

BYLAWS  
OF  
UNITED FOOD AND COMMERCIAL WORKERS CANADA UNION  
LOCAL 832

ARTICLE I

Name

This organization shall be known as United Food and Commercial Workers Canada Union, Local 832, chartered by the United Food and Commercial Workers International Union, AFL-CIO, CLC (United Food and Commercial Workers Canada).

ARTICLE II

Jurisdiction

Section A. The geographical jurisdiction of this Local Union shall encompass the Province of Manitoba, the Keewatin District in the Northwest Territories, or such area as may be determined from time to time by the International Union.

Section B. The trade jurisdiction of this Local Union shall encompass such jurisdiction as may be determined from time to time by the International Union.

## ARTICLE III

### Objectives

The objectives of this Local Union shall be the elevation of the position of its members, and further: to conduct a Local Union of persons engaged in the performance of work within its jurisdiction; to organize, unite, and assist persons, without regard to race, creed, color, sex, religion, age, disability, sexual orientation, gender identity, gender expression, national origin, or ethnic background engaged in the performance of work within its jurisdiction for the purpose of improving wages, hours, benefits, and working conditions; to obtain the status of exclusive bargaining representative of persons employed within its jurisdiction and to process and resolve grievances and enforce all other rights arising out of such collective bargaining relationships; to encourage members and all workers to register and vote; to support research in its industries for the benefit of its members; to advance and safeguard the full employment, economic security, and social welfare of its members, and of workers generally; to protect and extend democratic institutions, civil rights and liberties, and the traditions of social and economic justice of the United States and Canada; to print and disseminate publications; to protect and preserve the Local Union as an institution and to perform its legal and contractual obligations; to protect the Local Union from any and all corrupt influences and from the undermining efforts of all who are opposed to the basic principles of democracy and democratic unionism; to acquire, receive, hold, manage, lease, convey, invest, expend, or otherwise use the funds and property of this organization to carry out the duties and to achieve the objectives set forth in the International Constitution and the Local Union bylaws; to carry out the purposes of the International Union as set forth in the Preamble and provisions of the International Constitution; to take all steps and actions, which are reasonable and proper, to promote the welfare and interests of its members, of workers within its jurisdiction and of workers generally and to afford mutual protection to members against unwarranted rules, unlawful discharge, or other forms of injustice or oppression; to sponsor, encourage, engage in, and support financially, and otherwise, educational, legislative, political, civic, social, health, welfare, community, or charitable projects or activities; and to support and encourage such other objectives for which working people may lawfully combine for their mutual protection and benefit.

## ARTICLE I V

### Membership and Member's Dues

Section A. All persons engaged in work within the trade and geographical jurisdiction of this Local Union shall be eligible for membership subject to the provisions of these bylaws and the Constitution and laws of the International Union. Membership shall be classified as active, associate, paid-up life, or nonactive. No member shall hold more than one classification of membership at any one time.

Section B. 1. An individual is eligible to be an active member if the individual is: employed within a collective bargaining unit represented by the International Union or the Local Union; an employee or salaried officer of the International Union or the Local Union or of any organization approved by the International Executive Board with which the International Union or the Local Union has affiliated; a member of the International Union through the Local Union or a division of the Local Union which was a professional or other association that has been chartered by or merged with the International Union or the Local Union; or working as a barber, cosmetologist, or independent insurance agent.

Receipt by the Local Union of the current dues and the required initiation or reinstatement fee, or any installment established by the Local Union for payment of such fee, is required for an eligible individual to become an active member. Continued payment of dues, and, if applicable, any remaining installments of the required initiation or reinstatement fee, is required to maintain active membership.

Active members shall enjoy all rights and privileges of membership in this Local Union and in the International Union, including the right to vote at regular and special meetings and to hold any office and be elected a delegate if otherwise qualified under these bylaws and the International Constitution.

They shall have the privilege of obtaining withdrawal status provided that they are eligible pursuant to the requirements of Article V of these bylaws. If otherwise eligible, active members may obtain military leave status.

2. An active member who is not actively working due to layoff, illness, disability, or a contractually provided leave of absence, and has applicable recall or reemployment rights which have not expired under the collective bargaining agreement,

or who has been discharged and has a grievance pending under the collective bargaining agreement for a bargaining unit which is represented by the International Union or the Local Union, may elect (1) to continue to pay dues and maintain active membership for the temporary period for which said recall or reemployment rights are valid or said grievance is pending, but in neither event for longer than two years, (2) to apply for another classification of membership provided for in this Article, if eligible, or (3) to apply for a withdrawal status pursuant to the provisions of Article 6 of the International Constitution.

Section C. An individual is eligible to be an associate member if the individual is a participant in a specific associate program, established by or approved by the International Executive Board, and the individual is not eligible to be an active member, or if the individual is employed by an employer who is the subject of an active organizing effort by the International Union or any of its chartered bodies. Payment of the applicable dues is also required to become an associate member and to maintain such membership. Associate members may be privileged to attend membership meetings and serve on committees as determined by the Local Union President and may, at the request of the Local Union President, make reports or otherwise address such meetings. They have the privilege of obtaining withdrawal status provided that they are eligible pursuant to the requirements of Article V of these bylaws. Associate members, however, shall have no voice or vote in Union affairs, nor shall they hold Union office or be elected a delegate.

Section D. The Local Union may issue paid-up life membership to any of its members who have accumulated 25 or more years of active membership in the International Union and who are no longer eligible for active membership in the International Union. Proposals to grant paid-up life memberships shall be introduced and voted on at a regular meeting of the Executive Board of the Local Union. A decision by the Executive Board not to grant paid-up life membership may be appealed at the next regular membership meeting of the Local Union. If paid-up life membership is approved for any member, the President shall immediately notify the International Secretary-Treasurer of such action. Paid-up life members may be privileged to attend membership

meetings and serve on committees as determined by the Local Union President and may, at the request of the Local Union President, make reports or otherwise address such meetings. Paid-up life members, however, shall have no voice or vote in Union affairs, nor shall they hold Union office or be elected a delegate.

If such member again becomes eligible for active membership in the International Union, the member shall apply for active membership in the same manner as provided for reinstatement from withdrawal status in Article V of these bylaws.

Section E. An individual is eligible to be a nonactive member if the individual is an owner-operator of an establishment within the jurisdiction of the Local Union. Payment of the applicable dues is required to become a nonactive member and to maintain such membership. Nonactive members may be privileged to attend membership meetings and serve on committees as determined by the Local Union President and may, at the request of the Local Union President, make reports or otherwise address such meetings. They have the privilege of obtaining withdrawal status provided that they are eligible pursuant to the requirements of Article V of these bylaws. Such persons shall have no voice or vote in Union affairs, nor shall they hold Union office or be elected a delegate.

Section F. All applications for membership shall be made on forms furnished or approved by the International Secretary-Treasurer. The Local Union shall retain such applications and enter all information required for new members on a monthly membership report in the format provided, approved or mandated by the International Union, which could include an electronic report. Such report shall be forwarded to the International Secretary-Treasurer.

Section G. Members shall not furnish a complete or partial list of the membership of the International Union or of any Local Union to any person other than those whose governmental position or International or Local Union office or employee benefit fund position entitles them to have a list, without specific authorization in writing from the International President.

Section H. All members shall be subject to the bylaws of this Local Union and the Constitution and laws of the International Union.

Section I. Any active member who is otherwise entitled to resign from membership while remaining employed within the jurisdiction of this Local Union must give 30 days' written notice by certified mail or personal delivery to the Local Union before such resignation may become effective.

Section J. Members shall maintain strict secrecy in regard to Local Union affairs. All business of the Local Union and the United Food and Commercial Workers International Union shall be kept private from persons outside the Local Union unless publication of the same be authorized by the Local Union President.

Section K. Members shall sustain the officers of the Local Union in the discharge of their duties.

Section L. It is the duty of each member to attend all Local Union meetings so that they may keep in close contact with the workings of the organization.

Section M. Members shall notify the Local Union President in cases of discharge or leaving their place of employment. They shall keep the President posted as to their correct address and telephone number. Any letters or documents sent to members by the Local Union, the President, or the Secretary-Treasurer, shall be considered to have been mailed and sent if they are mailed to the last known address on record at the Union office.

Section N. Members shall wear the Union button while on the job, whenever it is reasonable and practicable.

ARTICLE V  
Withdrawal and Military Leave Status

Section A. The following members whose current dues and fees have been paid shall be entitled to withdrawal status without charge therefor:

1. Members no longer employed within a collective bargaining unit represented by and within the jurisdiction of the Local Union;
2. Members whose positions are excluded from coverage by a collective bargaining agreement;
3. Members who are employed by the International Union or the Local Union who are represented by another labor organization for purposes of collective bargaining with the International Union or the Local Union;
4. Members no longer employed by an employer who is the subject of an active organizing effort by the Local Union and who is not a party to a collective bargaining agreement with the Local Union; and
5. Members who terminate their associate, nonactive, or general membership and are not eligible for active membership.

Section B. The President, upon receipt of information that a member is eligible for withdrawal status, shall effect such in accordance with provisions of these bylaws and the International Constitution.

Section C. Withdrawal status granted to eligible members shall be effective as of the first of the month following the member's eligibility to receive such status.

Section D. Persons in withdrawal status may maintain continuous membership by:

1. Notifying the International Union in writing no later than the first day of the month following the effective date of such status, along with one month's dues, and becoming a general member as provided in Article 4(F) of the International Constitution;
- or

2. If eligible for active membership, by applying for such together with the payment of the current dues, with the Local Union within whose jurisdiction such person is employed or last held membership within one calendar month from the effective date of withdrawal status.

Section E. Any person in withdrawal status and making application for membership in this Local Union shall be accepted as a reinstated member, without the payment of a fee, except the current dues, provided such reinstatement with this Local Union occurs within 30 days from the date of employment within a collective bargaining unit which is situated within the jurisdiction of the Local Union and is represented by the International Union or such Local Union, or within 30 days from the date of employment by the International Union or any of its chartered bodies. Any person who is employed within a collective bargaining unit represented by the International Union or any Local Union of the United Food and Commercial Workers and fails to reinstate as prescribed in this paragraph shall have withdrawal status voided and shall not be reinstated to membership without the payment of the applicable fee.

Section F. In the event any member whose current dues and fees have been paid enters the military service of the United States or Canada, whether voluntarily or by draft, such member shall be entitled to, upon request, military leave status with the privilege of reinstating with any Local Union within whose jurisdiction the person is employed within a collective bargaining unit represented by the International Union or such Local Union within six months after discharge from military service, provided that such person makes application for membership in the required manner, presents evidence of discharge, and pays current dues.

Section G. During such military leave, the benefits as provided in these bylaws and the International Constitution shall be inoperative; however, any such person readmitted under the above provisions shall immediately be restored to membership status in all respects as of the effective date of the military leave status.



Section H. Such members in military leave status applying for membership after the aforementioned six months' period shall be honored as regular withdrawal status as set forth in Section E of this Article.

## ARTICLE VI

### Meetings

Section A. The regular quarterly meetings of this Local Union shall be held at such times and locations as shall be determined by the Local Union Executive Board. Regular meetings may be held via teleconference call or other method approved by the International Executive Board.

Section B. The chairperson of the meeting shall have the authority to take whatever reasonable measures are necessary to ensure order.

Section C. A special meeting of the membership shall be called whenever requested in writing by 10 percent of the membership, or when directed by the Executive Board or President. Special meetings shall be held as quickly as is practical and reasonably convenient, provided that, where a regular membership meeting is scheduled within a 30-day period of such a membership request, the Local Union President may defer such requested meeting to the date of the regularly scheduled meeting. Special meetings shall be held in the same manner as the Local Union holds its regular meetings.

Section D. Informational meetings of a portion of the membership may be held on an occasional or regular basis as may be determined by the Local Union. Such informational meetings of the Local Union membership may pass upon recommendations to be referred to the regular meeting or to a special meeting of the membership for its action thereon. Meetings of a portion of the membership may vote upon collective bargaining agreements which affect it as specified under Article 23 of the International Constitution.

Section E. Adequate notice shall be given of the time and place of all meetings not held on a periodic basis at a set time and place, so that all members involved have an opportunity to attend. Adequate notice shall also be given of the purpose of all special meetings.

The Local Union shall endeavor to schedule such membership meetings when at least 66 percent or more of the members involved are not scheduled to work. This will particularly apply where members work with a company or unit or location operating five, six, or seven days a week, or 24-hours a day or when the business is operated in the evenings.

Section F. No person shall be admitted to the Local Union meeting without presenting their membership identification card, unless the individual has the permission of the presiding officer. No member shall leave the meeting without permission of the presiding officer.

Section G. Seven members shall constitute a quorum at any membership meeting.

Section H. Except as expressly provided otherwise in these bylaws or the International Constitution, all matters calling for a vote shall be determined by a majority of the active members present and voting on the question. Whenever a requirement for a majority vote, two-thirds majority vote, plurality vote, or other such vote is set forth in these bylaws, it shall be applied with respect to those present and voting and/or all valid votes cast and counted, as applicable, unless the voting requirement in the applicable provision of these bylaws expressly provides otherwise.

Section I. Except as otherwise provided herein or by the Constitution or laws of the International Union, proceedings shall be governed by Robert's Rules of Order.

ARTICLE VII  
Local Union Officers

Section A. The constitutional officers of this Local Union shall be a President, Secretary-Treasurer, Recorder and seventeen (17) Vice Presidents.

Section B. The duties of Local Union officers and employees shall be those provided by the Constitution and laws of the International Union and such other duties as may be provided in these bylaws or by the Local Union from time to time.

Section C. 1. The President shall be the chief executive officer of the Local Union and shall be responsible for enforcing the Constitution and laws of the International Union and the bylaws and rules of the Local Union. The President, or the President's designated representative, shall preside at all meetings of the Local Union and the Local Union Executive Board and shall decide all questions of order subject to an appeal to the Local Union or Local Union Executive Board, as appropriate, provided that any such decisions on appeal are consistent with the Constitution and laws of the International Union. The President, by virtue of office, shall be a delegate or representative to any convention or meeting to which the Local Union is entitled to and elects to send delegates or representatives except as otherwise provided in Articles 8(I)3 and 15(E) of the International Constitution. The President shall have general supervision over the affairs of the Local Union. Subject to the provisions of the respective trust agreements, the President, or the President's designated representative, shall be a trustee of all employee benefit trusts on which the Local Union is entitled to a trustee, and the President shall appoint any other trustees to which the Local Union is entitled on such trusts. The President or the President's designated representative shall have the authority to appoint stewards, or to determine that stewards in designated locations be elected by the affected membership, and shall have the authority to remove stewards in either instance. The President shall appoint all committees as may be necessary, and shall perform such other duties as are required by the President's office. The President shall vote where that vote would be determinative of the outcome or in all cases where a secret ballot is conducted.

The President may appoint sergeants-at-arms to assist in properly conducting meetings of the Local Union.

2. The President shall disburse the Local Union's funds and, except for disbursements required to be made from the funds of the Local Union by the Constitution or laws of the International Union or these bylaws, disbursements shall be authorized or ratified by the Local Union Executive Board. Disbursements shall be made in accordance with Article IX, Section C of these bylaws. The President shall invest and reinvest the surplus funds of the Local Union, upon the approval of the Local Union Executive Board, according to standards applicable to fiduciaries.

3. The President shall have the authority to interpret the bylaws and rules of the Local Union. Any such interpretation may be appealed to the Executive Board within 30 days after the decision has been rendered. Any such interpretations or decisions on appeal shall be consistent with the Constitution and laws of the International Union. The President shall have the authority to resolve any controversy, dispute, or grievance that may arise between members of the Local Union for which a remedy is not otherwise provided in these bylaws. Nothing contained herein shall be construed or applied in derogation of any rights or remedies provided by the International Constitution.

4. The President may employ or retain such personnel as may be necessary to conduct the affairs of the Local Union. The President may terminate the employment of any such person at the end of an assignment or in the best interest of the Local Union; except that, the President may terminate the employment of any Union Representative for reasonable cause, subject to an appeal to the Local Union Executive Board.

5. The President shall determine the compensation and expenses, or expense policy, for all personnel employed or retained by the Local Union, subject to the approval of the Local Union Executive Board.

6. The President shall be the custodian of the union shop identification cards, or other such indicia, union logos, union labels, union domain names, and other identification of the Union as are issued by the International Union.

7. The President shall forward to the International Secretary-Treasurer a monthly membership report in the format provided, approved, or mandated by the International Union, giving an accurate record and summary of the membership as of the last day of the month for which the report is submitted. The President shall complete the

report consistent with the requirements of Articles 34(B)6 and 34(B)7 of the International Constitution.

8. The President shall receive and properly receipt all money collected.

9. The President shall make an itemized statement, which shall contain accounting categories substantially similar to those required in the Local Union Trustees' financial report provided for in Article IX, Section D of these bylaws, including a statement of assets, liabilities, and net assets, at each regular meeting of the Local Union Executive Board of all moneys received and paid out by the President, the accuracy of which shall be certified by the Trustees of the Local Union. The President shall make the Local Union financial records available to the Trustees at their request. The President shall make such itemized statement available for inspection by the members at the Local Union on a reasonable basis. The President shall also make or distribute a financial report at a regular meeting or series of regular meetings of the membership not less than once a year.

10. The President shall be the editor of the Local Union newspaper.

11. The President, by virtue of their office, shall automatically be a Local Union Trustee on Boards of Trustees of any Health and Welfare, Pension, Dental or any other Trust established either by collective bargaining agreements or the Local Union; unless prevented from being a Trustee, by law or agreements signed by the Local Union.

12. The President, Secretary-Treasurer, and Union Representative of this Local Union, or Representative of the International Union, is authorized to make application for certification at any time, to the Labour Relations Board, providing the individual has complied with the provisions of these bylaws and the International Constitution.

13. The President or the President's designated representative shall be the only person or persons authorized to make Press statements, speak to the media or deal in any way with the communication of information from and about the Local Union.

14. The President shall determine the duties of Union Representatives and shall assign the day to day activities of said Union Representatives. They shall render reports to the President and to the Local Union, as may be directed from time to time by the President.

Section D. The Secretary-Treasurer shall assist the President in the carrying out of the President's duties and responsibilities and shall conduct the Secretary-Treasurer's office under the general supervision of the President. The Secretary-Treasurer, by virtue of office, shall be a delegate or representative to any convention or meeting to which a Local Union is entitled to and elects to send more than one delegate or representative except as otherwise provided in Articles 8(I)3 and 15(E) of the International Constitution.

Section E. The Vice Presidents shall assist the President in the discharge of the President's official duties. They shall be numerically designated for election purposes only.

Section F. The Recorder shall report the minutes of each Local Union membership and Executive Board meeting, keeping an accurate and permanently bound or unalterable electronically stored record of all proceedings.

Section G. 1. All Local Union officers who are entrusted with any books or records of the Local Union shall maintain and keep such books or records in good order and shall at all times have them available for authorized audit, examination, or inspection.

2. All officers at the expiration of their respective terms of office, or when removed or when their offices become vacant, shall deliver to their duly elected successors, and if there is no such successor, then to the duly elected Trustees of the Local Union, all books, papers, moneys, and other property in their possession belonging to the Local Union or International Union, and they shall not be relieved from their bonds or obligations until they have complied with this requirement.

Section H. Compensation and expenses, or the expense policy, for officers shall be established by the Local Union Executive Board.

ARTICLE VIII  
Local Union Executive Board

Section A. The constitutional officers of the Local Union shall constitute the Local Union Executive Board. The duties of the Executive Board shall be those provided in the International Constitution and these bylaws and such other duties as may be provided by the Local Union from time to time.

Section B. The Executive Board shall have full and complete charge of all business of the Local Union not otherwise delegated to a specific officer or officers, or reserved to the membership. It shall meet not less often than once a quarter, provided further, that such quarterly meetings shall not be more than four months apart. The President shall be authorized to call additional meetings of the Executive Board whenever the President deems it advisable or whenever requested by a majority of the Executive Board. The Executive Board may meet by teleconference call or other means approved by the International Executive Board, provided it meets in person at least three times a year. The Local Union President may conduct a vote of the Executive Board by mail, telephone, or other form of communication the Local Union President deems appropriate. A majority of its members shall constitute a quorum.

Section C. The Local Union Executive Board shall annually select from among its members a Board of Audit, consisting of three members, who shall not be members of the Board of Trustees. The Board of Audit shall annually examine the trustees' and chartered accountant's reports and shall report their findings to the next regular Executive Board and membership meetings of the Local Union.

ARTICLE IX  
Local Union Board of Trustees

Section A. Three Local Union Executive Board members shall, by virtue of their offices, constitute the Local Union Board of Trustees. Two of these shall be the President and the Secretary-Treasurer, and the Local Union Executive Board shall annually designate one of the other members of the Executive Board to be the third Trustee.

Section B. The Trustees shall be responsible for ensuring that all finances of the Local Union are managed in accordance with the Constitution and laws of the International Union and these bylaws. The Trustees shall be responsible for ensuring that the funds and property of the Local Union are properly received and managed for the sole use and benefit of the Local Union and in accordance with standard accounting practices.

Section C. The signatures of two of the three Trustees shall be required on all checks, electronic transfers and all other financial documents, and the Trustees shall be responsible for ensuring that all banks and other financial institutions holding funds or property of the Local Union are so instructed.

Section D. The Trustees shall examine the financial records of the Local Union. The Trustees shall make a quarterly financial report to the International Secretary-Treasurer on forms supplied or approved by the International Secretary-Treasurer and on such schedule as the International Secretary-Treasurer may determine, and they shall also promptly submit a copy of said report to the Local Union Executive Board. The Trustees shall also file with the International Secretary-Treasurer copies of all audits required by the International Constitution and any annual financial reports required by the federal or provincial government within 30 days of their completion.



Section E. The Trustees shall employ a chartered accountant to assist them in the performance of their duties and to perform a complete audit of the Local Union not less than once a year, except as otherwise indicated in Article 36(E) of the International Constitution.

Section F. The Trustees shall ensure that Local Union officers, representatives, and employees are bonded as directed by the International Secretary-Treasurer and in accordance with Article 11(L) of the International Constitution.

Section G. The title to a headquarters building or other real property held by the Local Union shall be vested by proper conveyance in its own name, if applicable provincial law permits; in the names of the individual members of the Board of Trustees and their successors in office, to be held in trust for the sole use and benefit of the Local Union; or in a separate building corporation whose corporate documents have been approved by the International President.

## ARTICLE X Local Union Funds

Section A. The general or special funds or property of this Local Union shall be used only for such purposes as are specified in these bylaws or the Constitution and laws of the International Union, as may be established by proper resolution of the Local Union Executive Board, or as may be required to transact and properly conduct the business of this Local Union.

Section B. All monies paid out of the funds of this Local Union must be authorized or ratified by the Local Union Executive Board, except for monies required to be paid out of the funds of the Local Union by the Constitution or laws of the International Union or these bylaws.

ARTICLE XI  
Initiation Fees and Dues

Section A. Except as otherwise provided in the International Constitution, or in Article XI, Sections F and G of these bylaws, reasonable dues, initiation and reinstatement fees, and general or special assessments shall be established, increased, or levied by the Local Union by a majority vote by secret ballot of the members. Not less than 15 days' written notice of such proposed action shall be sent to the membership prior to voting.

Section B. The initiation fee and reinstatement fee shall be \$5.00.

Section C. Initiation and reinstatement fees fixed by the Local Union may be reduced or waived by the Executive Board during active organizing programs.

Section D. The minimum Local Union dues for any member shall be as indicated in Appendix "A" of these bylaws, attached. Said Appendix "A" shall not be part of these bylaws but shall be consistent with Article XI of these bylaws and reflect the application of Sections F and G below.

Section E. New or rehired members shall, at the beginning of their employment or re-employment with any Employer, be required to pay advance dues of an amount equal to four consecutive calendar week period, as indicated above in Section D, in addition to any regular initiation fee or reinstatement fee payable and in addition to their Local Union dues.

Section F. Every member shall pay the above weekly or monthly dues, as indicated in Sections D and E above, plus an additional sum of money equal to the yearly increases negotiated for the largest classification in the agreement covering the largest unit of the Local Union, provided that the Executive Board shall have the authority to reduce the specific amount of such additional sum to an even figure in order to lessen the bookkeeping burden, and once a year may waive all or part of such additional sum, with

the approval of the membership, for such a period of time as the financial condition of this Local Union warrants. At the end of any such waived period, the specified additional sum shall be due and payable every week, if Local Union dues are deducted every week, or each month, if they are deducted on a monthly basis.

Section G. The dues of all members of the Local Union shall be automatically increased by 50 percent during a strike or strikes by the Local Union, provided however, that the Local Union Executive Board may waive such increase if it determines that the additional revenue is not needed for strike benefits and assistance and, in addition, the Local Union Executive Board may waive such increase for members in units or locations which are not on strike. The Local Union Executive Board may also defer the 50 percent increase in Union dues, as indicated above, until the strike or strikes have ended. In no event shall the 50 percent increase in Union dues last longer than the duration of the strike or strikes.

Section H. 1. Dues shall be due and payable on or before the first day of the month for which they are due. An applicant for membership shall pay any applicable initiation or reinstatement fee, unless otherwise provided pursuant to the International Constitution, plus the current month's dues and assessments.

2. Any member two calendar months in arrears for dues or fees to the Local Union shall stand suspended if they are not paid on or before the first day of the third month. After the expiration of such period, no officer, representative, or employee of this Local Union shall accept dues without a reinstatement application and the required fee, or credit any member, except as specified in Articles 4(D) and 38(D) of the International Constitution. The responsibility for maintaining membership rests with the member; suspension, therefore, when it occurs, is the voluntary act of the member involved.

Section I. Members of the Local Union who are on layoff, sick leave, workers compensation, short term disability, long term disability, etc., who are temporarily unemployed and have re-employment rights under a United Food and Commercial Workers Union, Local No. 832 collective bargaining agreement and desire to maintain active membership status, can do so by paying each month an amount equal to two times

the current per capita tax of the International Union. This amount shall be remitted on the first day of each month, in advance, to the Secretary-Treasurer of the Local Union by certified cheque or money order made out to the Local Union.

## ARTICLE XII

### Elections

Section A. All officers shall be elected by secret ballot of the membership, and their term of office shall be for four years, commencing January 1, 2018. Terms of office shall expire on December 31, and the terms of newly elected officers shall commence on January 1.

Section B. Nominations and elections shall be conducted during the last six months preceding the expiration of the term of office.

Section C. Not less than 15 days prior to the beginning of nomination meetings for Recorder and Vice President, notice shall be mailed by the Local Union to each member at the member's last known home address, setting forth the times, dates, and places for conducting the nomination meetings.

Not less than 30 days prior to the deadline for the receipt of nomination petitions for President and Secretary-Treasurer, notice shall be mailed by the Local Union to each member at the member's last known home address, setting forth the manner for conducting the nominations for each office, the actual number of signatures required for nomination petitions for President and Secretary-Treasurer, the deadline date for the receipt of petitions, and all other relevant requirements for the filing of petitions, including what each petition is required to contain. The deadline for the receipt of nomination petitions shall be even days or less prior to the beginning of nomination meetings for Recorder and Vice President.

The notice of nomination meetings may be combined with the notice of nomination petitions and such combined notice of nominations shall be mailed not less than 30 days prior to the deadline for the receipt of nominations petitions.

Not less than 15 days prior to election, notice shall be mailed by the Local Union to each member at the member's last known home address, setting forth the times, dates, and places for conducting the election.

Notice of nominations and election may be combined into a single notice, which shall be mailed not less than 30 days prior to the deadline for the receipt of nomination petitions.

Section D. No person shall be eligible for nomination or election to any office unless such person is:

1. An active member in the Local Union, who has been an active member in the Local Union, or who had been a member of another organization merged with the Local Union, for a continuous aggregate of at least 12 months immediately preceding the month in which the deadline for the receipt of nomination petitions occurs, or in which nomination meetings are held, as applicable; or

2. An active member in the Local Union who has been an active member in the International Union continuously for at least 24 months immediately preceding the month in which the deadline for the receipt of nomination petitions occurs or in which nomination meetings are held, as applicable.

Any member satisfying the eligibility requirements of this Section must maintain continuous active membership in the Local Union to remain eligible to run for or hold elected office.

Section E. Nominations for the offices of Recorder and Vice President shall be conducted at nomination meetings.

Section F. 1. Nominations for the offices of President and Secretary-Treasurer shall be conducted by petition. Nomination of a member for President or Secretary-Treasurer shall require the signatures of 2 percent of the average monthly active membership of the Local Union, based on the number of active members on which the Local Union pays per capita tax to the International Union, for the twelve-month period ending with the next to last month prior to the month in which the notice of nominations is mailed to the membership.

2. The top of each page of the petition shall indicate the member who is being nominated and the specific office for which he or she is being nominated. Any petition may nominate two members for office, provided that one member is being nominated for President and the other member is being nominated for Secretary-Treasurer, and that the office for which each member is being nominated is specifically indicated. Each petition shall contain the signature, printed name, and other identifying information, as determined by the general chairperson of the election, of each member signing the petition.

3. Petitions shall be filed at the Local Union office by mail or in person. The original signatures are required to be filed, and transmission by facsimile, computer, or other form of electronic transmission shall not be valid.

4. If a signature on any petition is not accompanied by a printed name or the other identifying information required by the general chairperson, but the identity of the member can be determined from the signature, the signature shall be deemed valid and shall be counted.

Section G. No member may run for more than one office in any election and no member may hold more than one elected office at any one time. The regular employees of the Local Union shall not constitute more than 50 percent of the membership of the Local Union Executive Board.

Section H. Any active member in the Local Union, as defined in Article 4(B) of the International Constitution, shall be eligible to vote in the Local Union's elections.

Section I. 1. The nominations and elections shall be conducted at such times and places as will afford all active members a reasonable opportunity to nominate and vote.

2. The President shall select a general chairperson, who shall be a member of the United Food and Commercial Workers, to supervise the conduct of the nominations and election and not less than three members to act as election judges to assist the general chairperson. The general chairperson and election judges, who together shall constitute the election committee, shall not be candidates for Local Union office. The

general chairperson shall establish the applicable dates, times, places, manner, and procedures for the nominations and election. The election committee shall maintain custody of all ballots and election registers during the conduct of the elections. Where multiple polling places are used, at least one election judge or the general chairperson shall supervise the election at each polling place.

3. Each eligible member desiring to vote shall sign an election register authorized by the general chairperson of the election. The voter shall be given a ballot authorized by the general chairperson and shall be provided an opportunity to vote the ballot in secrecy. Ballots shall bear no number or marks which might identify the voter. After marking the ballot, the voter shall fold and place it in a secured ballot receptacle provided by the election committee. Alternative procedures for voting by machine, adequate to ensure the secrecy of the ballot, may be provided. Candidates may have observers, who shall be active members of the Local Union. Adequate safeguards to ensure a fair election shall be provided by the Local Union officers and election officials.

4. Where the election is conducted at a single polling place, the results shall be tallied and recorded by the general chairperson of the election and the election judges at the close of the voting.

5. Where the election is conducted at multiple times or polling places, the general chairperson of the election and not less than three election judges designated by the general chairperson shall meet not later than the second day following the last day on which the election was held and at a time and place to be specified by the general chairperson to tally and record the results of the election. As may be determined by the general chairperson prior to the balloting, the ballots may be counted at the close of each polling place, provided that the general chairperson or at least one election judge is present, and provided further, that the general chairperson and not less than three election judges designated by the general chairperson shall tally and record the final results of the election as provided above in this paragraph.

Section J. 1. In lieu of or in addition to the election procedure provided for above, the general chairperson of the election may determine to conduct the election by a mail referendum in its entirety or in outlying areas.

2. An election by mail referendum shall be conducted as follows:

a. The election general chairperson and election judges will send by first-class mail to each active member of the Local Union eligible to vote by mail ballot the following: (1) instructions, which may be printed separately or printed on the ballot, as to the procedure to be used by the members in casting their secret ballots by mail; (2) one official ballot; (3) one envelope bearing the words "Secret Ballot," with no identifying number or marks; and (4) a ballot return envelope, which shall either contain a label with the member's name and address or clearly ask the member to print their name and address, and which shall be pre-addressed to a post office box obtained solely for the purpose of the mail referendum.

b. The Local Union election general chairperson shall establish a deadline for the receipt of return mail ballots, which shall be no earlier than 15 days or later than 30 days after the date upon which the ballots are mailed to the members; provided that, if separate notice setting forth the manner and the dates that the ballots will be sent to the membership and that the return mail ballots must be received has not previously been mailed to each member at their last known home address, the receipt deadline shall be no earlier than 20 days after the date upon which the ballots are mailed to the members. If only a portion of the election is conducted by mail ballot, the receipt deadline shall be within the limits provided above and, in addition, the same as the date established for the close of voting in the non-mail portion of the election.

c. On the day of the receipt deadline, after 12:00 noon, at least two members of the election committee shall together pick up the mail ballots and return them unopened to the place specified by the general chairperson, and thereupon the election committee shall open and count the ballots. The general chairperson and the election judges shall remove the Secret Ballot envelope containing the ballot from all ballot return envelopes verified to have been sent by eligible voters. After all the Secret Ballot envelopes have been separated from the return ballot envelopes, they shall be opened and the votes tabulated by the general chairperson and election judges. If only a portion of the election is conducted by mail ballot, the election committee shall open and count the mail ballots following the close of voting in the non-mail portion that day.

d. Adequate safeguards to ensure the secrecy of each voter's ballot and the fairness of the mail referendum shall be provided by the Local Union officers and election officials.



e. In all other applicable respects, the provisions of the International Constitution and these bylaws relating to the election of Local Union officers shall govern.

Section K. The general election chairperson may determine to conduct a vote by other method approved by the International Executive Committee.

Section L. Write-in candidates and proxy voting shall not be permitted.

Section M. A plurality of votes cast shall be required for election except as to the offices of Local Union President and Secretary-Treasurer, where a majority of votes cast shall be required for election. Where the election for an office other than President or Secretary-Treasurer results in a tie or where no nominee for Local Union President or Secretary-Treasurer receives a majority of votes cast, a runoff election between the two nominees with the higher number of votes shall be conducted.

Section N. When nominations have been completed and there are unopposed candidates, such unopposed candidates shall be deemed elected by acclamation.

Section O. The ballots and all other records pertaining to the nominations and elections, including the membership mailing lists which were used to send the notices of the nominations and elections, shall be preserved for not less than one year by the President.

Section P. A copy of the results of the election shall be immediately mailed to the International President.

Section Q. Formal installation of the newly elected officers may be either before or after the start of their term of office to suit the convenience of the Local Union, but in any event, during either the month preceding or the two months following the start of their term of office; provided, however, that no officer shall be deemed to be in office unless bonded where required by the Constitution and laws of the International Union.

Section R. 1. Not more than 15 days subsequent to the election, all challenges to the election shall be submitted to the general chairperson of the election. The Local Union general chairperson and election judges shall consider any such challenge and take such remedial action as they deem appropriate. Not more than 15 days subsequent to such decision, an aggrieved party may appeal such decision to the International President. Where the general chairperson of the election and the election judges fail to render a decision within 30 days of the Local Union election, the challenging party may appeal to the International President not later than 15 days thereafter.

2. The decision of the International President may be appealed to the International Executive Board not later than 30 days after such decision has been rendered.

3. Any challenge or appeal which could have been presented in compliance with these filing requirements, but was not, shall be deemed to have been waived.

Section S. 1. Where vacancies occur in any of the elected offices of a Local Union, the Local Union Executive Board, not later than 90 days after the vacancy occurs, shall fill the vacancy for the balance of the term. However, a vacancy in the office of President shall be filled no earlier than 30 days nor later than 90 days after the vacancy occurs.

2. In the case of a vacancy in the office of President, the Secretary-Treasurer of the Local Union shall perform the President's duties until a new President is elected by the Local Union Executive Board.

3. Any member filling a vacancy must satisfy the eligibility requirements of Article XII, Section D of these bylaws as applicable to the filling of vacancies.

Section T. If any officer shall fail to attend three successive Local Union Executive Board meetings, without satisfactory excuse, the office shall be declared vacant by the Local Union Executive Board.

## ARTICLE XIII

### Duties and Obligations

Section A. In addition to a member's duties and obligations as set out in Article 25 of the Constitution of the International Union, it shall be the duty and responsibility of all members to conduct themselves in a manner consistent with the Constitution of the International Union and the bylaws of the Local Union.

Section B. Whenever it is reasonable and practicable, a member shall purchase union-labeled goods from Union salespeople and have all of their work done by Union labour, recognizing bona-fide Union shop cards issued by labour unions affiliated with the American Federation of Labour and Congress of Industrial Organizations and the Canadian Labour Congress.

Section C. They should report known violations of the Local Union collective bargaining agreements, its bylaws and rules, to the officers of the Local Union, in order that such violations may be investigated and corrected.

## ARTICLE XIV

### Charges

Section A. The Executive Board shall act as a Trial Board, in accordance with the procedures established in Article 26 of the International Union Constitution.

In cases out of Winnipeg, where a Trial Board must be held, a preliminary hearing will be held in the town or city where the member resides. The purpose of this hearing, conducted by three members of the Local Union in good standing elected or appointed by the Local Union, shall be to determine whether the charges are substantial, or whether it warrants a Trial Board in Winnipeg. Any Local Union member charged under this Article, shall have the right to waive this first hearing procedure and go directly to the Trial Board in Winnipeg, if the individual so desires. Upon completion of the hearing, each of the three members of the hearing board shall submit in writing to the Chief

Executive Office of the Local Union their report and view of the hearing on any specific charges held in their town or city.

Members elected to appear at the said hearing shall come under the same rules and procedure and shall have the same privileges as if it were a regular Trial Board proceeding.

Section B. Except for nonpayment of dues, assessments, or other standard financial obligations, no member of this Local Union shall be disciplined by the Local Union unless such member has been accorded the rights provided by the International Constitution.

Section C. Members suspended or expelled shall be without right of voice or vote in the Local Union and without right to attend meetings or participate in any manner in the affairs of the Local Union.

Section D. Any member may be charged with conduct inconsistent with the duties and responsibilities outlined in Article XIII of these bylaws, or of a violation of any applicable collective bargaining agreement and, if so charged, the procedure outlined in Article 26 of the Constitution of the International Union shall be followed.

## ARTICLE XV

### Appeals of Members from Local Union's Disposition of Grievances

Section A. The Local Union shall have the exclusive authority to interpret and enforce the collective bargaining contract. In accordance therewith, the Local Union shall have the exclusive authority to submit grievances to arbitration, withdraw grievances, settle and compromise grievances, and decline to invoke the grievance procedures of the collective bargaining contract. The President, or the President's designated representative, shall make the decision as to whether a grievance is to be submitted to arbitration.

Section B. Any member who disagrees with the disposition of their grievance by the Local Union President, or the President's designated representative, shall have the right to appeal the decision to the Local Union Executive Board. The appeal shall be submitted, in writing, to the office of the Local Union and shall contain a simple statement of the nature of the grievance and any other matter the member wishes to bring to the attention of the Executive Board.

Section C. The member shall submit the appeal within 15 days from the date the member is first advised of the Local Union's disposition of the member's grievance.

Section D. The Local Union Executive Board shall consider the appeal at the next regular meeting of the Executive Board. The Executive Board shall treat the appeal as either a request for a review or a request for reconsideration.

Section E. The Executive Board shall advise the member of its decision within 30 days from the date of its meeting. There shall be no further appeal from the decision of the Executive Board.

Section F. Any member who does not appeal the Local Union's disposition of the member's grievance as provided above shall be deemed to have acquiesced in said disposition.

## ARTICLE XVI

### Agreements, Bylaws and Constitution

Every member, upon request, shall be given a copy of the collective bargaining contract executed between the Local Union and the member's employer, a copy of these bylaws, and/or a copy of the International Constitution.

ARTICLE XVII  
Amendments to Bylaws

Section A. Proposals to adopt or amend these bylaws shall (1) be signed and submitted to the Executive Board by 20 percent of the membership, provided that, if the Local Union's membership is greater than 2,000, the signatures of 10 percent of the membership or 400 members, whichever is greater, shall be required, or (2) be proposed by the Executive Board. The Executive Board shall make a recommendation on amendments submitted to it not later than 90 days after they are submitted. Notice of such amendment, containing the Executive Board's recommendation thereon and the date, time and location of the membership meeting(s) at which the amendment will be voted upon shall be mailed to each member at least 15 days prior to such meeting(s). The text of the amendment and the Executive Board's recommendation shall be read or distributed to the membership at such meeting prior to voting.

Section B. Amendments shall be adopted by a two-thirds majority vote of active members voting. At the discretion of the Local Union Executive Board, the vote may be conducted by mail referendum in accordance with the applicable provisions of these bylaws, provided that the Local Union shall mail members their ballots and the proposed amendment at least 15 days prior to the receipt deadline for return of the ballots and that the Local Union shall hold an informational meeting for discussion of the proposed amendment.

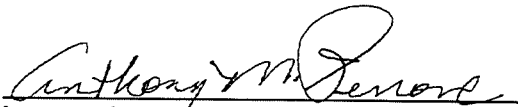
ARTICLE XVIII  
Approval, Application and Separability of Bylaws

Section A. These bylaws and any subsequent amendments thereto which are properly adopted by the membership or are required by the International Constitution must be filed with and approved by the International President to be effective.

Section B. The Constitution of the International Union, and the laws of the International Union which shall be made in pursuance thereof, shall be the supreme law of the International Union. The International Union, subordinate bodies, and all members shall be bound thereby; nothing in the bylaws or rules of any subordinate body to the contrary shall be an exception. Nothing in these bylaws shall be interpreted or applied in any manner which is inconsistent with the Constitution or laws of the International Union.

Section C. If any provision of these bylaws shall be held invalid, the remainder of these bylaws shall not be affected.

A P P R O V E D

By   
International President, U.F.C.W.I.U.

This 30<sup>th</sup> day of May, 2019.