

PUBLIC AND PRIVATE WORKERS OF CANADA

LOCAL No. 8

By-Laws

Revised 2021



Article 1:

The purpose of this Local shall be to promote and protect the social, physical, and economic welfare of the members, to collectively and in good faith with the employers of its membership. To this end no member shall wrong another, nor see another wronged if it is in his or her power to prevent it.

Article 2:

Jurisdiction shall be as outlined in Section 3 of the National Constitution of the Public and Private Workers of Canada.

Article 3:

- a) Application for membership in a Local shall be made in writing on approved form and may be accepted from the applicant by a Local officer or designate only.
- b) All applications for membership shall be subject to approval by the Local Union.
- c) Obligation:
I, _____ solemnly and sincerely affirm that I will at all times support the laws, regulations, and decisions of this Local Union. I will try at all times to obtain and secure employment for members of the Public and Private Workers of Canada. I will not wrong a member or see him or her wronged if it is in my power to prevent it. Do you pledge your word in the present of these witnesses that you accept this solemn obligation?
- d) Any member in good standing leaving the jurisdiction of Local #8 shall, upon application, receive a withdrawal card.

Article 4:

Initiations Fee and Dues:

- a) Prior to certification being granted, initiation fees shall be waived.
- b) The initiation fee for new members of a certified unit shall be \$10.00.
- c) The dues of the Union be a minimum per month per person of 1X the base rate per hour for all injured workers on Short Term Disability excluding those on L.T.D.
 - (a.) 40 hours and over 3.3 times base rate as of January 1, 2013.
 - (b.) 40 hours and over 3.5 times base rate as of January 1, 2014.Plus, all other fines and assessments that may be levied by the membership.
- d) Members of a new unit signed up in Local #8 shall pay \$2.00 membership fee until certification is granted.
- e) All casual, parttime, temporary employees will pay two (2) percent Union dues for all hours worked.

Article 5:

Local Officers:

- a) The Local officers and Executive of the Local shall include the following:
 - b) President
 - 1st Vice President
 - 2nd Vice President
 - Recording Secretary/Corresponding Secretary Financial Secretary/Treasurer
 - Four (4) Trustees
 - Four (4) Guards
 - Plant Chairs
 - Environmental/Forestry Officer
- c) The President shall be a member ex officio of all committees within the Local, and shall automatically a member of all Wage Negotiating committees
- d) The N.E.B. representative on behalf of the Local will be the President. The Alternate will be the 1st Vice President. In the event the President of the Local takes the 2nd Vice President position of the National, the 1st Vice President will assume the role and the 2nd Vice President will assume the role of Alternate N.E.B. representative.
- e) Whenever Executive Board positions become vacant for any cause, the President shall order an election to fill the vacancy. Any officer may be nominated to fill the vacancy, and it is not necessary that he or she resign his or her office.
- f) Each nominee for Executive Board office and Convention Delegates must have attended in the previous year at least six (6) meetings except in the case of tour workers where four (4) meetings shall be considered sufficient when checking qualifications. The qualifying periods are the twelve months prior to the meeting when first call for nominations are called for.

Any member on Union business shall be classified as present at meetings and attendance of special meetings shall count towards qualifying a nominee to stand for local office or convention delegate.

A Shop Steward who attends a regular monthly shop steward meeting or a General Membership Meeting will be accredited with one meeting.

- g) Signed notice of their willingness to stand must be presented to the Secretary before nomination of the absent members can be accepted, including email and text message.
- h) No member shall be nominated or elected to an office unless in good standing sixty (60) days prior to such nomination or election.

To be in good standing you have to have your meetings in for the previous year.

- 8–10-hour worker six (6) meetings
- 12-hour tour worker four (4) meetings

If a member does not have all his or her meetings in and no one else has been nominated, he or she can run for the position.

- i) An elective office shall become automatically vacant if the holder such office shall be absent from his duty from two (2) consecutive regular meetings or in case of an Executive member, two (2) regular Executive meetings, unless it be for just cause, and it shall be the duty of the

Local Executive to decide by a majority of votes whether such cause is sufficient excuse. Should the excuse not be accepted by the Local Executive, the Local shall then proceed to elect an officer for the vacancy.

- j) Elections shall be held at a place and time prescribed by the Executive Board of the Local, between the nomination meeting in November and the regular meeting in December.
- k) Newly elected Executive Officers shall assume their duties effective the month of December.
- l) All Executive position will be a 2-year term of office effective December 2021.
- m) Results of any election shall be posted at the regular bulletin boards by the trustees as soon as possible after the completion of the count.
- n) All committee members will be elected at the regular meeting in December with the exception of Convention Delegates. Elections for Convention Delegates shall be held at the regular membership meeting in January.
- o) Before Local Officers or delegates are nominated a notice shall be posted on the Notice Board at least seven (7) days prior to nomination being called.
- p) The President will be the C.C.U. Executive Board member and one of the delegates for the C.C.U. convention. The 1st Vice President shall be the C.C.U. alternate for the Executive Board. All other C.C.U. convention delegates shall be nominated off the floor at the regular membership meeting.

Article 6:

Election of Officer:

- a) With the exception of newly organized Plants, a nominee for office must have been a member in good standing of the Local Union for a period of one year immediately preceding his or her acceptance of nomination plus any other qualifications stipulated by the Local and passed by the National Executive Board.
- b) Nominations of Local Executive officers shall commence at the regular monthly meeting in October and close at the regular monthly meeting of the following month.
- c) Elections shall be by referendum ballot and be held at the earliest possible date following the close of nominations.
- d) Voting and procedure of type shall take place during days specified by the Local Executive Board. The vote shall be by Simply Voting or other type of Electronic voting or at Ballot boxes located at the mill sites at times to adequately cover shift changes at the discretion of the Local at other convenient places to ensure the fullest possible participation of the membership. Voting will close at time/day specified by the Local Executive and the ballots will be tabulated thereafter.

Article 7:

Meetings:

- a) Regular membership meetings shall be held at least once monthly. Eight (8) percent of members of a Cert. shall constitute a quorum at all Regular Membership meetings.
- a) Attendance at Special Meetings:
 - 1. The President or acting President will be present at all Special Meetings.
 - 2. The President or acting President will have the authority to request the attendance of any member necessary for the purpose of the meeting.
- b) A special membership meeting may be called by the President, or the Local Executive, or by petition of twenty-five (25) members.

A simple majority of those members petitioning for a special membership meeting shall be in attendance at the meeting.
- c) That when Special Meetings are called by twenty-five (25) members or more, that a spokesman attends the Executive Meeting beforehand. This Executive Meeting will be held within seven (7) days of receiving petition of twenty-five (25) members.
- d) Five (5) members of the Executive Board shall constitute a quorum at any Executive Board Meeting.
- e) Meetings will be conducted in accordance with Robert's Rules of Order.

Article 8:

Finances:

- a) The signing officers of the Local shall be the President, Vice Presidents, Financial Secretary, and The Treasurer. All cheques drawn on the Local's accounts shall be signed by a two (2) of these signing officers.
- b) In case of electronic bill payment and direct deposit payroll, two signing officers must sign off the electronic receipts.
- c) All signing officers shall be bonded in the amount decided upon the Local Union, by a recognized surety company approved by the Local Union.
- d) Should the Local require any of its members to transact union business necessitating loss of time, such members shall be paid their regular working rate for the time lost.
- e) Mileage may be paid at the same rate as the National pays.
- f) Mileage will be paid from your place of employment or your place of residence, whichever is closer to the Union Office in Nanaimo and return trip.
- g) When an elected representative has to transact union business out of town, he or she shall be allowed expenses in excess of wages, based on the National's guidelines for expense claims (per diem, travel).
 - 1. Reasonable hotel accommodations shall be provided.
 - 2. The preference of single or double occupancy will be an individual right.

- h) The President may not make disbursements in an amount greater than Five Hundred Dollars (\$500.00) unless authorized by a majority vote of the executive.
- i) Local 8 Executive can approve discretionary spending up to \$1500 and has to notify the membership of such spending at the next membership meeting and cause of the expenditure.
- j) A notice of motion will be required when spending over One Thousand Five Hundred Dollars (\$1500.00).
- k) Trustees may authorize payment of Two Thousand Dollars (\$2000.00) to the immediate relative or beneficiary of the estate of a deceased active member.
The money to come from the General Account.
- l) Any member shall be compensated by the Local union for lost wages when conducting union business which coincide with their regularly scheduled shift. (No gain, no loss)
- m) That Local 8 books shall be audited annually by an outside legal Auditor. The fiscal year shall be July 1 to June 30.
- n) The Local will give a gift of Five Hundred Dollars (\$500.00) to active members that retire. The retiree has to come to a Regular Membership Meeting to collect the Gift. The Gift will be available for six (6) months from the date of retirement.

Article 9:

Shop Stewards:

Each certification shall maintain a shop steward structure according to their collective agreements. If no structure exists in a collective agreement, it shall follow below:

- a) Each department (and on every crew) shall have at least one Shop Steward.
- b) Shop Stewards will be elected during the first week in January for a two-year term. It shall be the duty of the Plant Chair at each certification to manage these elections.
- c) Should a department fail to elect a Shop Steward, the Executive Board shall be empowered to appoint one within two weeks of the date on which the election was to be held.
- d) A meeting of all Shop Stewards shall be held Quarterly, the time and place of such meeting to be posted on the bulletin boards to provide adequate notice.
- e) A Shop Steward who attends a regular Shop Stewards meeting or a Regular Membership meeting will be accredited with one meeting.

Article 10:

Dues and Assessments:

- a) The Local Union **Executive** shall have the right to levy on its members, for special purposes, such assessment as may be determined by a two-thirds majority vote of the members at a membership meeting, providing notice of assessment has been posted seven (7) days prior to the vote.
- b) Dues become payable on the first day of each month and the Local **Executive** may but is not obliged to inform members of pending delinquency.
- c) Any member who does not pay his or her dues, loans, fines or assessments at midnight of the 60th day, following the day such dues, loans, fines, or assessments become due or payable, automatically will be suspended from membership. While under suspension a member forfeits all rights, benefits and privileges of any and all kind provided by the National constitution or Local By-Laws. The foregoing does not apply to members of a unit prior to certification. A suspended member shall be reinstated upon payment of all monies owing, plus a reinstatement fee of \$10.00.

The provisions of Article 12 do not apply to suspension under this article.

Article 11:

Amendments:

Local Union By-Laws may be amended by two-thirds majority vote at **all** recognized membership meetings provided that notice of the motion giving details of the amendments has been posted at least seven (7) days prior to vote.

All provisions of all chartered Local Union By-Laws contained herein shall be of no effect until approved in writing by the National Executive Board. The National Constitution shall take precedent over these By-Laws.

Article 12:

Discipline:

- a) The Local Union has a right to discipline any Member for a violation of the National Constitution and Local By-Laws. Decision is made after a fair hearing and a majority vote at a regular or special Union membership meeting.
- b) The accused shall have the right to have a member of the Local act as his or her counsel.
- c) The Local Union after such hearing shall, if the accused is found guilty, have the right to impose any or all of the following penalties:
 1. Reprimand member.
 2. Assess the member to a maximum Two Hundred Dollars (\$200.00) for each violation.
 3. Recommend to the National Convention that he or she be expelled. Any member found guilty and recommended for expulsion will be ineligible to hold office.
- d) The accused will have the right to appeal to the next National Convention and shall have the right to choose a member of the National Union to act as his or her counsel. However, the decision of the Local Union shall stand unless and until revised on appeal.

- e) The National Convention has the power to expel upon the recommendation of the Local Union as aforesaid and in any appeal may:
1. Affirm the conviction and penalty imposed.
 2. Affirm the conviction and substitute another penalty for the penalty imposed or
 3. Reverse the conviction and order the Local Union to repay any fine or fines and cost incurred.

Article 13:

The alternate NEB member shall attend one meeting a year with regular NEB member.

Article 14:

A \$1.00 pay assessment will be authorized by Local 8. Said assessment becomes Local 8's contribution to the Sports Fund.

Article 15:

Strike:

Anyone who does not register for picket duty within seven (7) calendar days of a strike or lockout will disqualify himself or herself from any Strike benefits the Local Union may have for that particular strike or lockout. **Any extenuating circumstances need to be approved by the Local Executive.**

The only exception will be members on W.I., W.C.B. compensation, or Holidays. If any of these exceptions expire while on strike or lockout the above rules will then be in effect.

Article 16:

Meeting Assessments:

The guidelines for meeting assessment reimbursement of Twenty-Five Dollars (\$25.00) per month:

- a) Steady afternoon shifts must attend 50% of special meeting to a maximum of six (6)
- b) Any member out of town on Union business (National or Local) shall be classified as present at meetings.
- c) 8–10-hour workers have to make a minimum of six (6) meetings per year. (Oct-Sept)
- d) 12-hour tour workers have to make a minimum of four (4) meetings per year. (Oct-Sept)