of the local.
- d) The Table Officers will make up the staff relations committee.
- e) The Table Officers will make recommendations as appropriate to the Executive Board.
- f) Table Officers, or their designates, shall attend conferences as required on behalf of the local.

## **ARTICLE 6 – DUTIES OF THE EXECUTIVE BOARD**

### **6.1 Meetings**

- a) The Executive Board shall meet at least twelve times a calendar year at such times and places as the President may designate, provided however that such a schedule may be varied as a result of collective bargaining or other urgent matters. A special meeting will be called by the President within fifteen days upon request of a majority of the Executive Board.
- b) A majority of the Members of the Executive Board participating, by any means that are deemed appropriate by the Executive Board, shall constitute a quorum.

### **6.2 Duties of the Executive Board**

The Executive Board shall have the following powers and duties:

At the first meeting following the election of the Executive Board they shall elect (from among their number) a Recording Secretary who shall ensure that accurate records are kept of the proceedings of all Executive Board and Executive Council meetings. In the absence of the Recording Secretary at any of the above-mentioned meetings, and/or at meetings other than those described immediately above, the presiding officer of the meeting shall appoint an Acting Recording Secretary.

- a) The Executive Board will be responsible for the ongoing operation of the Union and shall make recommendations to, and report to the Executive Council;
- b) The Executive Board shall have the authority to call a strike when any group of Members of the Union have voted for strike action against their Employer as provided for in the National Constitution;
- c) The Executive Board may approve expenditures of up to \$5,000 for any one item, in addition to expenditures of an operational nature;
- d) The Executive Board will authorize the employment of staff subject to having obtained prior financial approval for the position from the Executive Council;
- e) The Executive Board shall have the authority to approve the hiring of temporary employees as advised by the President except that the President shall be authorized to hire such temporary employees without approval for short term emergent requirements.
- f) Executive Board members will be elected or appointed as delegates to conventions, conferences, seminars, and similar meetings;
- g) The Executive Board shall approve the appointment of Job Stewards and may appoint Job Stewards where necessary;

- h) Executive Board Members will serve on their Bargaining Unit's Negotiating Committee unless they decline in writing;
- i) The Executive Board may propose By-Laws which are consistent with the provisions of the Constitution. Such By-Laws must be ratified by the Executive Council;
- j) The Executive Board shall ratify contracts negotiated with the Union representing Employees of the Union.
- k) If an Executive Board member shall absent himself or herself from more than 50% of regular scheduled meetings without reason deemed sufficient by the Executive Council, the Executive Board Member will be considered in default and action will be initiated to fill the vacancy.
- l) A member elected to the position of Executive Director within the union who voluntarily ceases employment within the bargaining unit will be deemed to have resigned the elected position as of the last date of employment.

## **ARTICLE 7 – EXECUTIVE COUNCIL**

The Executive Council is the governing body of the Union between conventions, unless otherwise set out by this Constitution. The Council shall govern in a manner consistent with the policies established by the convention.

### **7.1 Composition**

The Executive Council of the Union shall be composed of the Executive Board and Councillors elected in accordance with Article 7.2.

### **7.2 Election of Councillors**

- a) The Council shall be representative of the geographic and numeric diversity of the Union and of the Bargaining Units certified to the Union. To ensure such representation, the number of electoral districts and Council positions shall be established by the Electoral Committee in compliance with the Bylaws and approved by the Executive Council.
- b) Exclusive of the members of the Executive Board, the number of Executive Council positions for the Council as a whole shall not be less than a minimum one (1) position for every full one hundred (100) members of the Local as indicated by the average monthly membership in the calendar year preceding the regular Executive Council election.
  - i) Those employer bargaining units of less than 50 members each will have their membership combined and the number of Executive Council positions for the combined membership group shall not be less than a minimum of one (1) position for every full one hundred (100) members in this combined membership

group. Except that if membership in this combined group is 50-99 members, it shall be entitled to at least one (1) Council position.

- ii) No single employer bargaining unit of the combined membership group shall have more than one (1) Councillor under this section. The candidate from any one employer bargaining unit getting the highest vote shall be elected; all further candidates shall be eliminated.
- iii) Notwithstanding 7.2 b i) and in accordance with 7.2 a) and Bylaw E 3) the Electoral Committee may add bargaining units of less than fifty (50) members to a single bargaining unit of fifty (50) or more members. In such cases where the combined membership is greater than one hundred fifty (150) members 7.2 b ii) would not apply.
- c) Every Member of the Executive Council holds office until the next Executive Council election, they resign, they relocate to another Councillor boundary or they are removed from office for cause. They shall assume office upon being declared elected and be sworn into office at the next scheduled Executive Council meeting.
- d) All incoming Councillors will take the following oath before assuming office:

"I \_\_\_\_\_ do hereby sincerely pledge my word and honour to perform the duties assigned to me in the Local Union Constitution and Bylaws, to the best of my ability and with complete good faith to support, advance and carry out all official policies of the Local Union and to promote a harassment and discrimination-free environment. I will at all times devote my efforts to further the aims, objectives and best interests of the Canadian Office and Professional Employees Union. I will also surrender all books, papers and other property of the Local Union in my possession to my successor in office."
- e) Newly organized Bargaining Units having ratified a first collective agreement are entitled to elect Councillors in accordance with the provisions of this Article. Such Councillors will hold office for the balance of the term. In such cases the averages referred to above would not apply but instead the membership numbers at time of ratification would be used.

### **7.3 Meetings**

- a) The Executive Council shall meet as a whole at least five times a calendar year at such time and place as the President may designate.
- b) Thirty percent of the Members of the Executive Council shall constitute a quorum.

### **7.4 Duties of the Executive Council**

The Executive Council shall have the following powers and duties:

- a) The Executive Council shall be a legislative body with the power to make, revise and amend the By-Laws of the Union in the interests of all Members.

- b) The Executive Council will act as an assembly to discuss and rule on matters pertaining to the welfare of the Members and upholding of the objective of the purposes and aims of the Union as outlined in Article 2.
- c) The Executive Council shall approve the operating budget of the Local as well as any non-operating expenditures over \$5,000. In no case shall total expenditures in any fiscal year exceed the total funds available in the general fund from revenue and other authorized sources.
- d) After the end of each fiscal year surplus funds accrued in that year, in amounts to be determined by the Executive Council, shall be transferred to the Defence Fund, Contingency Fund, Reserve Fund, and/or carried over to the General Fund in the current fiscal year, on a two-thirds majority vote in favour by the Executive Council.
- e) The Executive Council shall receive reports of all committees of the Union.
- f) When Executive Board Members are unable to act or do not have sufficient numbers to meet the required amount of delegates to conventions, conferences, seminars and similar meetings, Executive Councillors may be elected or appointed as delegates to such conventions or meetings.
- g) If a Councillor shall absent himself or herself from more than 50% of regular scheduled meetings without reason deemed sufficient by the Executive Council, the Councillor will be considered in default and action will be initiated to fill the vacancy.
- h) The Executive Councillors will be responsible for the welfare of the individual Members in the groups they represent, and to the full extent and meaning of the Constitution.
- i) A member elected to the position of Executive Councillor within the union who voluntarily ceases employment within the bargaining unit will be deemed to have resigned the elected position as of the last date of employment.

## **ARTICLE 8 – JOB STEWARDS**

### **8.1 Definition**

Job Stewards are representatives of the members in their respective bargaining units.

### **8.2 Election of Stewards**

- a) Job Stewards may be elected, recalled, acclaimed or appointed by any process approved by the President or Vice-President and endorsed by the Executive Board.
- b) A member elected to the position of Job Steward within the union who voluntarily ceases employment within the bargaining unit will be deemed to have resigned the elected position as of the last date of employment.

- c) Job Stewards take office at the Executive Council election and hold office until the next Executive Council election, they resign or they are removed from office for cause. Job Steward positions may be filled at any time between elections through the process above.
- d) There is no fixed limit on the number of Job Stewards.

## **ARTICLE 9 –AUDIT COMMITTEE, AUDITORS AND UNION FUNDS**

### **9.1 Audit Committee**

The Committee shall be made up of five members, selected as follows: Board members (excluding the President, Secretary-Treasurer and Vice-Presidents) shall appoint from amongst themselves the Chair of the Audit Committee and one committee member. The other three members shall be elected by and from the Executive Council.

### **9.2 Duties of Audit Committee**

The Audit Committee shall meet at least quarterly to review the financial statements and processes of the Union. Such meeting dates shall be determined in consultation with the Executive Board who may make recommendations as to the number and schedule meetings required to fulfill its mandate. Reports of their meetings shall be forwarded to the Executive Board and Council. The Secretary-Treasurer and appropriate staff of the Union shall be available to the Committee upon Committee request along with any requested financial information.

### **9.3 Auditors**

The Executive Board shall appoint an Independent Auditor who shall be a Chartered Accountant or a Certified General Accountant licensed to practice in British Columbia.

### **9.4 Duties of Auditor**

The Auditor shall conduct an annual audit of the books and accounts of the Union and shall render a report to the Executive Board and the Audit Committee. The Executive Board shall, as soon as practical, report the auditor's findings to the Executive Council and to the membership as required by the By-Laws.

### **9.5 Initiation Fee**

There shall be an initiation fee for membership candidates. Such fee shall be determined by the Executive Board and recorded in the By-Laws.

### **9.6 Dues**

- a) The monthly dues charged to Members of the Union shall be at the rate of one and one half percent (1 ½ %) of regular gross monthly earnings (salary and commissions) paid plus one and one half percent (1 ½%) of overtime pay earned and any



compensation arising out of the employment relationship paid pursuant to any agreement between the Union and an Employer.

- b) Minimum dues shall be established by the Executive Council. Dues do not apply to out of pocket employment expenses reimbursed by the employer. No member shall pay less than the minimum dues except for variations authorized by the Executive Council. Such variations shall apply to employer groups only, not individuals.
- c) In the case of new bargaining unit certifications membership dues are not assessable, nor payable, until ratification of a first collective agreement.

### **9.7 Organizing Fees**

Where the Union is conducting an organizing campaign the initiation fee for persons who apply for and receive membership in the Union shall be an amount determined by the Executive Council, unless there is an amount required by law.

### **9.8 Maintenance of Benefit Fees**

Members who are not employed with an Employer under a collective agreement with the Union may pay a monthly fee at a rate to be determined by the Executive Council in order to retain such benefits. During the time such maintenance fees are paid the Member will not be entitled to a vote or hold office in the Union.

### **9.9 Assessments**

- a) Members in any Employer Bargaining Unit may set and levy an assessment on their membership to raise revenues for any purpose considered to be in the interests of the Union, on the condition that such assessment has been approved by the Executive Board and by a majority of Members voting in the Bargaining Unit. Any such assessments will be maintained in a separate fund and will be used only for the purpose for which it was established unless otherwise approved by a majority of the Members voting in the Bargaining Unit.
- b) Members who suffer a loss of salary respecting picket lines of another union will be reimbursed for such losses in accordance with the By-Laws. However, if the Executive Board is of the opinion that the Defence Fund does not have sufficient funds to cover the losses, it may, subject to the following conditions, impose an assessment in order that all Members share the losses experienced by the Members respecting the picket line of other unions.
- c) In order to qualify for benefits under this section, Members or other representatives must contact the Union office immediately they are confronted by a picket line to determine that the picket line conforms with this section.
- d) Members who lose pay for respecting picket lines in conformity with this section will receive benefits from the assessment fund as per the By-Laws for each full half day that the Member lost pay for respecting such picket line. Benefits will normally be paid after the dispute which generated the picket line is resolved and after the

assessment is collected. The Executive Board will total all losses incurred and determine the amount of assessment required to meet the benefits under this section.

- e) The level of assessment will be as close as possible to the benefit requirements under this section and any excess monies from an assessment shall be maintained in a separate fund to meet future obligations.

### **9.10 Defence Fund**

The Union shall establish a Defence Fund for the use of the Union in accordance with the following conditions:

- a) The money from the Defence Fund shall be maintained in a separate account apart from all other funds of the Union and all earnings on this account shall accrue to and form part of the Defence Fund.
- b) The Defence Fund shall be derived by payments made on a portion of monthly dues remitted from each Member as follows:
  - i) Defence Fund Balance \$0 to \$7,999,999 1/6 of dues received.
  - ii) Defence Fund Balance \$8,000,000 to \$11,999,999 - 1/8 of dues received.
  - iii) Defence Fund Balance \$12,000,000 to \$14,999,999 - 1/10 of dues received.
  - iv) Defence Fund Balance \$15,000,000 to \$19,999,999 – 1/20 of dues received.
  - v) Defence Fund Balance \$20,000,000 to \$29,999,999 – 1/40 of dues received.
  - vi) Defence Fund Balance over \$30,000,000 – 0% of dues received.
- c) Money from the Defence Fund will be dispersed as permitted by the Executive Council and/or the By-Laws for the purpose of providing financial assistance to Members of the Union affected by a labour dispute.
- d) Money from the Defence Fund will be used to fund the cost of Arbitrations undertaken on behalf of Members.
- e) An amount up to the interest accrued in the previous year may be transferred to supplement revenue income of the Union's General Fund, provided such transfer is approved by the Executive Board and is subject to a ratification vote by the Executive Council.
- f) In any year, an amount up to 5% of the balance of the Defence Fund on the previous December 31<sup>st</sup>, may be transferred by the Executive Board, subject to a ratification vote by the Executive Council, to the Membership Protection Reserve. When such a transfer of funds is executed, the amount transferred shall be accounted for, be reported in and form part of the annual budget for the current fiscal year.

- g) The regulations governing the administration of this Defence Fund, including the investment of the Fund and the benefits to be paid there from, shall be established by the Executive Council and shall be a part of the By-Laws of this Union.
- h) The funding formulas in subsection (b) and disbursement in subsection (d) become effective January 1, 2016.

### **9.11 Petty Cash Fund**

The Union shall establish a Petty Cash Fund in the amount of five hundred dollars (\$500.00) in order to pay necessary and immediate expenses.

### **9.12 Signatories**

All cheques issued against the funds of the Union, other than for petty cash, shall be signed by the Secretary-Treasurer and President or if either is unavailable a Vice-President may be substituted for the signature of the President or the Secretary-Treasurer. All persons exercising signing authority may be covered by a suitable bond provided by the Local Union.

### **9.13 Fiscal Year**

The fiscal year of the Union shall be the calendar year.

### **9.14 Budget**

- a) The Secretary-Treasurer shall prepare and present to the Executive Board for approval an operating budget for the fiscal year. Such budget will also be presented to the Executive Council for their approval not later than the last Executive Council meeting of the preceding fiscal year.

## **ARTICLE 10 – ELECTION PROCEDURE**

### **10.1 General Elections**

- a) There shall be a general election of officers: President, Secretary-Treasurer, Executive Board, and Executive Council every three years.
- b)
  - i) Executive Council elections, referred to as the Executive Council Election, shall be counted and announced on or before May 1<sup>st</sup> of the election year. In conjunction with the Executive Council Election, Job Stewards shall be required to reaffirm their desire to remain a Job Steward.
  - ii) Executive Board elections will take place one month prior to the start of Convention.
- c) For reference, 2005 is an election year.

## **10.2 Duties of Returning Officer**

- a) No Employee of the Union, Member of the Executive Council, Member of the Executive Board or candidate for office shall act as Returning Officer, Deputy Returning Officer or Poll Clerk. .
- b) The Returning Officer shall be responsible for the conduct of all Union elections and shall ensure that those elections are carried out in accordance with the provisions of this Constitution and the By-Laws.
- c) The Returning Officer shall receive and review all nominations and shall determine whether they are in order comply with the provisions of the Union's Constitution and By-Laws. This determination will be made within two days of receiving the nomination but no later than the time limits as specified in Article 10.5(d). Notification of acceptance shall be mailed to candidates forthwith upon acceptance of the nomination.
- d) The Returning Officer will ensure that notice of all nominations, including an outline of the duties of each of the positions, are distributed in all sections and districts as per the By-Laws.

## **10.3 Qualifications of Candidates**

Subject to any other requirements of the Union's Constitution and By-Laws a person is qualified to be nominated for office and to hold office, if, at the relevant time, the person meets all the following requirements:

- a) the person must be a Member in good standing of the Union;
- b) the person must not have been convicted of an indictable offence, or an offence under the Constitution of the Union; unless six years have elapsed since such conviction;
- c) the person must not be disqualified by the National Constitution of COPE from being nominated for or holding office with the Union.

## **10.4 Appointment of Returning Officer and Deputy Returning Officers**

The Executive Board shall, not later than the last working day in February in a year when an Executive Council election is being held appoint a Returning Officer and such Deputy Returning Officers as may be required for a term of three (3) years.

## **10.5 Nominations**

- a) In a year where Elections are to be held for Executive Officers, nominations shall be conducted as outlined in Article 10.5 (b) though (g) below. Nominations shall be concluded and deemed closed by the Returning Officer six (6) weeks prior to the date determined for the conduct of the election.

- b) Nominations of those Executive Officers who are elected at-large shall be made by a minimum of five (5) Members in good standing of the Local Union, who shall sign the nomination form and attach it to the written consent of the nominee.
- c) Nominations for Executive Board Members shall be made by a minimum of five (5) Members in good standing, of the Employer Bargaining Unit(s) from which the Executive Board Member is to be elected, who shall sign the nomination form and attach it to the written consent of the nominee.
- d) Nominations for Vice-President shall be open for two weeks starting from one month from the start of Convention and shall be made by a minimum of two Job Stewards, Executive Councillors, or Board Members from the relevant Vice-Presidential area.
- e) Nominations for the Councillors shall be by a minimum of two (2) Members in good standing, within the Councillor area of the Employer Bargaining Unit(s) from which the Councillor is to be elected, who shall sign the nomination form and attach it to the written consent of the nominee.
- f) Nomination forms must be received by the Returning Officer at the Union office not later than 4:30 p.m. six (6) weeks prior to the date determined for the conduction of the election. In the event this date falls on a weekend it shall be the Friday preceding the weekend that all nominations are closed.
- g) No Member may be nominated for more than one elected position. No Member shall hold more than (1) elected position at any one time except that a Member of the Executive Board shall nevertheless be a Member of the Executive Council.

## **10.6 Candidates Information**

- a) Candidates for any position are entitled to have access to the Union's membership rolls and the Union's voters list the first working day following the close of nominations as per 10.5 d) in an election year. Such access will be limited to the candidates' prospective constituents and shall include their home addresses and contact information.
- b) Duly nominated candidates for Vice-President are entitled to have access to the latest list of registered delegates for the relevant Vice-Presidential area and shall include their home addresses and contact information.
- c) Candidates may prepare a personal profile limited to 150 words which may include a photograph. Where such profile is provided to the Returning Officer no later than the close of nominations deadline as specified in 10.5 d), it will be published and distributed, by the Union, to the last known home address of each member entitled to vote for the candidate as well as the website no later than first working day after that date prescribed by the Returning Officer applicable to the election at hand.

## 10.7 Vacancies

Where a President, Secretary-Treasurer, Vice-President, Executive Board member or Councillor vacates, resigns or is removed from office the following procedure shall apply:

- a) Councillor:
  - i) A by-election shall be held unless,
  - ii) Notwithstanding 10.7 a) i), should a vacancy occur after November 1st in a year preceding a triennial election, the position will remain vacant until the triennial election.
- b) Executive Board member:
  - i) A by-election shall be held, unless
  - ii) Notwithstanding 10.7 b) i), should a vacancy occur after January 1st in the year of an Executive Board election, the position shall be filled by election of an Executive Councillor from within the unit who shall be elected by the members of the Executive Council from the unit. Such election shall be conducted at the first Executive Council meeting following the vacancy.
- c) Vice-President:
  - i) The process in 10.7(b) shall occur first to replace the vacant Executive Board position.
  - ii) When the process contemplated in Article 10.7 b) has been completed, the members of the Executive Council for the unit will then elect a Vice-President from the Board members for the unit at the earliest possible scheduled meeting of the Executive Council.
  - iii) If there is no Director elected per Article 10.7 c) 1, then the Vice-President for the unit shall be elected from the remaining members of the Executive Board for the unit.
- d) Secretary-Treasurer

A Vice-President shall be appointed by the Executive Board as an acting Secretary-Treasurer. If the next election is more than 12 months away, a replacement shall be elected as per Article 4. If the next election is 6-12 months away, at the next meeting of the Executive Council, a Secretary-Treasurer shall be elected from amongst the Executive Council to serve out the term. If there are less than six months left in the term, the Vice-President appointed by the Executive Board shall serve out the term.

e) President

A Vice-President shall be appointed by the Executive Board as an acting President. If the next election is more than 12 months away, a replaced shall be elected as per Article 4. If the next election is 6-12 months away, at the next meeting of the Executive Council, a President shall be elected from amongst the Executive Council to serve out the term. If there are less than six months left in the term, the Vice-President appointed by the Executive board shall serve out the term.

- f) The by-election described above shall be conducted as soon as practical in a manner consistent with the procedures set out in the Constitution and By-Laws.
- g) Should a Council position remain vacant after the Returning Officer has bulletined for nominations, candidates from outside the constituency who the Electoral Committee deem geographically able to represent constituency Members, shall be allowed to place their name in nomination. The Returning Officer shall circulate such nominations to the Members in the area asking for further nominations and follow the normal procedures for a by-election.
- h) Any Member filling a vacancy as per this Article shall hold office for the remainder of the term.

## **ARTICLE 11 – VOTING AND BALLOTING PROCEDURE**

### **11.1 Secret Ballot**

Where the Union is required to conduct a vote it shall conduct such votes by secret ballot in the manner described in this Article where such votes concern:

- a) Ratification of a proposed collective agreement.  
b) Strike vote.  
c) Matters requiring referendum pursuant to the Constitution and By-Laws.

### **11.2 Strike Votes and Ratification of Collective Agreements**

- a) A Collective Agreement covering Members of this Union shall not be signed until the proposed Agreement has been approved by the majority of the Members concerned voting in accordance with the procedures set out in this Article.
- b) A strike vote affecting members of this Union shall not be implemented until approved by the majority of members, in the affected bargaining unit, casting ballots is achieved.

### **11.3 Counting and Publication of Results**

- a) Upon the completion of voting, the Returning Officer or the Officer's Deputies together with necessary Poll Clerks shall verify the ballot return envelopes against the voters' roll and then count the votes.

- b) Where more than one ballot return envelope is received in the name of the same Member it is the responsibility of the Returning Officer to determine which ballot is valid.
- c) Where the ballot return envelope is unsigned, the ballots contained in those envelopes shall be treated as spoiled and invalid.
- d) Upon completion of the vote counting the Returning Officer shall report to the President in writing the results of the ballot in the following form:
  - i) Motion....
  - ii) Votes in favour....
  - iii) Votes against....
  - iv) Spoiled ballots....
  - v) Result of ballots....
- e) The results of the vote(s) will be made available as per the Labour Code or any other applicable legislation.

After receipt of the result of the ballots the President shall announce the results as per Article 11.3 d) v).

## **ARTICLE 12 – CONVENTION**

### **12.1 Convention**

Convention is the supreme authority of the Union, subject to the provisions of this Constitution.

Convention will be held between September 1<sup>st</sup> and November 30<sup>th</sup> of the year following the Executive Council Elections.

A Special Convention may be held upon request by a majority of the Executive Board or the Executive Council. In addition, a Special Convention held in accordance with the Constitution and Bylaws shall be called by the President within thirty (30) days (including notice periods) upon receipt by the Secretary-Treasurer of a petition signed by not less than twenty-five percent (25%) of the members of the Local Union in good standing. Such petition shall describe, in writing, the matter of business that the membership wishes addressed by the Convention.

### **12.2 Notice**

The Union will mail a notice of the convention and expression of interest forms to all members at least 90 days prior to convention. All potential delegates shall fill out such expression of interest forms and return them to the Union at least 60 days prior to the opening of the Convention. Delegates whose forms are not received within the time limits prescribed may be seated by action of the delegates seated at the convention.



### **12.3 Eligibility and Representation**

- a) All Executive Board Members are delegates to Convention. Councillors and members are eligible to attend the Convention as delegates subject to the following conditions. Each Council position will be entitled to the following number of delegates:
  - i) for a Council position with up to 33 members – the Executive Councillor.
  - ii) for a Council position with 34 to 66 members – the Executive Councillor and one Job Steward. No single employer bargaining unit of the combined membership group shall have more than one (1) delegate to convention.
  - iii) for a Council position with more than 66 members – the Executive Councillor and two Job Stewards. No single employer bargaining unit of the combined membership group shall have more than one (1) delegate to convention, unless the combined council position only has two bargaining units, in which case at least one delegate will be from each unit.
  - iv) any bargaining unit not otherwise represented in i), ii) or iii) above, shall be entitled to one member at convention.
- b) If a Job Steward is unavailable or unwilling to attend convention, a member may be elected to attend in their place, with voting rights.

The Executive Councillor shall be the automatic primary delegate to convention for the constituency which they represent. Each Executive Councillor will be assisting in conducting local elections in order to select any additional delegates, for which their constituency is entitled, to convention. In the event of a dispute, the appeal is to be submitted to the Executive Board for resolution.

### **12.4 Resolutions**

Members of the Union, the Executive Board and Executive Council may bring matters before a Convention for consideration by means of resolutions in accordance with the following procedure:

- a) All resolutions for submission to Convention must be received by the Executive Board at least 90 days prior to Convention.
- b) An extraordinary resolution may be submitted from the floor but only if it arises in circumstances that prevented the resolution from being submitted in the normal manner.
- c) Resolutions submitted from the Executive Board are not subject to Article 12.4(a)

### **12.5 Quorum**

A quorum shall consist of a majority of credentialed delegates in attendance at a convention.

## **12.6 Convention Voting**

Only delegates in attendance at the convention are entitled to vote. Resolutions shall be passed if they receive the appropriate majority vote.

## **ARTICLE 13 – AMENDMENTS TO THE CONSTITUTION**

### **13.1 Introduction of Amendments**

This Constitution may be amended by the delegates at Convention. Any proposed amendments may be introduced by the Executive Board, the Executive Council or by a petition containing the proposed amendments which has been signed by at least 1% of the per capita membership in good standing as of two months prior to the start of Convention. Any such petition must also be presented to the Executive Board at a regular scheduled Executive Board meeting.

Any such petition must be received by the Recording Secretary at least 60 days prior to Convention.

### **13.2 Amendment Procedure**

Proposed amendments shall be considered at the Convention. Emergency amendments may be considered at any convention if introduced by the Executive Board, Executive Council or by a petition containing the proposed amendments which has been signed by at least 10% of the per capita membership in good standing as of two months prior to the start of Convention.

Such amendments shall be effective only if the following procedure has been complied with:

- a) Two-thirds of the eligible delegates voting on the proposed amendments are in favour of the amendments except that changes in dues, initiation fees, and reinstatement fees shall require only a simple majority vote of those Members voting on such issue.
- b) Notwithstanding the preceding procedure, amendments to Articles 4.2 and 9.6 can only be done by referendum vote of the entire membership and shall require only a simple majority of those members voting in order to pass.

### **13.3 Voting on Constitutional Amendments**

Questions may be decided by a voice vote, division, or show of hands.

## **ARTICLE 14 – COMMITTEES**

### **14.1 Standing Committees**

Following the Executive Council Election, standing committees shall be constituted as required by the By-Laws of the Local Union. The Members and chair of each Standing Committee shall be appointed by the President in consultation and with the approval of the Executive Board and with the approval of the Executive Council. The duties of Standing Committees shall be as defined by the By-Laws and as assigned by the Executive Board and Executive Council.

### **14.2 Special Committees**

Special Committees may be established by the President, the Executive Board or the Executive Council. Upon completion of the work of a Special Committee, it shall automatically be dissolved. A majority of the Members shall constitute a quorum at all meetings of Committees.

### **14.3 Membership of Standing and Special Committees**

Membership of Standing and Special Committees shall be open to all Members in good standing and associate members of the Union except as specifically provided elsewhere within the Constitution and except that Employees of the Union shall be restricted to serving as Members ex-officio without voting powers if so appointed by the President.

## **ARTICLE 15 – ORDER OF BUSINESS**

The procedure and order of business at all Executive Board, Executive Council and Committee meetings shall be in accordance with the regulations as set forth in the By-Laws under Rules of Order.

## **ARTICLE 16 – DISCIPLINE**

### **16.1 Charges**

A Member who has reasonable grounds to believe that another Member has:

- a) Committed acts which are detrimental to the welfare of the Union;
- b) Violated any provision of this Constitution or the Constitution of COPE National;
- c) Violated the Members oath of office or oath of Membership;
- d) Revealed confidential information about the Union to anyone not entitled to such information;
- e) Crossed a union picket line;
- f) Committed fraud or misrepresentation in connection with a Union election;
- g) Engaged in an activity or course of conduct which is detrimental to the welfare or best interests of the Union or a Union Member;

May prefer a charge against the Member not later than six months after the date on which the person making the charge knew or ought to have known of the action or circumstances giving rise to the charge in accordance with the procedure set out in this Article.

### **16.2 Form of Charges**

- a) Any proceedings shall commence with a complaint filed with the President of the Union in writing who shall then submit it to the Executive Board of the Union. The President shall also notify, by mail, the charged Member that a complaint has been filed and the reasons thereof, unless adequate disposition of the complaint requires that the charged party not be informed of the filing of the complaint. To that effect, the President shall consider the seriousness of the prejudice the complaint may cause to the Union notably when an allegation is made with regards to the finances, fraud or falsification of documents or books.

In the event the President of the Union is charged in the complaint filed, the Secretary-Treasurer of the Union shall replace him/her for the purpose of application of these procedures. These procedures apply only to Members and officers.

- b) All complaints should include the following:
  - i) The name of the charged member;
  - ii) The date or dates of each alleged offense;
  - iii) The sections of the By-Laws or the Constitution of the Union, or the Constitution of the National Union which are alleged to have been violated;
  - iv) A brief statement of the facts describing each alleged violation;
  - v) The printed name, address, telephone number and the signature of the person filing the complaint.

- c) Any officer or member in good standing is entitled to file complaints.
- d) In the event one of the Members of the Executive Board of the Union is charged in the complaint filed, he/she shall refrain from participating in the disposition of the complaint.
- e) The charged Member shall have the right to contest such complaint in writing by transmitting his/her statement to the Union President within fifteen working days of the charge being mailed to the Member. The President shall transmit such statement to the Executive Board.
- f) It is within the power of the Executive Board of the Union to decide, at its next meeting, to:
  - i) Pursue the field complaint; or
  - ii) Appoint an Investigator(s) to investigate the complaint and to report to the Executive Board whether or not to pursue the complaint; or
  - iii) Dismiss the statement of the complaint as unwarranted.

Written notification of any action taken shall be sent to the complainant and the charged party.

### **16.3 Trial**

- a) Where the Investigator(s) has determined that the charges have sufficient merit to warrant a trial the Executive Board will appoint a Trial Committee consisting of at least three Members to hear the charges.
- b) The Trial Committee will hear and receive evidence in accordance with the following principles:
  - i) Members have the right to know the charges against them and if necessary to have particulars of those charges;
  - ii) Members must be given reasonable notice of the charges prior to any hearing and must be given reasonable notice of the hearing date;
  - iii) The hearing must be conducted in substantial compliance with the intent and purpose of this Constitution and the National Constitution;
  - iv) Members and persons bringing charges will have the right to call evidence, introduce documents, cross-examine witnesses and make submissions;
  - v) The trial must be conducted in good faith and without actual bias;

- vi) The Trial Committee is not bound by the strict rules of evidence, however any verdict reached must be based on the actual evidence adduced and not influenced by any matters outside the scope of the evidence;
- vii) The parties have the right to call witnesses and to produce evidence relevant to the complaint and the right to cross-examine any witness. They also have the right to be represented by an advocate or legal counsel at their own expense.

#### **16.4 Decision**

- a) Upon conclusion of the hearing the Trial Committee shall, as soon as practical, publish a written decision and forward it to the Executive Board, the Member bringing the charge and the Member charged.
- b) The Trial Committee shall decide if the charged Member has given cause for some degree of discipline and if so the appropriate level of discipline considering all of the circumstances. If appropriate the Trial Committee may seek further submissions from the parties before imposing any discipline. Discipline may include the following:
  - i) reprimand in writing;
  - ii) fine;
  - iii) suspension from membership for a specified period of time;
  - iv) suspension of the right to hold office for a specified period of time;
  - v) expulsion from membership, or prohibition from holding office;
  - vi) any combination of the foregoing penalties.

#### **16.5 Appeal**

- a) In the event of the Executive Board of the Union dismissing the complaint file, the complainant may, within a period of 15 days, address an appeal to the National Union Executive Board in writing directed to the National President with a written statement of the basis of such appeal. The National President will then notify the President of the Union of the rights of the Union to submit a written statement that sets forth its position, with copy to the complainant. Upon receipt of those documents, the National President transmits the documents to the National Executive which shall arrive at one of the decisions outlined in the preceding paragraph, with copy to the complainant, the Member and the President of the Union. In the event the National Executive decides to pursue the complaint, the proceedings shall be made in accordance with the procedure described hereinafter.
- b) In the event a decision is made to pursue the complaint the President of the Union shall forward said decision by certified mail or by bailiff to the charged party.

- c) In the event of the appointment of an Investigator, he/she shall meet with the interested parties and any witnesses that he/she may find suitable and report to the National Executive.
  - d) Refusal to meet with the Investigator or to answer his/her questions or refusing to produce documents requested by the Investigator shall be considered as misconduct against the best interests of the Union.
  - e) In the event the complaint is to be pursued, a copy of the decision of the National Executive shall be sent to the Region 4 Vice President who shall appoint a hearing officer to hear the dispute.
  - f) If the Region 4 Vice-President fails to appoint a hearing officer within a reasonable period of time or if the Region 4 Vice President has a conflict of interest, the appointment shall be made by the National President.
  - g) If the National President fails to appoint a hearing officer within a reasonable period of time or if the National President has a conflict of interest, the appointment shall be made by the National Executive.
  - h) The hearing officer shall not have any conflict of interest.
  - i) The hearing officer shall hold a hearing at a suitable place and send written notice thereof, at least fifteen (15) days in advance, which shall specify the date, time and place of the hearing to all interested parties.
  - j) If a complainant fails to appear at the hearing when called by the hearing officer he/she has the authority to:
    - i) dismiss the complaint;
    - ii) postpone the hearing to a later date.
- If the charged party in the complaint fails to appear at the hearing when called by the hearing officer, he/she has the authority to:
- i) proceed ex-parte;
  - ii) postpone the hearing to a later date.
- k) The hearing officer shall proceed in an orderly, fair and impartial manner, in accordance with the hearing proceedings and introduction of evidence he/she so chooses and in accordance with the principles of natural justice and the duty of fairness.
  - l) Onus of proof is on the complainant.

- m) The parties have the right to call witnesses and to produce evidence relevant to the complaint and the right to cross-examine any witness. They also have the right to be represented by an advocate or legal counsel at their own expense.
- n) The hearing officer shall render his/her decision in writing and decide on the validity of the complaint within forty-five days of the close of the hearing. Should the complaint be deemed valid, he/she shall impose the penalty deemed to be fair and just:
  - i) Reprimand in writing;
  - ii) Fine;
  - iii) Suspension from membership for a specified period of time;
  - iv) Suspension of the right to hold office for a specified period of time;
  - v) Expulsion from membership, or prohibition from holding office;
  - vi) Any combination of the foregoing penalties.
- o) The decision shall be forwarded to each party to the hearing, the President of the Union and the appointing officer.
- p) Expenses and/or fees of the hearing officer shall be born by the Local Union.
- q) Within twenty (20) days of the date the decision is received, the parties may appeal to the Executive Board of the Union in writing to the President of the Union setting forth the grounds for appeal, with copy to the other party. The opposing party has twenty (20) days to present its views in writing to the President of the Local Union, with copy to the appealing party.
- r) An appeal filed in accordance with these rules will not defer the imposition of any penalty. A request for the suspension of any penalty must state the reasons supporting the request and shall be filed with the President of the Union with copy to the opposing party, who may choose to contest. The Executive Board of the Union shall decide, at its next meeting, on the validity of the request on the basis of the documents presented in support of the request. Suspension of penalty may be granted when the applicant appears to be entitled to it and it is considered to be necessary in order to avoid serious or irreparable injury to him/her, or a situation of such a nature as to render the judgment in appeal ineffectual. This decision is final.
- s) Upon receipt of the documents mentioned in paragraph q, the President of the Union shall transmit them to the Executive Board of the Union for decision at its next meeting. The Executive Board of the Union sitting in appeal shall render any decision that it considers just and reasonable in accordance with the Constitution.
- t) The President of the Union shall forward copies of the decision of the Executive Board to the interested parties and to the Region 4 Vice-President.



- u) Within twenty (20) days of the receipt of the decision, the parties may file an appeal in writing to the National Executive by forwarding to the National President a statement of reasons for the appeal, with copy to the opposing party. The opposing party has twenty (20) days to present its views in writing and forward them to the National President, with copy to the appellant. In the event of an appeal, a full record shall be transmitted to the National President by the President of the Union.
- v) Upon receipt of the documents mentioned in the preceding paragraph, the National President shall submit them to the Executive Board for decision. The National Executive sitting in appeal may render any decision that it considers just and fair in accordance with the Constitution.
- w) The National President shall forward a copy of the National Executive's decision to the interested parties, the President of the Union.
- x) Any decision may be appealed to the next regular convention of the National Union by filing a notice of such appeal in writing with the National President within thirty (30) days of the date the decision is received, with copy to the other party. The opposing party then has thirty (30) days to transmit its views in writing to the National Secretary-Treasurer, with copy to the appellant. The appeal will then be heard in conformity with the Constitution of the National Union.
- y) Time limits defined in this Article may be extended by the Region 4 Vice-President if reasonable grounds warrant such extension and provided that no serious prejudice to any party results from such an extension.
- z) Upon request, the Region 4 Vice-President shall obtain copies of all the documents, testimony and all other information submitted to any officer or entity in connection with the complaint.
  - i) In the case of an expulsion or suspension of an officer of the Union, all funds, properties, books and assets in his/her possession shall be turned over to an individual duly authorized by the Region 4 Vice-President.
  - ii) There shall be no resort to any court of law until all remedies within the National Union under its Constitution have been exhausted.
  - iii) The foregoing procedures are inapplicable to any matter involving delinquency or failure to pay dues. The Union may provide in its By-Laws for automatic suspension of any Member who is delinquent a minimum of one month in his/her dues, but in any event any Member of the Union who becomes three (3) months delinquent in his/her dues shall be automatically suspended.

**CANADIAN OFFICE AND PROFESSIONAL EMPLOYEES' UNION,  
LOCAL 378  
TABLE OF AUTHORITIES  
CONSTITUTION**

| <b>DATE</b>   | <b>AUTHORITY</b>                          | <b>ARTICLE</b>                        | <b>CHANGE</b>  |
|---------------|---|---------------------------------------|--|
| Dec. 7, 1995  | 1995 Regional Meetings                    | XV<br>IX                              | Constitutional Amendment No. 1:<br>Re: Procedure for Voting by Secret Ballot   |
| Dec. 7, 1995  | 1995 Regional Meetings                    | VI                                    | Constitutional Amendment No. 2:<br>Re: Duties of the Executive Board   |
| Dec. 7, 1995  | 1995 Regional Meetings                    | VI (H)                                | Constitutional Amendment No. 3:<br>Re: Negotiating Committees  |
| Dec. 7, 1995  | 1995 Regional Meetings                    | VI (I)                                | Constitutional Amendment No. 4:<br>Re: Contract of Local Union Employees   |
| Dec. 7, 1995  | 1995 Regional Meetings                    | XI (A) (1)                            | Constitutional Amendment No. 5:<br>Re: Initiation Fees   |
| Dec. 7, 1995  | 1995 Regional Meetings                    | XI (B) (4)                            | Constitutional Amendment No. 7:<br>Re: Defence Fund  |
| Dec. 7, 1995  | 1995 Regional Meetings                    | XI (E)                                | Constitutional Amendment No. 8:<br>Re: Petty Cash  |
| Dec. 7, 1995  | 1995 Regional Meetings                    | I                                     | Constitutional Amendment No. 9:<br>Re: Name and Affiliation  |
| Dec. 7, 1995  | 1995 Regional Meetings                    | VI (E)<br>VI (H)                      | Constitutional Amendment No. 10:<br>Re: Executive Board as Delegates   |
| Dec. 7, 1995  | 1995 Regional Meetings                    | III, IV, V                            | Constitutional Amendment No. 11:<br>Re: Vice President/Directors   |
| June 1995     | 20 <sup>th</sup> International Convention | XVI                                   | *Section A remains.<br>Replace current Section B discipline language with that<br>of OPEIU International Constitution                        |
| Nov. 10, 1995 |   |                                       |  |
| Nov. 27, 2000 | 2000 Regional Meetings                    | VII (M)<br>V (J)                      | Constitutional Amendment No. 2:<br>Re: Removal of Officers   |
| Nov. 12, 2002 | 2002 Regional Meetings                    | XI (B) (6)                            | Constitutional Amendment No. 1:<br>Re: Defence Fund Transfer of Funds  |
| Nov. 10, 2003 | 2003 Regional Meetings                    | IV(B)(1)(b)                           | Constitutional Amendment No. 1<br>Re: Executive Council Representation<br>* Amend IV (B)(1)(b) and remove IV (B)(1)(c), (d) & (e)            |
| Apr. 28, 2006 | 2003 Regional Meetings                    |                                       | Proposed Constitution of COPE Local 378, as<br>recommended for Approval by the COPE 378 Executive<br>Board and Executive Council – approved. |
| Apr. 25, 2007 | 2007 Inaugural Convention                 | 3.4 (b) (v)                           | Constitutional Amendment No. 1<br>Re: Membership   |
| Apr. 25, 2007 | 2007 Inaugural Convention                 | 4.3 (b)<br>4.3 I<br>4.3 (d)<br>4.3(e) | Constitutional Amendment s No. 2, 3, 4 and 5<br>Re: Executive Board  |
| Apr. 25, 2007 | 2007 Inaugural Convention                 | 6.1 (a)<br>6.2 (k)                    | Constitutional Amendment No. 6 and 7<br>Re: Duties of the Executive Board  |
| Apr. 25, 2007 | 2007 Inaugural Convention                 | 7.2 (b)<br>7.2 I                      | Constitutional Amendment No. 8 and 9<br>Re: Executive Council  |
| Apr. 25, 2007 | 2007 Inaugural Convention                 | 9.6 (b)<br>9.9 (d)                    | Constitutional Amendment No. 10 and 11<br>Re: Trustees, Auditors and Union Funds   |
| Apr. 25, 2007 | 2007 Inaugural Convention                 | 10.2 I<br>10.5 I<br>10.8 (d)          | Constitutional Amendment No. 12, 13 and 14<br>Re: Election Procedure   |
| Apr. 25, 2007 | 2007 Inaugural Convention                 | 10.8 I (iii)<br>11.3<br>11.3 (d)      | Constitutional Amendment No. 25, 26 and 27<br>Re: Election Procedure   |

| <b>DATE</b>   | <b>AUTHORITY</b>          | <b>ARTICLE</b>   | <b>CHANGE</b>   |
|---------------|---------------------------|--|---|
| Apr. 25, 2007 | 2007 Inaugural Convention | 11.2 (f)   | Constitutional Amendment No. 15<br>Re: Voting and Balloting Procedure   |
| Apr. 25, 2007 | 2007 Inaugural Convention | 12.1<br>12.2<br>12.3<br>12.4 (a) (i), (ii) and (iii)<br>12.5 (a)   | Constitutional Amendment No. 16, 17, 18, 19, 20 and 21<br>Re: Convention  |
| Apr. 25, 2007 | 2007 Inaugural Convention | 14.1   | Constitutional Amendment No. 22<br>Re: Committees   |
| Apr. 25, 2007 | 2007 Inaugural Convention | 16.2 (b) (iii)<br>16.5 (a), (c), (e), (f), (g),<br>(s), (t), (u), (v), (w), (x),<br>(y), (z) and (z) (i) | Constitutional Amendment No. 23 and 24<br>Re: Discipline  |
| Jan. 24, 2008 | Executive Board Meeting   | 10.8 c) iv)  | Housekeeping amendment<br>Reference to 10.7 b) – changed to 10.8 b).  |
| Nov. 4, 2009  | 2009 Convention           | 4, 4.3 c), d) and e)<br>4.4 and 4.4 i)   | Electoral Committee shall establish the number and composition of the Executive Board components in compliance with the By-Laws and with Executive Council approval.<br>Change of secret ballot elections by Executive Board, Councillors and Job Stewards for Table Officer positions at Convention.<br>Removal of - only 2 Vice Presidents if one unit has more than 60% of the membership. |
| Nov. 4, 2009  | 2009 Convention           | 7, 7.2 b) and d), 7.4 g) and h)  | Executive Council governs the Union, with established convention policies, between conventions, unless otherwise set out by the Constitution.<br>Council members numbers minimum not to be <1 per 100. Newly organized units need not be party to a collective agreement to elect Councillors.<br>Removal of Chief Job Steward references.  |
| Nov. 4, 2009  | 2009 Convention           | 8.1 c) and d),<br>8.3  | Job Stewards and their election defined.  |
| Nov. 4, 2009  | 2009 Convention           | 9, 9.1, 9.2, 9.13  | Replacing Trustees with Audit Committee, defining the Audit Committee and their duties.   |
| Nov. 4, 2009  | 2009 Convention           | 10.1 b), i) and ii), 10.2 d), 10.4, 10.9   | Defining election procedure for Executive Board, Council and Job Stewards. Nomination duties of Returning Officer outlined.<br>Appointment and election terms defined for Returning and Deputy Returning Officer s.<br>Vacancies of either President or Secretary-Treasurer shall be filled by appointment by the Executive Board.<br>Moving procedures to By-Laws.                           |
| Nov. 4, 2009  | 2009 Convention           | 12.1, 12.2, 12.3 and 12.4  | Defining Convention with removal of words Policy and Constitutional Conventions.<br>Defining Notice of Convention, eligibility and representation.  |
| Nov. 4, 2009  | 2009 Convention           | 13.1 and 13.2  | Amendment proposal procedure and introduction by petition from membership in good standing 2 months prior to start of Convention and define Amendment Procedure by removal of words Policy and Constitutional Conventions   |
| Dec. 5, 2011  | 2011 Special Convention   | 9.10 b c d e h   | Constitutional Amendment C1 and C2<br>Re: Defence Fund  |
| Nov. 17, 2012 | 2012 Convention           | 4.6<br>7.2d  | Constitutional Amendment C1 and C2<br>Re: Oath of Office  |
| Nov. 17, 2012 | 2012 Convention           | 3.3  | Constitutional Amendment C3<br>Re: Member in Good Standing  |

| <b>DATE</b>   | <b>AUTHORITY</b> | <b>ARTICLE</b>               | <b>CHANGE</b>  |
|---------------|------------------|------------------------------|--|
| Nov. 17, 2012 | 2012 Convention  | 4.3                          | Constitutional Amendment C4<br>Re: Election of Executive Board   |
| Nov. 17, 2012 | 2012 Convention  | 4.4                          | Constitutional Amendment C5<br>Re: Election of Vice-Presidents   |
| Nov. 17, 2012 | 2012 Convention  | 9.1<br>9.2                   | Constitutional Amendment C6 and C7<br>Re: Audit Committee  |
| Nov. 17, 2012 | 2012 Convention  | 9.7                          | Constitutional Amendment C8<br>Re: Organizing Fees   |
| Nov. 17, 2012 | 2012 Convention  | 9.9                          | Constitutional Amendment C9 and C10<br>Re: Assessments   |
| Nov. 17, 2012 | 2012 Convention  | 9.10                         | Constitutional Amendment C11<br>Re: Defence Fund   |
| Nov. 17, 2012 | 2012 Convention  | 10.1                         | Constitutional Amendment C12<br>Re: General Election   |
| Nov. 17, 2012 | 2012 Convention  | 10.5                         | Constitutional Amendment C13 and C14<br>Re: Nominations  |
| Nov. 17, 2012 | 2012 Convention  | 10.7                         | Constitutional Amendment C16<br>Re: Vacancies  |
| Nov. 17, 2012 | 2012 Convention  | 10.8<br>11.1<br>11.2<br>11.3 | Constitutional Amendment C17, C18, C19 and C20<br>Re: Balloting Procedure and Voting                       |
| Nov. 17, 2012 | 2012 Convention  | 12.6                         | Constitutional Amendment C21<br>Re: Convention Voting  |
| Nov. 17, 2012 | 2012 Convention  | 5.1                          | Constitutional Amendment C22<br>Re: Duties of President  |
| Nov. 17, 2012 | 2012 Convention  | 12.1                         | Constitutional Amendment C23<br>Re: Convention   |
| Nov. 17, 2012 | 2012 Convention  | 4.4                          | Constitutional Amendment C24<br>Re: Election of Vice Presidents  |
| Nov. 17, 2012 | 2012 Convention  | 10.5<br>10.6                 | Constitutional Amendment C25 and C26<br>Re: Election Procedures<br>– Nominations and Candidate Information |
| Nov. 7, 2015  | 2015 Convention  | 2                            | Constitutional Amendment C1<br>Re: Purposes and Aims   |
| Nov. 7, 2015  | 2015 Convention  | 3.3                          | Constitutional Amendment C3<br>Re: Member in Good Standing   |
| Nov. 7, 2015  | 2015 Convention  | 4.3                          | Constitutional Amendment C4 and C5<br>Re: Election of Executive Board                                      |
| Nov. 7, 2015  | 2015 Convention  | 5.1                          | Constitutional Amendment C6<br>Re: President   |
| Nov. 7, 2015  | 2015 Convention  | 5.2                          | Constitutional Amendment C7<br>Re: Secretary-Treasurer   |
| Nov. 7, 2015  | 2015 Convention  | 5.3                          | Constitutional Amendment C8<br>Re: Vice-Presidents   |
| Nov. 7, 2015  | 2015 Convention  | 5.4                          | Constitutional Amendment C9<br>Re: Table Officers  |
| Nov. 7, 2015  | 2015 Convention  | 6.2                          | Constitutional Amendment C10<br>Re: Duties of the Executive Board  |
| Nov. 7, 2015  | 2015 Convention  | 7.2                          | Constitutional Amendment C11 and 12<br>Re: Election of Councillors   |
| Nov. 7, 2015  | 2015 Convention  | 7.4                          | Constitutional Amendment C13 and 14<br>Re: Duties of the Executive Council                                 |
| Nov. 7, 2015  | 2015 Convention  | 9.6                          | Constitutional Amendment C15<br>Re: Dues   |
| Nov. 7, 2015  | 2015 Convention  | 9.7                          | Constitutional Amendment C16<br>Re: Organizing Fees  |

| <b>DATE</b>  | <b>AUTHORITY</b> | <b>ARTICLE</b>  | <b>CHANGE</b>   |
|--------------|------------------|-----------------|---|
| Nov. 7, 2015 | 2015 Convention  | 9.10            | Constitutional Amendment C17<br>Re: Defence Fund  |
| Nov. 7, 2015 | 2015 Convention  | 9.11            | Constitutional Amendment C18<br>Re: Contingency Fund – Delete and renumber remaining                  |
| Nov. 7, 2015 | 2015 Convention  | 9.14 (old 9.15) | Constitutional Amendment C19 and 20<br>Re: Budget   |
| Nov. 7, 2015 | 2015 Convention  | 10.5            | Constitutional Amendment C21<br>Re: Nominations   |
| Nov. 7, 2015 | 2015 Convention  | 11.3            | Constitutional Amendment C22<br>Re: Counting and Publication of Results                               |
| Nov. 7, 2015 | 2015 Convention  | 16.2            | Constitutional Amendment C23<br>Re: Form of Charges   |
| Nov. 7, 2015 | 2015 Convention  | Housekeeping    | Constitutional Amendment C24<br>Re: Replace COPE378 with COPE 378                                     |
| Nov. 7, 2015 | 2015 Convention  | Housekeeping    | Constitutional Amendment C25<br>Re: Replace Triennial with Executive Council                          |
| Nov. 7, 2015 | 2015 Convention  | Housekeeping    | Constitutional Amendment C26<br>Re: Fix hyphenating of Vice-President, Secretary-Treasurer and Bylaws |
| Nov. 7, 2015 | 2015 Convention  | Housekeeping    | Constitutional Amendment C27<br>Re: Change to Canadian spelling throughout                            |
| Nov. 7, 2015 | 2015 Convention  | Housekeeping    | Constitutional Amendment C28<br>Re: Renumber articles, sub-articles and references                    |