

B.C. FERRY & MARINE WORKERS' UNION

**CONSTITUTION
&
BYLAWS**



As adopted at the BCFMWU Convention APRIL 2009

**BC Ferry and Marine Workers' Union
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TABLE OF CONTENTS

PREAMBLE	6
ARTICLE 1 - NAME	6
ARTICLE 2 - OBJECTIVES	6
ARTICLE 3 - AFFILIATIONS	7
Section 1 - Affiliation Approval	7
Section 2 - Affiliates	7
Section 3 - Affiliating or Disaffiliating with any Organized Body	7
Section 4 - Time Off to Attend Meetings	7
Section 5 - Resolutions	7
Section 6 - Per Capita	8
ARTICLE 4 - HEADQUARTERS	8
Section 1 - Location	8
Section 2 - Sub-Offices	8
Section 3 - Information Offices	8
ARTICLE 5 - MEMBERSHIP	8
Section 1 - Acquiring Membership.....	8
Section 2 - Membership	8
Section 3 - Membership Maintenance	9
Section 4 - Honourary Membership.....	9
Section 5 - Return of Excluded Persons to the Bargaining Unit	10
ARTICLE 6 – CHARGES, TRIALS AND APPEALS	10
Section 1 - Offences.....	10
Section 2 – General Provisions	11
Section 3 – Procedure for Laying a Charge	12
Section 4 – Disciplinary Committee and Disciplinary Hearings.....	12
Section 5 - Punishment	13
Section 6 – Appeals of the Decision of the Disciplinary Committee	13
ARTICLE 7 - GOVERNING AUTHORITY	13
ARTICLE 8 - CONVENTION AND BARGAINING CONFERENCE	14
Section 1 - Triennial Convention.....	14
Section 2 - Purpose of a Triennial Convention.....	14
Section 3 - Special Convention.....	14
Section 4 - Bargaining Conference	15
Section 5 - Delegates to Convention and Bargaining Conference.....	15
Section 6 - Credentials	15
Section 7 - Resolutions to Convention or Bargaining Conference.....	16
Section 8 - Order of Business	16
Section 9 - Errors and Omissions	16
ARTICLE 9 - PROVINCIAL EXECUTIVE	17
Section 1 - Governing Authority of the Union	17
Section 2 - Terms of Office	17

Section 3 - Structure	17
Section 4 - Recall of a Provincial Executive Member.....	17
Section 5 - Meetings	17
Section 6 - Training	18
Section 7 –Vacancies	18
Section 8 - President, Provincial Executive.....	18
Section 9 - 1 st Vice President, Provincial Executive	19
Section 10 - Secretary-Treasurer, Provincial Executive.....	19
ARTICLE 10 - COMMITTEES	21
Section 1 - Establishment	21
Section 2 - Component Representation on Committees	21
Section 3 - Duties.....	21
Section 4 - Finance Committee.....	21
Section 5 - Constitutional Resolutions Committee.....	22
Section 6 - Bargaining Resolutions Committee.....	22
Section 7 - Occupational Health and Safety Committee	22
Section 8 - Balloting Committee	22
Section 9 - Standing Bargaining Committee	22
Section 10 - Central Negotiating Committee.....	22
ARTICLE 11 - COMPONENTS	23
Section 1 - Ships’ Officers’ Component.....	23
Section 2 - Deas Dock Component.....	25
ARTICLE 12 - BOARD OF TRUSTEES	25
Section 1 - Composition	25
Section 2 - Duties of Trustees.....	25
ARTICLE 13 - RETURNING OFFICER AND ASSISTANT RETURNING OFFICER ...	26
Section 1 - Returning Officer.....	26
Section 2 - Assistant Returning Officer.....	26
ARTICLE 14 - ELECTION OF UNION OFFICERS	27
Section 1 - Nomination Procedure.....	27
Section 2 - Nomination of Provincial Executive	27
Section 3 - Election of Provincial Executive	28
Section 4 - Election of Board of Trustees.....	28
Section 5 - Election of Returning Officer and Assistant Returning Officer	28
Section 6 - Election of Delegates to Convention and Bargaining Conference.....	29
ARTICLE 15 - BALLOTING PROCEDURES	29
Section 1 - Standard Procedures Applied to all Union Elections	29
Section 2 - Scrutineers	29
Section 3 - Election Procedure for Convention	29
Section 4 - Procedure for Referendum Ballots	29
Section 5 - Procedure for Conducting the Ballot.....	30
Section 6 - Ratification Procedure	30
Section 7 - Counting the Ballots	31
Section 8 - Electronic Balloting.....	31
Section 9 - Report to the Provincial Executive.....	31

Section 10 - Holding Ballots After Vote	32
Section 11 – Procedure for Elections and Balloting Committee	32
ARTICLE 16 - LOCALS.....	32
Section 1 - Definitions	32
Section 2 - Purpose	32
Section 3 - Terms of Office	32
Section 4 - Structure	33
Section 5 - Forming New Locals	33
Section 6 - Locals and Jurisdiction	33
Section 7 - Membership	34
Section 8 - Bylaws	34
Section 9 - Recall	34
Section 10 - Vacancies.....	34
Section 11 - Duties of Local Presidents.....	34
Section 12 - Duties of Local 1st Vice Presidents.....	35
Section 13 - Duties of Local Recording Secretary-Treasurers	35
Section 14 - Member Education	35
Section 15 - Local Committees.....	35
Section 16 - Delegates to Trade and Labour Councils	35
ARTICLE 17 - SHOP STEWARDS.....	35
Section 1 - Shop Steward Elections.....	35
Section 2 - Shop Steward Responsibilities	36
Section 3 - Shop Steward Training	36
ARTICLE 18 - STAFF	36
Section 1 - Office Agreements.....	36
Section 2 – Labour Relations Officers.....	36
ARTICLE 19 - UNION FUNDS	37
Section 1 – Deposits	37
Section 2 - Union Bonds and Securities	37
Section 3 - Union Dues	37
Section 4 - Initiation Fees	37
Section 5 - Assessments.....	37
Section 6 - Financial Guide	38
Section 7 - Cheques	38
Section 8 - Signatories	38
Section 9 - Audits	38
Section 10 - Bonding	38
Section 11 - Safety Deposit Box.....	38
Section 12 - Union Property	38
Section 13 - Fiscal Year.....	39
Section 14 - Union Books and Accounts	39
Section 15 - Wages and Benefits	39
ARTICLE 20 - UNION FINANCIAL POLICY.....	39
Section 1 - Donations.....	39
Section 2 - Grant in Aid of Strike Assistance.....	39

Section 3 - Assistance to Membership..... 40

Section 4 - Financial Assistance to Locals 40

ARTICLE 21 - AMENDMENTS TO THE CONSTITUTION 40

ARTICLE 22 - OATH OF OFFICE..... 40

ARTICLE 23 - UNION POLICY 40

ARTICLE 24 - PROCEDURE AT MEETINGS..... 41

Section 1 - Rules of Procedure 42

Section 2 - Non-Smoking Meetings..... 42

APPENDIX "A" - POLICY..... 43

APPENDIX "B" - BALLOT BOX FORMS..... 44

APPENDIX "C" - FORMS OF CREDENTIAL 45

APPENDIX "D" - HONOURARY MEMBERS 46

PREAMBLE

This Union is found trusting the inherent right of the worker to join together in expressing a collective will to secure economic, political and social justice, equity and freedom, within our communities and nation.

These principles are kept secure by a united will brought through membership in this organization.

The pursuit of these principles recognizes the dignity of the worker, the precepts of democratic process, human rights, fairness, tolerance and civil liberty of the individual.

Participation in the affairs of the labour movement, from the individual to the international, ultimately secures the autonomy of this Union.

ARTICLE 1 - NAME

This organization is known as BC Ferry and Marine Workers' Union and is referred to as the "Union." The terms "Ferry Worker" and "BCFMWU" are recognized shortened forms of the official name.

ARTICLE 2 - OBJECTIVES

The objectives of the Union shall be:

- (a) To unite all workers eligible for membership, including all employees of ferries operating within the jurisdiction of the legislature of British Columbia, in a democratic organization acting on their behalf;
- (b) To seek, through the process of collective bargaining, the best possible wage standards and improvements in the conditions of employment for these workers and to represent members in protecting and maintaining their rights under the Collective Agreement;
- (c) To act as the representative of the membership in making representations to all levels of government for the purposes of safeguarding, improving and protecting the economic and social welfare of the membership, to the public it serves and the people of the Province;
- (d) To support the principles of the Human Rights Code of British Columbia;
- (e) To assist the dependants of deceased members to obtain all benefits, salary claims of all monies due, insurance and/or pensions and any claims that could be recovered by WCB or by legal recourse;
- (f) To protect members' rights by opposing any government policy that is detrimental to the good and welfare of the membership, including essential services legislation, privatization and any wage controls;
- (g) To achieve industrial democracy with equal representation on the Board of Directors of British Columbia Ferry Services Inc. for Union appointees;
- (h) To establish free child day care for all individuals. This Union supports the right of all individuals to free day care for their children; and

- (i) To engage in educational, legislative, political, civic, social, welfare, community and other activities to safeguard and promote economic and social benefits and justice for all workers, unionized and non-unionized.

ARTICLE 3 - AFFILIATIONS

Section 1 - Affiliation Approval

- (a) The Union shall affiliate to such organizations as directed by Convention or by a majority vote of the members on a referendum ballot.
- (b) The Provincial Executive shall be empowered to approve the affiliation to the B.C. Ferry and Marine Workers' Union of any organization.

Section 2 - Affiliates

- (a) The Union shall be an affiliate of the B.C. Government and Service Employees' Union, hereinafter referred to as the "BCGEU." The Provincial Executive shall have the authority to enter into and to modify an agreement with the BCGEU regarding the terms of affiliation or to take such other action as directed by resolution of Convention or approved by referendum.
- (b) The Union shall be an affiliate of the Canadian Labour Congress ("CLC"), the National Union of Provincial Government Employees ("NUPGE") and the B.C. Federation of Labour ("BCFED"). The Provincial Executive shall endeavour to ensure that delegates are sent to the respective conventions.
- (c) The Union shall be an affiliate of the Pacific Coast Maritime Council.
- (d) Locals of the Union shall affiliate or disaffiliate to Local or regional labour councils where labour councils are established, as directed by the Provincial Executive.
- (e) The Union shall affiliate to the B.C. Union Label Trades Council.
- (f) The Union shall affiliate to the International Transport Workers' Federation ("ITF").

Section 3 - Affiliating or Disaffiliating with any Organized Body

The Union may affiliate or disaffiliate with any organized body by amendment to the Constitution or majority vote on a referendum ballot.

Section 4 - Time Off to Attend Meetings

Time off for Provincial Executive delegates to attend meetings of the affiliates shall be paid for by the Union.

Section 5 - Resolutions

The Provincial Executive will, where appropriate, submit resolutions to the Convention of an affiliate.

Section 6 - Per Capita

- (a) The Provincial Executive must approve the amount of per capita paid by the B.C. Ferry and Marine Workers' Union to any labour organization.
- (b) The Union shall pay a per capita affiliation fee to those organizations to which it is affiliated, in accordance with the Constitutions of those organizations.

ARTICLE 4 - HEADQUARTERS

Section 1 - Location

The headquarters of the Union shall be 1511 Stewart Avenue, Nanaimo, British Columbia, or at such other address as determined by a two-thirds (2/3) vote of the Provincial Executive.

Section 2 - Sub-Offices

The Provincial Executive shall have the authority to establish Union sub-offices, as required, to service membership.

Section 3 - Information Offices

The Union endorses the concept of an "information office" at the Local level for the purpose of conveying current information, regarding Ferry Workers and labour in general, to the membership.

ARTICLE 5 - MEMBERSHIP

Section 1 - Acquiring Membership

- (a) Any person who is employed in the marine or ferry industry or a related industry or in any industry for whom the Union has, or seeks to acquire, the collective bargaining rights or is employed in a position where the Union may represent him/her as a collective bargaining agent, shall be eligible for membership in the Union.
- (b) The membership fee shall be waived upon submission of a transfer certificate or withdrawal certificate.
- (c) Membership, by affiliation to the B.C. Ferry and Marine Workers' Union, may be approved in accordance with Article 3, Section 1(b).

Section 2 - Membership

- (a) A member in good standing shall be a fully paid-up member, subject to sub-paragraph (b) below.
- (b) A member on long-term disability or parental leave shall not be required to pay dues and shall be considered a member in good standing
- (c) All members shall be responsible for notifying the Union Office of a change in their point

of assembly.

Section 3 - Membership Maintenance

- (a) Members applying for a leave of absence without pay from the Employer, of more than thirty (30) days, may obtain a withdrawal card and upon returning the card, shall be considered members in good standing.
- (b) Members who have obtained withdrawal cards shall have no voice, no vote and shall not be eligible to be elected, to serve as an officer of the Union, committee members or delegates to Conventions.
- (c) Members on leaves of absence without pay longer than thirty (30) days who continue to pay union dues as formerly assessed shall be considered to be members in good standing. Dues shall be submitted directly to the Union Office.
- (d) Members on leave of absence without pay, who do not conform to the provisions of subsections (a) or (c) above, will not be considered to be members in good standing.

Section 4 - Honourary Membership

- (a) All nominations from Locals, Components and Provincial Executive dealing with honourary membership must be submitted to the Union's Resolutions Committee one hundred twenty (120) days prior to Convention date.
- (b) The Resolutions Committee must investigate the records of all nominees and make recommendations to the Provincial Executive.
- (c) The Provincial Executive will consider all recommendations and inform the Local or Component of the decisions.
- (d) In order to assist Locals and Components in making nominations for this, the highest honour the Union can bestow, Convention has approved the following criteria to be used in making nominations:
 - i. The individual must have held membership in the BCFMWU for at least ten (10) years.
 - ii. The individual must have served on the Negotiating, Convention and/or Standing Committees of the Union.
 - iii. The individual must have been a delegate to the Union's Convention on at least three (3) occasions.
 - iv. The individual must have been a delegate to the BC Government and Services Employees Union Convention and/or BC Federation of Labour Convention on one (1) or more occasions.
 - v. The individual must have held office on the Provincial Executive, Component Executive or Local Executive for at least one (1) term.
 - vi. The individual must have been a shop steward for at least six (6) years.
 - vii. The individual must be strongly recommended by the Local or Component of which he/she is a member.
- (e) The candidate for life membership should meet four (4) of the seven (7) preceding points before consideration and nomination is made for honourary membership.
- (f) Honourary members may speak on matters relating to the welfare of the Union, but shall

not have the right to vote nor be eligible to be elected or serve as an officer, committee member, or a delegate to a convention or bargaining conference.

Section 5 - Return of Excluded Persons to the Bargaining Unit

- (a) An excluded person returning to the bargaining unit shall be considered to be a member in good standing upon payment of a lump sum to the Union equivalent to one percent (1%) of their monthly salary while excluded, to a maximum of five (5) years excluded time.

ARTICLE 6 – CHARGES, TRIALS AND APPEALS

Section 1 - Offences

Members may be reprimanded, fined, suspended or expelled by the Union in the manner provided in this Constitution for any of the following acts:

- (a) Wilfully violates the Constitution of the Union, By-laws or Policy;
- (b) Obtains membership through fraudulent means or by misrepresentation;
- (c) Institutes any action, suit or proceeding in any court or before any administrative body against the Union or any Union Officer without first exhausting all remedies provided for in the Constitution for appeal;
- (d) Advocates or solicits membership in a rival or attempts to transfer the affiliation of any group within the bargaining unit from the jurisdiction of the Union;
- (e) Fraudulently receives or misappropriates money or property of the Union;
- (f) Uses, without authority, the name of the Union for soliciting funds or advertising;
- (g) Provides a complete or partial membership list to persons other than those whose official business requires such a list;
- (h) Wrongfully interferes with any Officer or any accredited Representative of the Union in the discharge of his/her duties;
- (i) Circulates reports designed or calculated to injure or weaken the Union;
- (j) Disobeys or wilfully fails to comply with any decision or order of the Union;
- (k) Crosses a picket line;
- (l) Refuses to participate in picket duty;
- (m) Violates the Code of Conduct while representing the Union and/or attending a Union function;
- (n) Wilfully violates the terms of the Collective Agreement as to wages, hours, benefits or working conditions or orders or coerces any other member to work in violation of the terms of the Collective Agreement;
- (o) No member may sit in any elected or appointed position of the BCFMWU and simultaneously form or cause to be formed, a body intended to or capable of competing with the BCFMWU for the right to represent BCFMWU members. Such actions shall be just cause for their removal from all Union representative activity and loss of their elected and/or appointed posts;

- (p) No member sitting in an elected or appointed position of the BCFMWU shall simultaneously sit in an appointed or elected position on any body intended to or capable of competing with the BCFMWU for the right to represent BCFMWU members. Such action shall be just cause for their removal from all Union representative activity and loss of their elected and/or appointed posts;
- (q) Wilfully refuses to pay dues or assessments properly established or other valid financial obligation to the Union;
- (r) Works behind a picket line or during a work stoppage when under no legal duty to do so, without proper Union authorization;
- (s) Engages in acts which tend to hinder the execution of a properly recognized and authorized labour dispute conducted by the Union;
- (t) Lays frivolous, vexatious or repeated unfounded charges against any Officer of the Union;
- (u) Maliciously, falsely or otherwise defames an Officer or member of the Union;
- (v) Notwithstanding any of the above, no Union Official or member can be disciplined under this Article for complying with a legal obligation that is in conflict with this Constitution.

Section 2 – General Provisions

- (a) Any person, who is subject to charges, shall be judged in a just and impartial manner in accordance with the provisions of the Constitution.
- (b) The accused, hereafter referred to as the respondent, and the person(s) laying the charge, hereafter referred to as the complainant, shall have the right to be represented at all times and at any step by an advocate provided the latter is a member of the Union.
- (c) At any time in the process, the respondent and the complainant may agree to a mediated settlement, the mediator to be mutually agreed. Time limits may be amended during the mediation process, but, should mediation fail, the process set out in this Article shall resume at the stage at which it was suspended.
- (d) In the case where a hearing has to be held, the complainant and the respondent shall be present:
 - i. If the complainant is absent the charge is deemed to be abandoned.
 - ii. If the respondent is absent, the hearing shall proceed as scheduled.
- (e) Once the charges have been laid, any time limits stipulated in the Article may be extended by mutual consent of the respondent and complainants, or by decision of the appropriate authority should it deem proper or for a reasonable motive.
- (f) It shall be the duty of any member summoned to testify before a Disciplinary Committee hearing or appeal to answer all questions relevant to the charge.
- (g) Any decision issued by the Disciplinary Committee shall be immediately enforceable until reversed by an appeal authority.
- (h) When charges are laid against an elected official, the Provincial Executive may suspend the respondent from office and appoint a substitute until his/her case is resolved. Such suspension does not imply pre-judgement of the case.
- (i) No recourse may be sought because of actions performed in good faith under the provisions of the Article.

Section 3 – Procedure for Laying a Charge

- (a) Any charge shall:
 - i. Be in writing.
 - ii. Be duly signed by complainant.
 - iii. Refer to the Article of the Constitution, By-laws or Policy allegedly being violated.
 - iv. State in a specific and clear manner the facts giving rise to the charge so as to allow the respondent to enter a full and complete defence.
- (b) Failure to follow Section 3 a) shall cause a dismissal of the charge.
- (c) A charge must be filed with the Provincial President and Trustees of the Union within sixty (60) days of knowledge of the event giving rise to the charge.
- (d) The Provincial President or Trustees shall forward to the respondent and complainant by registered mail or in person:
 - i. A true copy of the charges including the date of filing and,
 - ii. A notice giving a summary of the procedure to be followed in the conduct of the affair.

Section 4 – Disciplinary Committee and Disciplinary Hearings

- (a) A Disciplinary Committee of three (3) members in good standing shall be convened to address the charges as follows:
 - i. Immediately upon receipt of the true copy referred to in Section 3 d (i), the respondent and person(s) laying the charge shall each select one member of the Disciplinary Committee. Should either the respondent or complainant fail to select a member of the Disciplinary Committee, the Trustees shall appoint that member.
 - ii. The two (2) Disciplinary Committee members shall choose the third member of the Committee who shall be the Chairperson. If they are unable to come to an agreement, the Trustees shall appoint the Chairperson.
- (b) The Disciplinary Committee shall examine the statement of charge as soon as it has been submitted to the Committee. It shall first decide on the admissibility of the charge in all aspects including; timeliness, irregularities as per Section 3 a, and its frivolous or vexatious character and either accept the charge for further investigation or dismiss it accordingly.
- (c) If the Disciplinary Committee accepts the charge for further investigation, it shall then give the respondent and complainant an opportunity to express their arguments on the merit of the case in the manner it deems appropriate. It may make its decision based on written submissions of the parties involved.
- (d) If the Disciplinary Committee deems a hearing to be necessary:
 - i. It shall set a time and place for a hearing not less than fourteen (14 days) after the date at which the Committee was convened.
 - ii. It shall not be required to follow the rules of evidence applicable to civil matters but may inquire about the facts in a manner it deems acceptable and appropriate.

- iii. It shall give the respondent and complainant reasonable time to present their case. The respondent and complainant shall have the right to introduce evidence by any means deemed acceptable to the Disciplinary Committee.
- iv. It shall ensure that the burden of proof rests with complainant.
- v. It shall review the evidence introduced and decide to accept or reject the charge on the basis of the evidence received.
- vi. It shall render its decision to the respondent, complainant and the Provincial Executive, within ninety (90) days of the initial submission to the Disciplinary Committee. The decision shall include a written summary of the reasons for its decision and any punishment imposed.

Section 5 - Punishment

- (a) Should the Disciplinary Committee uphold the charges, it may impose:
 - i. A reprimand;
 - ii. A fine;
 - iii. A suspension from membership of the respondent for a time period deemed appropriate;
 - iv. The expulsion of the respondent from the Union; or
 - v. Any disciplinary measure deemed just and equitable in view of all circumstances.
- (b) If the respondent holds elective office the Disciplinary Committee may, in addition to any other penalty, remove the respondent from office.

Section 6 – Appeals of the Decision of the Disciplinary Committee

- (a) The respondent or complainant may appeal a decision of the Disciplinary Committee to either the Trustees or the C.L.C. Ombudsperson whose decision shall be final and binding.
- (b) The appeal shall be initiated through a written notice to the Union office filed within thirty (30) days of the decision rendered.
- (c) The notice of appeal shall include:
 - i. The decision which is the object of the appeal;
 - ii. The date of the decision rendered;
 - iii. The date of receipt of the decision rendered;
 - iv. A short summary of the reasons for the appeal;
 - v. The remedy sought.
- (d) Upon receipt of the appeal, the Trustees shall determine the validity of the appeal in the same manner as employed by the Disciplinary Committee in Section 4.
- (e) If the C.L.C. Ombudsperson is selected to rule on the appeal, the procedure followed will be that utilized by the C.L.C.

ARTICLE 7 - GOVERNING AUTHORITY

The governing body of the Union shall be the Provincial Executive and the duly elected delegates from the membership meeting in Convention. The Convention shall be the legitimate

source of authority in the Union, subject to its Constitution.

When the Union is not meeting in Convention, the Provincial Executive shall be the governing body of the Union, subject to the Constitution.

ARTICLE 8 - CONVENTION AND BARGAINING CONFERENCE

Section 1 - Triennial Convention

There shall be a Triennial Convention which shall be a meeting of the Provincial Executive and accredited delegates and shall be held, where possible, in the month of April in the third year of the term. The exact date and place of the meeting shall be decided by the Provincial Executive.

Section 2 - Purpose of a Triennial Convention

- (a) The purpose of a Triennial Convention shall be to receive direction from the membership, by means of resolutions from the Locals and the incumbent Provincial Executive, to decide the appropriate action stemming from the resolutions and thus, to direct the incoming Provincial Executive.
- (b) The Triennial Convention shall also be charged with the responsibility of nominating candidates for each of the following Provincial Executive positions:
 - One (1) President, Provincial Executive
 - One (1) 1st Vice President, Provincial Executive
 - One (1) 2nd Vice President, Provincial Executive
 - One (1) Secretary-Treasurer, Provincial Executive
- (c) The Triennial Convention shall also be charged with the responsibility of electing the following positions:
 - Three (3) Trustees
 - One (1) Returning Officer
 - One (1) Assistant Returning Officer

Section 3 - Special Convention

- (a) The President, Provincial Executive shall, on the request of at least thirty (30%) percent of the membership of the Union, or by a two-thirds (2/3) vote of the total Provincial Executive, convene a Special Convention of the Union at any time, providing one hundred twenty (120) days' prior notice of the date, time, place, and purpose of such meeting is given to the membership as a whole. In the case of a Special Convention, delegates thereto shall be elected as provided in Section 7. Credentials for a Special Convention shall be forwarded to the Union headquarters at least forty-five (45) days before the meeting date.
- (b) A Special Convention shall deal with the matters for which the Convention was convened. A Special Convention shall not nominate candidates for a new Provincial Executive.
- (c) Representation, voting procedure, and rules of Special Conventions shall be the same as

for regular Conventions as set forth in the Constitution.

Section 4 - Bargaining Conference

- (a) A Bargaining Conference shall be held not later than seven (7) months and not earlier than ten (10) months prior to the expiry of the Collective Agreement.
- (b) Submission of resolutions and selection of delegates shall be in accordance with this Constitution.
- (c) The prime purpose of the Conference will be to establish bargaining priorities. All resolutions adopted by the Conference shall be adopted in principle only and shall in no way be considered to mandate a Bargaining Committee.
- (d) Article 8, Section 6 shall apply.

Section 5 - Delegates to Convention and Bargaining Conference

- (a) Members of the Provincial Executive, Ships' Officers' Component Executive and Deas Dock Component Executive shall be delegates by right to the Convention of the Union.
- (b) Other delegates to Convention shall be elected from the each Local, by referendum of the Local membership, on the following basis:
 - i. One (1) delegate for the first five (5) members of the Local; and
 - ii. One (1) additional delegate for each additional fifty (50) members, or any fraction thereof.
- (c) When a Local elects its delegates to Convention, unsuccessful candidates for position of delegate, ranking according to the number of votes received, shall be alternate delegates to Convention.
- (d) A delegate must be a member in good standing.
- (e) A member may nominate in a POA they have a position in or a POA that they are working in when nominations close, but may only nominate in one and once elected shall represent that Local regardless of their physical location when the Local Call for Nominations is made.

Section 6 - Credentials

- (a) The Secretary-Treasurer, Provincial Executive shall mail the Call to Convention to all Locals at least one hundred and fifty (150) days prior to the date of Convention along with the correct number of credentials forms as allowed by membership records at the time of the call.
- (b) Each Local shall make out credentials for delegates to the Union office at least ninety (90) days prior to the date of Convention; one (1) copy is to be delivered to the delegates to be produced by them to the Credentials Committee at Convention; and one (1) copy is to be kept on file with the Local Recording Secretary.
- (c) Delegates' credentials submitted from each Local shall be in the form set out in Appendix "C" and shall be provided by the head office of the B.C. Ferry and Marine Workers' Union.
- (d) The head office of the B.C. Ferry and Marine Workers' Union shall supply credentials to

- all members attending Convention who are delegates in the form set out in Appendix “C” (b).
- (e) If a deadline is missed, or if any of the preceding procedures are not followed, the delegates shall only be accredited by a majority vote of the delegates present and voting at the convention.
 - (f) If a delegate is unable to attend, his/her credentials shall be turned over to the appropriate alternate, who shall be registered as the delegate in his/her place.

Section 7 - Resolutions to Convention or Bargaining Conference

- (a) Members of the Union may bring matters before Convention for consideration only by means of resolutions submitted to and approved by the Local to which they belong, as evidenced by the signature of the Local President.
- (b) The Provincial Executive and Component Executives may submit resolutions to Convention.
- (c) All resolutions for submission to Convention must be delivered to and received at the Union office at least one hundred and twenty (120) days prior to the convention date provided. Resolutions received less than one hundred and twenty (120) days prior to Convention shall not be considered, unless of an emergency nature.
- (d) Position papers based on the key areas of concern expressed in the resolutions shall be written by the Bargaining Resolutions Committee and forwarded to the members of the Provincial Executive sixty (60) days prior to the Bargaining Conference for debate at Local general meetings as per Article 10, Section 6(b).
- (e) The Provincial Executive shall arrange that each delegate to Convention shall be sent a copy of all resolutions to be submitted to the Convention, including the Resolutions Committee’s recommendations, at least twenty (20) days prior to the Convention date.
- (f) A majority vote of the delegates present and voting shall be sufficient to pass any position papers or resolutions presented to Convention.
- (g) Resolutions passed by Convention shall not take effect until the adjournment of the Convention at which they were adopted.
- (h) All resolutions submitted to the Resolutions Committee shall be identified by Local and article numbers; that there be only one (1) resolution per sheet; and resolutions be typed or legibly printed, dated as to date passed at Local meeting and signed in accordance with subsection (a). This information shall be displayed at the top of each resolution sheet.

Section 8 - Order of Business

The order of business at all Conventions and Bargaining Conferences shall be determined prior to Convention by the Provincial Executive subject to the approval of Convention.

Section 9 - Errors and Omissions

No error or omission in the contents of any notice calling a Convention shall affect the status of such Convention or invalidate anything done or passed thereat.

ARTICLE 9 - PROVINCIAL EXECUTIVE

Section 1 - Governing Authority of the Union

As provided in Article 7, the Provincial Executive shall be the governing authority of the Union between Conventions. The Provincial Executive shall be the decision-making body of the Union on all interpretations of the Constitution between Conventions.

Section 2 - Terms of Office

The Provincial Executive shall be elected for a three-year term. Each term will terminate on the last day of May in the last year of the term.

Section 3 - Structure

The Provincial Executive shall be structured as follows:

President, Provincial Executive;

1st Vice President, Provincial Executive;

2nd Vice President, Provincial Executive;

Secretary-Treasurer, Provincial Executive;

Ships' Officers' Component President;

SOC Engineering Representative;

SOC Catering Representative;

SOC Deck Representative;

Deas Dock Component President; and

Eleven (11) unlicensed Local Presidents referred to in Article 16, Section 6.

Section 4 - Recall of a Provincial Executive Member

In the event that a simple majority of the affected membership petition for a recall of a Provincial Executive member, the Provincial Executive shall, within thirty (30) days, have cause to call for and close nominations for the affected position and shall, within thirty (30) additional days, have a referendum ballot of the affected membership.

Section 5 - Meetings

- (a) The Provincial Executive shall meet a minimum of nine (9) times per calendar year at such time and place the members thereof determine or more often if deemed necessary or as summoned by the direction of the Provincial President.
- (b) Any member of the Provincial Executive who fails to attend meetings of the Provincial Executive without good and sufficient reason shall forthwith cease to be a member of the Provincial Executive.
- (c) Except in the case of special meetings, Provincial Executive members shall be given fourteen (14) days' notice of such meetings, accompanied by agenda items. The agenda will be posted on Local bulletin boards for the membership to review.

- (d) Two-thirds (2/3) of the elected Provincial Executive or alternates shall constitute a quorum. If there shall be no quorum present at the time and place appointed for a meeting of the Provincial Executive, the members in attendance shall not conduct any business but shall adjourn the meeting to another time and place, provided however, that seven (7) days notice of each adjourned meeting and the object thereof shall be communicated to all members of the Provincial Executive.

Section 6 - Training

Training for all Provincial Executive members shall be made available at the Union's expense. Training shall encompass the following areas: chairing a meeting, Bourinot's Rules of Order, effective communication, and administration.

The training shall be provided immediately upon election to the Provincial Executive.

Section 7 –Vacancies

- (a) Should the positions of President, Provincial Executive or 1st Vice President, Provincial Executive become vacant, those positions will be filled by succession.
- (b) Should the positions of 2nd Vice President, Provincial Executive or Secretary-Treasurer, Provincial Executive become vacant, those positions will be filled by an appointment of the Provincial Executive, unless the remaining term is greater than six (6) months, in which case it shall be filled according to the balloting procedures outlined in Article 15, Section 4.
- (c) In the event that the Ships' Officers' President's position becomes vacant, that position will be filled according to the bylaws of the Ships' Officers' Component.
- (d) Vacancies in any of the remaining Provincial Executive positions shall be filled by referendum vote of the affected membership.
- (e) Should the Ships' Officers' President or any of the Local Presidents be unable to attend a Provincial Executive meeting, the affected President shall appoint a member of the Local Executive to attend in his/her place, in accordance with Local bylaws.
- (f) Should the Provincial Secretary-Treasurer be unable to carry out his/her duties due to illness, holidays, etc., the Provincial President or his/her designate, in conjunction with the remaining members of the Finance Committee, shall administer the Union funds.
 - i. In the Secretary-Treasurer's absence, the Provincial Executive may appoint a member of the Financial Committee to sit in meetings as the Secretary-Treasurer.
- (g) Should an Executive member wish to resign his/her position, s/he shall do so in writing and that written decision shall be final and binding.

Section 8 - President, Provincial Executive

- (a) The President, Provincial Executive shall be a full-time administrative officer of the Union. The salary of the Provincial President of the B.C. Ferry and Marine Workers' Union shall be equal to that of the highest paid position within the bargaining unit.
- (b) The President, Provincial Executive shall be the chief provincial executive officer of the

Union and chairperson of the Provincial Executive and shall have the authority to administer the affairs of the Union between meetings of the Provincial Executive as directed by the Provincial Executive.

- (c) The President, Provincial Executive shall enforce the Constitution.
- (d) The President, Provincial Executive shall assign duties to the other Provincial Executive members and Union staff and shall exercise supervision over them, ensuring that they perform their duties strictly in accordance with the Constitution.
- (e) The President, Provincial Executive shall be one of the four (4) designated signing authorities for payments out of the Union's account.
- (f) The President, Provincial Executive shall be a member by right of all committees.
- (g) The President, Provincial Executive of the Union, or his designate, shall preside at the Triennial Convention, Special Convention and Bargaining Conference.
- (h) The President, Provincial Executive shall be entitled to vote on all matters before the Union, including the election of the Provincial Executive.
- (i) The President, Provincial Executive shall have the authority to convene a telephone conference call to deal with matters of pressing importance.
- (j) The President, Provincial Executive, or Acting President, Provincial Executive, shall attend a minimum of one (1) general meeting at each Local at least once a year upon request.
- (k) The President, Provincial Executive shall be the Union's nominee to the Provincial Executive Council of the B.C. Federation of Labour unless s/he chooses to appoint another Union member who is in good standing and an accredited delegate to the B.C. Federation of Labour convention. Should more than one seat be available to the B.C. Ferry and Marine Workers' Union, the additional seats would be decided by the delegates to that Convention.
- (l) The point of assembly for the position of full-time President, Provincial Executive shall be the Union office. Expenses will not be paid for commuting to work at the Union office.
- (m) Expenses to relocate to the point of assembly will be paid by the Union to the amount negotiated in the collective agreement between British Columbia Ferry Services Inc. ("BC Ferries") and the BCFMWU.

Section 9 - 1st Vice President, Provincial Executive

It shall be the duty of the 1st Vice President, Provincial Executive to assist the President, Provincial Executive in the discharge of his/her duties. In the absence of the President, Provincial Executive, the 1st Vice-President, Provincial Executive shall assume the duties of the President, Provincial Executive.

Section 10 - Secretary-Treasurer, Provincial Executive

- (a) The Secretary-Treasurer, Provincial Executive is empowered to authorize the normal month-to-month expenditures of the Union such as employees' wages, unemployment insurance premiums, and members' expenses as per the Financial Guide. Expenditures other than normal shall not exceed one thousand (\$1000.00) dollars without the

- endorsement of the majority of the Provincial Executive.
- (b) The Secretary-Treasurer, Provincial Executive shall cause to be kept an accurate record of the membership of the Union, including the original Application for Membership cards, which shall be kept on file. The Secretary-Treasurer, Provincial Executive shall cause to be kept a continuous record of the dues payments made to the Union on forms provided for these purposes. S/he shall cause to be issued receipts for all monies in a bank or credit union with chequing facilities, as the Provincial Executive may direct in the name of the Union.
 - (c) The Secretary-Treasurer, Provincial Executive shall be one of the four (4) designated signing authorities for payment of cheques on the Union account and shall cause to be paid all bills authorized for payment by the Union.
 - (d) The Secretary-Treasurer, Provincial Executive shall cause to have prepared a monthly membership report.
 - (e) The Secretary-Treasurer, Provincial Executive shall cause to have prepared a monthly revenue and expense statement which shall be distributed with the Provincial Executive minutes.
 - (f) The Secretary-Treasurer, Provincial Executive shall produce books, vouchers, and any other materials or information to the Trustees of the Union on demand and to auditors provided for in Article 12, Section 2.
 - (g) The Secretary-Treasurer, Provincial Executive shall cause a copy of the current auditor's report to be forwarded to each Provincial Executive member and Trustee for the information of the membership.
 - (h) The Secretary-Treasurer, Provincial Executive shall enforce the terms of the Financial Guide.
 - (i) The Secretary-Treasurer, Provincial Executive shall cause to be kept a correct, full and impartial account of the proceedings of each Provincial Executive meeting of the Union, in a minute book.
 - (j) The Secretary-Treasurer, Provincial Executive of the Union shall be responsible to the President, Provincial Executive for all financial administrative matters and shall ensure the required books are maintained, showing all revenue and expenses.
 - (k) The Secretary-Treasurer, Provincial Executive of the Union is authorized to transfer money in excess of current expenses from the current accounts of the Union to investments with credit unions, chartered banks or such other senior financial institutions. Investments shall comply with established standards as set out in *The Trustee Act of British Columbia R.S. Chapter 464*.
 - (l) The Secretary-Treasurer, Provincial Executive shall deliver a quarterly investment report to the Provincial Executive of the Union. This report will explain any changes and discuss investment direction.
 - (m) The Secretary-Treasurer, Provincial Executive of the Union shall cause an insurance policy to be in effect covering employees and Provincial Executive members while on Union business, as well as all other members engaged in Union business authorized by the Provincial Executive for loss of wages or injury in the event of accidents, etc.
 - (n) The Secretary-Treasurer, Provincial Executive shall be concerned primarily with financial matters. Except where otherwise specified in this Constitution, s/he will only act on a committee when appointed by the Provincial Executive.

ARTICLE 10 - COMMITTEES

Section 1 - Establishment

The Provincial Executive shall establish committees, appoint the chairperson of each committee, and delegate duties to the committees as it sees fit. The Committees to be established shall include, but need not be confined to, the following:

- (a) Convention Committee
- (b) Finance Committee
- (c) Constitutional Resolutions Committee
- (d) Bargaining Resolutions Committee
- (e) Occupational Health and Safety Committee
- (f) Education Committee
- (g) Marine Safety and Licensing Committee
- (h) Technological Change Committee
- (i) Communication Committee
- (j) Apprenticeship Committee
- (k) Balloting Committee
- (l) Standing Bargaining Committee
- (m) Central Negotiating Committee

Section 2 - Component Representation on Committees

The Ships' Officers' Component Executive and Deas Dock Component Executive shall appoint representatives to any relevant committees in Section 1 on the basis of proportional representation.

Section 3 - Duties

- (a) The first order of business for these, and any other committees, shall be to establish an agenda, budget and terms of references for the fiscal years between conventions.
- (b) Each committee shall provide written reports to the Provincial Executive for review on a regular basis.
- (c) Each committee shall provide a written report to the Triennial Convention.

Section 4 - Finance Committee

The Finance Committee shall consist of four (4) members. The Provincial Secretary-Treasurer will be one of those members by right.

- (a) The Finance Committee will have the responsibility of reviewing the finances of the Union, and advising on creating policies and administrative procedures for fiscal responsibility.

Section 5 - Constitutional Resolutions Committee

The Constitutional Resolutions Committee shall meet prior to Convention for consideration of all resolutions and make a recommendation to Convention on all resolutions.

Section 6 - Bargaining Resolutions Committee

- (a) The Bargaining Resolutions Committee will include but not be limited to the following:
- One (1) Ships' Officers' Deck Officer
 - One (1) member from the Engineering Department
 - One (1) member from Casual Employees
 - One (1) member from the Catering Department
 - One (1) member from the Deck Department
 - One (1) member from Clerical Staff
 - One (1) Ships' Officers' Engineering Officer
 - One (1) member from Terminal Staff
 - One (1) member from Trades
- (b) The Bargaining Resolutions Committee shall:
- i. Meet prior to the Bargaining Conference for consideration of all resolutions;
 - ii. Write position papers based on the key areas of concern as identified by the resolutions;
 - iii. Ensure that all position papers are delivered to all members of the Provincial Executive sixty (60) days prior to the Bargaining Conference for debate at Local general meetings; and
 - iv. Prioritize all resolutions not covered by position papers and make recommendations to the Bargaining Conference on them.

Section 7 - Occupational Health and Safety Committee

Safety committee training may be provided for Safety Committee members above and beyond the training provided by the Employer at the discretion of the Provincial Executive.

Section 8 - Balloting Committee

The Balloting Committee shall consist of the Returning Officer and Assistant Returning Officer and shall supervise all ballots on behalf of the Union.

Section 9 - Standing Bargaining Committee

The Standing Bargaining Committee shall be comprised of the President, Provincial Executive, and four (4) other members of the Union.

Section 10 - Central Negotiating Committee

- (a) The Central Negotiating Committee shall consist of the Standing Bargaining Committee and any further appointments deemed necessary by the Provincial Executive and Ships' Officers' Component Executive.
- (b) The Ships' Officers' Component Executive shall appoint alternates to replace a Ships' Officers' member who is absent.
- (c) Where special issues arise relating to an occupational or other group, the Central Negotiating Committee has authority to bring representatives from the group to participate in bargaining. The group representatives shall have voice but no vote.
- (d) The Central Negotiating Committee shall be directed by:
 - i. Resolutions and position papers passed at the Bargaining Conference.
 - ii. Resolutions passed by a two-thirds (2/3) vote of the Provincial Executive.
- (e) Any member of the Central Negotiating Committee can require the Committee to act only on a two-thirds (2/3) majority vote with respect to any bargaining matter before the Committee.
- (f) Negotiating expertise may be hired, with the approval of the Provincial Executive, for bargaining on the recommendation of the Central Negotiating Committee.

ARTICLE 11 - COMPONENTS

Section 1 - Ships' Officers' Component

- (a) Definitions

The Ships' Officers' Component ("SOC") shall be an autonomous component of the BCFMWU under the guidelines of the *Don Cott Agreement*. It shall be the properly recognized authority to transact any business for its members at meetings with the Employer under Article 32 of the Collective Agreement. It shall be the representative for those members, regular and casual, who work in positions within BC Ferries for which a Master, Mate or Engineering Certificate of Competency is required. It shall also be the representative for Electrical Officers and for Chief Stewards.

- (b) Purpose

The purpose of the Ships' Officers' Component is to more effectively administer the members of the Union listed in paragraph (a).

- (c) Ships' Officers' Component Executive and Licensed Locals

The Ships' Officers' Component Executive shall be elected pursuant to the bylaws of the Ships' Officers' Component.

- (d) Ships' Officers' Component Locals

Local 12 President - elected by SOC membership, Nanaimo and vicinity
 Local 13 President - elected by SOC membership, Tsawwassen and vicinity

Local 14 President - elected by SOC membership, Horseshoe Bay and vicinity
Local 15 President - elected by SOC membership, Prince Rupert, Skidegate and vicinity including vessels servicing the North
Local 16 President - elected by SOC membership, Powell River, Texada and vicinity
Local 17 President - elected by SOC membership, Northern Gulf Islands including: Alert Bay, Cortes Island, Courtenay, Denman Island, Hornby Island, Little River, Quadra Island and vicinity
Local 18 President - elected by SOC membership, Swartz Bay and vicinity
Local 19 President - elected by SOC membership, Langdale and vicinity
Local 20 President - elected by SOC membership, Southern Gulf Islands including: Saltspring Island, Thetis Island and vicinity

(e) Staff

The Ships' Officers' Component Executive shall have the authority to appoint a staff representative to carry out the affairs of the Ships' Officers' members, as they see fit.

(f) Canadian Marine Advisory Council Representatives

The Ships' Officers' Component Executive shall have the authority to appoint members to the Canadian Marine Advisory Council. This shall not preclude the Provincial Executive from making appointments to the Canadian Marine Advisory Council.

(g) Tentative Agreement

No tentative agreement will be taken to the membership for ratification, without the reciprocal approval of the Ships' Officers' Component Executive.

(h) Negotiations Between the Union and Component

- i. The Ships' Officers' Component and Provincial Executives shall negotiate a suitable compensation and benefits package for the SOC President.
- ii. The Ships' Officers' Component Executive shall negotiate any other matter with the Provincial Executive, or its representative, as is consistent with the Constitution.

(i) Dues and Funding for the Component

- i. An adequate percentage of the dues generated by the members working in Ships' Officers' Component positions shall be made available to the Component for funding its operation.
- ii. A working committee consisting of an equal number of representatives from the Provincial Executive and the Ships' Officers' Component shall meet at least annually to negotiate/determine the percentage of dues to be shared as well as the expenses that the Ships' Officers' Component shall be responsible for from these

funds.

Section 2 - Deas Dock Component

(a) Definitions

The Deas Dock Component (DDC) shall be an autonomous component of the BCFMWU. It shall be the representative for those members, regular and casual, employed by the BC Ferry Services or its Subsidiaries that are covered within Article 33 of the Collective Agreement.

(b) Negotiations between the Union and the DDC

The Deas Dock Component Executive shall negotiate any other matter with the Provincial Executive, or its representative, as is consistent with the Constitution.

(1) Dues and Funding for the Component

- i. An adequate percentage of the dues generated by the members working within the Component shall be made available to the Component for funding its operation.
- ii. A working committee consisting of an equal number of representatives from the Provincial Executive and the Deas Dock Component shall meet at least annually to negotiate/determine the percentage of dues to be shared as well as the expenses that Deas Dock Component shall be responsible for from these funds.

(c) Negotiations and Business pertaining to Article 33

The Deas Dock Component shall be the proper recognized authority to transact any and all negotiations or business for its members at meetings with the Employer pertaining to Article 33 of the Collective Agreement.

ARTICLE 12 - BOARD OF TRUSTEES

Section 1 - Composition

- (a) The Board of Trustees shall consist of three (3) members who may not serve simultaneously on any Committee or hold office within the Union.
- (b) The Board of Trustees shall be elected at each Triennial Convention for a three-year term according to the procedures outlined in Article 14, Section 4.
- (c) In the event that the position of Trustee becomes vacant, the Provincial Executive will solicit nominations from the membership for the position of trustee and elect a Trustee from the members nominated.
- (d) Trustees of the Union shall be delegates to each Triennial Convention of the Union with voice in matters related to their position, but no vote.

Section 2 - Duties of Trustees

- (a) The Trustees shall exercise supervision over the finances of the Union. They shall cause

to have presented a general report of the business of the Union at regular meetings. They shall arrange for an annual audit of the financial records by a qualified accountant. The Trustees, shall at all times, seek to protect and further the good and welfare of the Union and sign such inventory immediately preceding the Convention and report damage and loss to the Provincial Executive. They shall examine all bills and have the right, not only to question all expenditures, but to comment and make recommendations on all expenditures of a financial nature.

- (b) The Trustees shall cause an audit of the books of the Union for the period ending May 31 of each fiscal year and shall prepare their report for distribution to the Union membership meeting and Convention.
- (c) The Trustees shall inspect the financial accounts quarterly.
- (d) The Trustees shall act as Ombudsperson and shall consider all constitutional appeals made by members. They shall bring such appeals to the attention of the Provincial Executive, together with their own interpretation of the clause in dispute, and shall report to the membership the results of the Provincial Executive's decision.
- (e) The Trustees shall not violate or compromise their position of trust. Furthermore, the Trustees shall not engage in the politics of the Union and shall maintain the highest level of impartiality in the day-to-day supervision of the Union's finances.
- (f) Should petitions signed by twenty five percent (25%) of the membership be forwarded to the Trustees regarding the operation of the Union or state of the Union as a whole, the Trustees shall:
 - i. Cause an investigation of the issues raised using any internal or external resources necessary;
 - ii. The Trustees, at their sole discretion, shall then attempt to correct the issues using any means necessary, internal or external;
 - iii. The Trustees will report back to the membership the results of their investigation and steps taken to resolve the members' concerns.

ARTICLE 13 - RETURNING OFFICER AND ASSISTANT RETURNING OFFICER

Section 1 - Returning Officer

- (a) The Returning Officer shall be elected to a three-year term at the Triennial Convention according to the balloting procedures in Article 14, Section 5. The Returning Officer shall be a delegate to Convention by right of office and shall have voice but no vote.
- (b) The Returning Officer's term of office shall commence upon election.
- (c) The Returning Officer shall not violate or compromise his/her position of trust. Furthermore, the Returning Officer shall not engage in the politics of the Union and shall maintain the highest level of impartiality in the supervision of the Union's ballots.

Section 2 - Assistant Returning Officer

- (a) The Assistant Returning Officer shall be elected to a three-year term at the Triennial Convention according to the balloting procedures in Article 14, Section 5. The Assistant Returning Officer shall be a delegate to Convention by right of office and shall have

- voice but no vote.
- (b) The Assistant Returning Officer's term of office shall commence upon election.
 - (c) The Assistant Returning Officer shall not violate or compromise his/her position of trust. Furthermore, the Assistant Returning Officer shall not engage in the politics of the Union and shall maintain the highest level of impartiality in the supervision of the Union's ballots.
 - (d) The Assistant Returning Officer shall act under the supervision of the Returning Officer and assist him/her in carrying out his/her duties.

ARTICLE 14 - ELECTION OF UNION OFFICERS

Section 1 - Nomination Procedure

All nominations for Union office or delegate status must be in writing, signed by the nominator, and must be accompanied by a written agreement to stand, signed by the nominee, whose signature shall be witnessed by the nominator or another member of the Union.

Section 2 - Nomination of Provincial Executive

- (a) Nominations for the following Provincial Executive positions may be made by any Union member and shall close at Convention:
 - One (1) President, Provincial Executive
 - One (1) 1st Vice President, Provincial Executive
 - One (1) 2nd Vice President, Provincial Executive
 - One (1) Secretary-Treasurer, Provincial Executive
- (b) Nominations for the position of Ships' Officers' President shall be in accordance with the Ships' Officers' Component bylaws.
- (c) Nominations for the position of Deas Dock Component President shall be in accordance with the Deas Dock Component bylaws.
- (d) Nominations for the positions of Local President shall close as soon as practical after the completion of the election of the positions of Provincial President, Provincial 1st Vice President, Provincial 2nd Vice President and Provincial Secretary-Treasurer but no later than May 31.
- (e) Nominations for the positions of Local President shall be made by the membership of the following Locals:
 - Local 1 President - elected by the unlicensed membership, ship and shore: Swartz Bay and vicinity
 - Local 2 President - elected by the unlicensed membership, ship and shore: Nanaimo and vicinity
 - Local 3 President - elected by the unlicensed membership, ship and shore: Tsawwassen and vicinity
 - Local 4 President - elected by the unlicensed membership, ship and shore: Horseshoe Bay and vicinity
 - Local 5 President - elected by the unlicensed membership, ship and shore: Earls Cove, Langdale and vicinity

Local 6 President - elected by the unlicensed membership, ship and shore: Powell River, Texada and vicinity

Local 7 President - elected by the unlicensed membership, ship and shore: Southern Gulf Islands including: Kuper Island, Thetis Island and vicinity

Local 8 President- elected by the unlicensed membership Deas (Richmond) and vicinity

Local 9 President - elected by the unlicensed membership, ship and shore: Victoria Head Office and vicinity

Local 10 President - elected by the unlicensed membership, ship and shore: Bear Cove, Prince Rupert, Skidegate and vicinity including vessels servicing the North

Local 11 President - elected by the unlicensed membership, ship and shore: Northern Gulf Islands including Alert Bay, Cortes Island, Courtenay, Denman Island, Hornby Island, Little River, Quadra Island and vicinity

Section 3 - Election of Provincial Executive

- (a) A ballot for the positions of President, Provincial Executive; 1st Vice President, Provincial Executive; 2nd Vice President, Provincial Executive; and Secretary-Treasurer, Provincial Executive shall be conducted in accordance with the balloting procedure in Article 15, Sections 3 and 4.
- (b) A ballot for the positions of Ships' Officers' Component President, SOC Deck Representative, SOC Catering Representative, and SOC Engineering Representative shall be conducted in accordance with the Ships' Officers' Component bylaws
- (c) A ballot for the position of Deas Component President shall be conducted in accordance with the Deas Component bylaws.
- (d) A referendum ballot of the affected membership for the positions of Local President shall be conducted in accordance with the Local bylaws. All candidates for the position of Local President shall be placed on the ballot.

Section 4 - Election of Board of Trustees

- (a) Nominations for the Board of Trustees may be made by any Union member and shall close forty-five (45) days prior to Convention.
- (b) Trustees shall be elected by secret ballot by the delegates to the Triennial Convention. Each accredited delegate shall cast no more than three (3) votes. The three (3) nominees with the highest number of votes shall be declared elected.

Section 5 - Election of Returning Officer and Assistant Returning Officer

- (a) Nominations for the position of Returning Officer and Assistant Returning Officer may be made by any Union member and shall close at Convention.
- (b) The Returning Officer and Assistant Returning Officer shall be elected by secret ballot by the delegates to the Triennial Convention. Each accredited delegate shall cast one (1) vote for each position. The candidate with the highest number of votes in each position shall be declared elected.

Section 6 - Election of Delegates to Convention and Bargaining Conference

- (a) Nominations for delegates to Convention or Bargaining Conference may be made by any Union member of the Local in accordance with Local bylaws.
- (b) The Local shall elect delegates to Convention, in accordance with the Local bylaws.
- (c) Unsuccessful candidates for the position of delegate, ranking according to the number of votes received, shall be alternate delegates to Convention.

ARTICLE 15 - BALLOTING PROCEDURES

Section 1 - Standard Procedures Applied to all Union Elections

- (a) If only one (1) nomination is received for an elected position, the nominee shall be declared elected to the position by acclamation.
- (b) The candidate receiving the most votes shall be declared to be elected.
- (c) In the case of a tie, there shall be a run-off ballot between affected candidates.
- (d) Should any or all but one of the candidates withdraw from the election, the remaining candidate shall be declared elected.

Section 2 - Scrutineers

Candidates for office shall not attend the balloting and counting, except to cast a ballot, but may designate a scrutineer to attend on their behalf.

Section 3 - Election Procedure for Convention

Two (2) candidates for office, per position, for the fleet wide referendum ballot shall be chosen as follows:

- (a) Each voting delegate shall vote for one candidate for the position of President, Provincial Executive; 1st Vice President, Provincial Executive; 2nd Vice President, Provincial Executive; and Secretary-Treasurer, Provincial Executive.
- (b) The candidate with the least number of votes on each ballot shall be dropped from subsequent ballots.
- (c) Candidates who choose to withdraw from the election may do so by informing the delegates fifteen (15) minutes prior to the ballot.

Section 4 - Procedure for Referendum Ballots

- (a) Within six (6) business days after the close of nominations the Union, at the Union's expense, shall send to every member's household an 8.5" x 11" sheet of election material that the candidate compiles. The original shall be costed to the candidate but the copies shall be costed to the Union.
- (b) The Returning Officer shall decide the closing date of the referendum, taking into consideration the urgency of the matter, shift schedules, ballots being returned by mail

and all other relevant factors, including Union Office work days. If a mail-in ballot is utilized, the minimum time allowed for the return of all ballots shall be twenty-eight (28) calendar days. The referendum ballot shall be completed within a maximum of forty (40) calendar days of Convention.

- (c) The Returning Officer shall, on receiving written notice from the Provincial Executive of a ballot to be taken, cause it to be printed and distributed.
- (d) The Secretary-Treasurer, Provincial Executive shall supply the Returning Officer with an up-to-date list of all members entitled to vote, noting the member's Local.
- (e) The Returning Officer shall ensure the following are available:
 - i. Required number of ballots;
 - ii. List of all members entitled to vote and signature sheets;
 - iii. Explanation of the ballot;
 - iv. Balloting instructions;
 - v. Certificates as per Appendix "C";
 - vi. One ballot container with lock; and
 - vii. Instructions to the Balloting Committee as follows:
 - (a) instructions re: balloting procedures;
 - (b) have members sign the signature sheet that they have received a ballot and issue each member a ballot;
 - (c) assure that there is a private place to mark his/her ballot;
 - (d) have the marked ballot placed in the ballot container; and
 - (e) on completion of the ballot-taking, and in the presence of two (2) members, insert the signature sheet in the ballot container and return same to the Returning Officer.

Section 5 - Procedure for Conducting the Ballot

In conducting the ballot, the Balloting Committee shall:

- (a) Decide on a central place where the balloting for the Local shall take place. The Balloting Committee may use mail-in ballots when considered necessary.
- (b) Notify the membership of the Local of the time and place for balloting.
- (c) At the time and place for balloting, provide a ballot box which, after inspection by any scrutineer present, shall be locked by a member of the Balloting Committee.
- (d) Issue to each member who presents himself at the place, a ballot and an explanation of the balloting procedure.
- (e) Ensure that each member who is given a ballot signs the signature sheet.
- (f) Ensure that there is a balloting booth to allow ballots to be marked secretly.
- (g) Ensure that the marked ballot is placed in the locked ballot box.
- (h) On completion of the ballot, insert the signature sheet in the ballot box, seal the box and return it to the Returning Officer for counting.

Section 6 - Ratification Procedure

- (a) A referendum vote on the ratification of a Collective Agreement shall take place in

- accordance with the Procedures for Referendum Balloting in Section 4.
- (b) Before a referendum vote is conducted, the proposed Collective Agreement shall be completed and the Central Negotiating Committee shall report to the Provincial Executive and the membership at special meetings called for the purpose.
 - (c) The report shall be presented in writing to show each new and re-negotiated clause, memorandum of understanding and each clause that has been altered or deleted and stating clearly, where required, the intent thereof. The report shall also be accompanied by a verbal explanation stating clearly the intent of each clause.
 - (d) The report shall have attached to it the recommendations of the Central Negotiating Committee and Provincial Executive.
 - (e) In outlying areas where it is impractical to hold membership meetings, the membership shall be sent a written report by mail, accompanied by the required ballot.
 - (f) The Central Negotiating Committee shall provide the above information five (5) days prior to the holding of Local meetings and seven (7) days shall elapse after the conclusion of all Local membership meetings before a ballot is conducted. Should special circumstances require alterations to the above time limits, they may be amended by a majority vote of the Provincial Executive.
 - (g) In the event that the Provincial Executive and the Employer agree on a proposal constituting a change to the Collective Agreement and, in the event the Provincial Executive deems the proposal major in impact, the Provincial Executive shall cause a referendum ballot to be conducted as per this Article.
 - (h) Any modification or clarification to the Collective Agreement shall be printed and distributed to the membership by bulletin.

Section 7 - Counting the Ballots

- (a) On the appointed date, the Returning Officer together with the Assistant Returning Officer, in the presence of scrutineers, shall check the number of ballots against the number of signatures on the endorsed signature sheets, ensuring that there are no irregularities and place the ballots in a common ballot box. The common ballot box shall then be opened, ballots counted, recorded and reported to the Provincial Executive in writing.
- (b) If any irregularities have been charged to occur during the counting of ballots, the Returning Officer or Assistant Returning Officer shall request the Trustees of the Union to investigate the charge and the Trustees shall determine the validity of the charges and order any action deemed by them to be appropriate.

Section 8 - Electronic Balloting

Notwithstanding any of the above balloting procedures, electronic balloting may be used for fleetwide referendum votes for the election of officers and ratification votes.

Section 9 - Report to the Provincial Executive

The Returning Officer's report to the Provincial Executive shall contain the following:

- (a) The number of ballots issued;
- (b) The number of ballots returned;
- (c) The results of ballots by number;
- (d) The number of ballots "spoiled"; and
- (e) The number of members eligible to vote.

The signatures of the Returning Officer, Balloting Committee and the scrutineers present shall appear on the report.

Section 10 - Holding Ballots After Vote

The Returning Officer will hold fleetwide referendum ballots for a period of six (6) months prior to their being destroyed, allowing access to members in good standing. Members have the right to lodge a grievance or complaint to the Provincial Executive at the soonest opportunity, with the provision that inspection be coordinated through and under the supervision of the Trustees.

Section 11 – Procedure for Elections and Balloting Committee

All Union elections shall be conducted following the guidelines laid out in the BCFMWU Manual: “Policy and Procedure Guidelines – Elections and Election of Officers”.

ARTICLE 16 - LOCALS

Section 1 - Definitions

A Local of the Union shall be defined as a group of Union members in a defined geographic area with similar occupations, trades, professions, or working conditions.

Section 2 - Purpose

- (a) The purpose of the Local is to more effectively administer the business of the Union. The Local has no authority independent of the membership in Convention, and between Conventions, of the Provincial Executive.
- (b) The administration of the Collective Agreement, as it affects the members of the Local, will be the responsibility of the Local and the Local will be responsible for recommending to the Provincial Executive whether or not to proceed to arbitration in the matter of a grievance under the Collective Agreement.
- (c) Locals shall conduct at least two meetings per year.

Section 3 - Terms of Office

The Local Executive shall be elected for a three-year term. Each term will terminate on the last day of June in the last year.

Section 4 - Structure

The Local Executive shall be structured as follows: Local President, Local 1st Vice-President and Local Recording Secretary-Treasurer and may include others as designated in Local bylaws.

Section 5 - Forming New Locals

The Provincial Executive may form new Locals, alter the jurisdiction and designation of a Local and amalgamate or divide existing Locals as it sees fit.

Section 6 - Locals and Jurisdiction

Subject to Section 5, the membership shall be divided into Locals, with the designated numbers and jurisdiction as follows:

- Local 1 UNLICENSED membership, ship and shore: Swartz Bay and vicinity
- Local 2 UNLICENSED membership, ship and shore: Nanaimo and vicinity
- Local 3 UNLICENSED membership, ship and shore: Tsawwassen and vicinity
- Local 4 UNLICENSED membership, ship and shore: Horseshoe Bay and vicinity
- Local 5 UNLICENSED membership, ship and shore: Earls Cove, Langdale, and vicinity
- Local 6 UNLICENSED membership, ship and shore: Powell River, Texada and vicinity
- Local 7 UNLICENSED membership, ship and shore: Southern Gulf Islands including Kuper Island, Thetis Island and vicinity
- Local 8 UNLICENSED membership: Deas (Richmond), trades and trades support staff within a 40-kilometer radius of Deas Dock
- Local 9 UNLICENSED membership: Victoria Head Office and vicinity
- Local 10 UNLICENSED membership, ship and shore: Bear Cove, Prince Rupert, Skidegate and vicinity including vessels servicing the North
- Local 11 UNLICENSED membership, ship and shore: Northern Gulf Islands including Alert Bay, Cortes Island, Courtenay, Denman Island, Hornby Island, Little River, Quadra Island and vicinity
- Local 12 SOC membership: Nanaimo and vicinity
- Local 13 SOC membership: Tsawwassen and vicinity
- Local 14 SOC membership: Horseshoe Bay and vicinity
- Local 15 SOC membership: Prince Rupert, Skidegate and vicinity including vessels servicing the North
- Local 16 SOC membership: Powell River, Texada and vicinity
- Local 17 SOC membership: Northern Gulf Islands including Alert Bay, Cortes Island, Courtenay, Denman Island, Hornby Island, Little River, Quadra Island and vicinity
- Local 18 SOC membership: Swartz Bay and vicinity
- Local 19 SOC membership: Langdale and vicinity
- Local 20 SOC membership: Southern Gulf Islands including Saltspring Island, Thetis Island and vicinity

Section 7 - Membership

Members of the Union who fall within the jurisdiction of a Local shall be members of that Local.

Section 8 - Bylaws

A copy of the Local bylaws shall be submitted to the Provincial Executive within four (4) months from Convention and each subsequent amendment shall be submitted to the Provincial Executive. The bylaws shall not have force or effect until approved by the Provincial Executive. A current copy of the Local bylaws shall be posted on at least one bulletin board per location/building/vessel of that Local. Any amendment should be posted at the same location(s) as soon as possible.

Section 9 - Recall

In the event that a simple majority of the affected membership petition for a recall of a Local Executive member, the Local Executive shall within thirty (30) days, have cause to call for and close nominations for the affected position and shall, within thirty (30) additional days, have a referendum ballot of the affected membership.

Section 10 - Vacancies

- (a) Vacancies within the Local shall be filled according to the Local bylaws.
- (b) Elections should be held no later than ninety (90) days after the position becomes vacant.
- (c) Should there be no Local Executive to conduct an election, the Returning Officer shall ensure that balloting is conducted within ninety (90) days of the vacancy.

Section 11 - Duties of Local Presidents

- (a) Local Presidents shall preside at all meetings of the Local.
- (b) Local Presidents shall be responsible to the Provincial Executive and membership for Union activity at the Local including:
 - i. Ensuring that each designated group of members elects a shop steward;
 - ii. Assisting shop stewards, as required, with investigations of grievances, safety conditions, etc.; and
 - iii. Appointments of committees, as required, and assisting with their activities.
- (c) Local Presidents shall assign duties to the 1st Vice President and Recording Secretary-Treasurer.
- (d) Local Presidents shall have available, for information, at membership meetings:
 - i. Current Auditor's Report; and
 - ii. Current Revenue and Expense Report.
- (e) Local Presidents shall allocate, to the members of the Local Executive, at his/her discretion four (4) lieu days per month.

Section 12 - Duties of Local 1st Vice Presidents

- (a) In the absence of the Local President assume his/her duties.
- (b) Assist the Local President with his/her duties.

Section 13 - Duties of Local Recording Secretary-Treasurers

- (a) Local Recording Secretary-Treasurers shall keep a correct, full and impartial account of the proceedings of each meeting of the membership meetings in a bound minute book.
- (b) Local Recording Secretary-Treasurers shall forward, immediately upon completion of the meeting, a copy of all minutes recorded to the Union office.
- (c) Local Recording Secretary-Treasurers shall assist the Local President in preparing correspondence, bulletins, etc. and shall receive copies of correspondence for the Local.
- (d) Local Recording Secretary-Treasurers shall keep an accurate record of all revenue and expenses for the Local and shall forward an annual report to the Secretary-Treasurer, Provincial Executive.

Section 14 - Member Education

The Local will hold Union orientation meetings for new members.

Section 15 - Local Committees

Local committees to be established shall include, but need not be limited to the following:

- (a) Occupational Safety and Health Committee:
 - i. comprised of worker representatives from as many classifications as practical;
 - ii. are elected to a three-year term;
 - iii. members shall be provided with book off to attend meetings; and
 - iv. at least one member shall hold an OFA Certificate.
- (b) Local welfare committees comprised of at least three (3) members to assist with the welfare of the Local's membership.
- (c) Local grievance committees to review the status of all Local grievances and report to the Local on progress and trends.

Section 16 - Delegates to Trade and Labour Councils

Upon consultation with the Provincial Executive, the Local shall elect delegates to the trade and labour councils to which Locals are affiliated. Delegates shall be governed by the Constitution and Union policy.

ARTICLE 17 - SHOP STEWARDS

Section 1 - Shop Steward Elections

Membership in each group of the work force shall elect, by majority vote, a Shop Steward to

represent the membership on the work forces. Elections shall take place within thirty (30) days of a vacancy occurring. The Union will attempt to ensure that there are shop stewards on all routes.

Section 2 - Shop Steward Responsibilities

The Shop Stewards shall be responsible for:

- (a) Recruiting new employees as active Union members;
- (b) Assisting membership with the interpretation of existing contracts;
- (c) Dealing with grievances in accordance with current contracts; and
- (d) Acting as an advocate for the members of the Local.

Section 3 - Shop Steward Training

The Union will allocate funds to ensure ongoing training is available to all new and existing shop stewards in accordance with the terms of reference of the Provincial Education Committee.

ARTICLE 18 - STAFF

Section 1 - Office Agreements

- (a) The Provincial Executive shall have the authority to appoint Labour Relations Officers, patrolmen, and other employees as they deem necessary from time to time to carry out the business affairs of the Union. Union employees are to be chosen from the membership, where practical.
- (b) The Provincial Executive shall establish the remuneration, conditions of employment and benefits for the Union's employees and shall revise the same from time to time. Locals shall receive copies of proposed agreements concerning same at least fifteen (15) days prior to these agreements being voted on at the Provincial Executive level.
- (c) The Provincial President shall have the authority to discipline or suspend an employee of the Union for just cause, subject to review of the Provincial Executive at the next meeting. The Provincial Executive shall, upon review of facts, reinstate without loss of pay, sustain such discipline or suspension, or dismiss such employee.
- (d) Any person on Union salary shall be required to resign from that paid position upon accepting nomination to an elected position.

Section 2 – Labour Relations Officers

- (a) Labour Relations Officers shall report to the Provincial President, the Provincial Executive and to the Union at Convention.
- (b) Labour Relations Officers shall be members "ex officio" of the Provincial Executive, except that they shall not be entitled to vote at meetings of the Provincial Executive. They may be excluded from discussions by a majority vote of the Provincial Executive.
- (c) Labour Relations Officers shall make recommendations to the Provincial President, the

Provincial Executive, the Negotiating Committee and such other committees where necessary.

- (d) Labour Relations Officers shall have full voice but no vote at Convention.
- (e) Labour Relations Officers shall make copies of all grievance settlements available for each member of the Provincial Executive.
- (f) Labour Relations Officers shall perform such other duties as they may be directed by the Provincial Executive through the direction of the Provincial President's Office.
- (g) Labour Relations Officers shall be provided with a job description reflecting their duties and shall be periodically evaluated.
- (h) The Provincial Executive shall ensure that there are members trained and qualified to relieve and/or assist Labour Relations Officers in their duties as deemed necessary.

ARTICLE 19 - UNION FUNDS

Section 1 – Deposits

The BCFMWU will where practicable, deposit all monies with senior Canadian financial institutions. (By definition this includes banks, trusts companies and credit unions). Where practicable, any investment deposits will be held in an ethical investment fund.

Section 2 - Union Bonds and Securities

The Provincial Executive shall arrange to have all bonds and securities of the Union kept in a safety deposit box in safekeeping, where practical, at a credit union or chartered bank, to be released only on the signature and personal appearance of the Union Provincial Secretary-Treasurer and Provincial President with one (1) other member of the Finance Committee.

Section 3 - Union Dues

- (a) Revenue of the Union shall be derived from monthly dues to be charged to members of the Union at a rate to be determined at Convention. The current rate is two per cent (2%).
- (b) A member substituting into a term certain excluded position shall be required to pay Union dues based on his/her regular excluded monthly salary during the period of exclusion.

Section 4 - Initiation Fees

An initiation fee of sixty dollars (\$60.00) or such other amount to be determined at Convention, shall be charged each person joining the Union. Where an employee can produce a withdrawal card from any Union affiliated to the Canadian Labour Congress, initiation fees shall be waived or reimbursed.

Section 5 - Assessments

Membership assessments for special purposes, by way of payroll deduction, may only be made upon approval of the membership through a referendum vote except in a strike situation in which case that approval may be made by the Provincial Executive.

Section 6 - Financial Guide

All Union monies shall be administered in strict accordance with the Union's Financial Guide. The Union's Financial Guide may be amended by majority vote of delegates in Convention or of the Provincial Executive.

Section 7 - Cheques

No Union funds shall be disbursed except on negotiation of a cheque drawn on a bank or credit union account in the name of the Union.

Section 8 - Signatories

All cheques issued against the funds of the Union shall be signed by any two (2) of the following:

- (a) Provincial President
- (b) Provincial Secretary-Treasurer
- (c) Provincial 1st Vice President
- (d) Office Manager
- (e) In the event of an absence of one or more of the above signatories, the Provincial Executive may appoint the 2nd Vice President and if required a member of the Provincial Executive, to act as a signatory for the duration of the absence.

Section 9 - Audits

The Provincial Executive shall appoint auditors who shall make an annual audit of all the books and accounts of the Union and render a report to the Provincial Executive at the end of each fiscal year.

Section 10 - Bonding

All signing authorities for the Union shall be bondable and shall sign a release form for background check(s).

Section 11 - Safety Deposit Box

The Union shall rent safety deposit box(es) for the safekeeping of Union documents.

Section 12 - Union Property

Union assets shall be insured against fire, theft and damage.

Section 13 - Fiscal Year

The fiscal year shall end on the last day of May of each year.

Section 14 - Union Books and Accounts

All financial books, accounts, etc. of the Union shall be open for inspection by a member of the Union at any reasonable time upon written request by the member to the Provincial Secretary-Treasurer. The books and accounts shall be kept in such a manner that they can show wage replacement and expenses for each committee, and the wages and benefits can be broken down into wages of the Provincial President, wages of the clerical support staff and wages of the agents. Any time that miscellaneous exceeds one thousand (\$1,000.00) dollars a full explanation of the expenses shall be recorded.

Section 15 - Wages and Benefits

- (a) Employees of the Union shall be paid in accordance with their contracts.
- (b) A member of the Union who is booked off the job for legitimate Union business shall be compensated by the Union for any lost wages from the Employer at the appropriate salary rate they would be receiving were they not absent on Union leave, including substitution if applicable.

ARTICLE 20 - UNION FINANCIAL POLICY

Section 1 - Donations

- (a) Donations shall only be made in accordance with the Financial Policy outlined in Article 20.
- (b) No donations, levies, or assessments shall be made to established political parties.
- (c) The Union Provincial Executive will have the authority to approve grants by majority vote.
- (d) The Union shall support the B.C. Federation of Labour Defense Fund. The Provincial Executive shall allocate the actual amount of donations.
- (e) The Union shall make donations to other organizations making requests for financial assistance when approved by the Union's Provincial Executive. The Provincial Executive shall determine the actual amount of the donation.

Section 2 - Grant in Aid of Strike Assistance

All requests for financial assistance from other unions for strike fund assistance shall normally be referred to the B.C. Federation of Labour.

Section 3 - Assistance to Membership

The Provincial Executive shall consider all applications for assistance made by a member through his/her Local Welfare Committee.

Section 4 - Financial Assistance to Locals

- (a) The Union shall contribute to the financial assistance of each Local. Annual assessments of ten (\$10.00) dollars per Local member will be paid to each Local. If the Local has less than fifty (50) members then an amount of five hundred (\$500.00) dollars will be paid to the Local.
- (b) Locals with a bank balance over twelve thousand (\$12,000.00) dollars on January 1 will not be entitled to receive that Local's per capita. Any money not given to a Local will stay in the per capita fund pool and be shared among other Locals.

ARTICLE 21 - AMENDMENTS TO THE CONSTITUTION

- (a) This Constitution may only be amended by a majority vote of the accredited delegates present and voting at a Convention of the Union.
- (b) Union policy may only be amended by a majority vote of the accredited delegates present and voting at a convention of the Union.

ARTICLE 22 - OATH OF OFFICE

(To be administered by the Returning Officer or Designate)

"I, _____, do hereby sincerely pledge my word to the B.C. Ferry and Marine Workers' Union that I will without evasion, truly and faithfully perform the duties of my office in accordance with the laws of the Union. I will at all times advance and maintain the principles and established policies of the Union and abide by its Constitution and Bylaws. I agree upon my retirement or resignation, to turn over to the Union any documents entrusted to my care".

ARTICLE 23 - UNION POLICY

The use of masculine/feminine terms within this Constitution is understood to mean that the words "he" and "she" shall apply to persons of either sex.

This Union:

- (a) Fully supports the re-establishment of the Canadian Merchant Marine.
- (b) Will, where possible, ensure that all its functions take place on Union premises.
- (c) Shall endorse the Camp Jubilee concept.
- (d) Only a member in possession of a valid "Picket Pass" shall be authorized to cross a picket line. Picket passes shall be filled out in duplicate and shall include the following

information: date, time of crossing, time of expiry, reason for crossing and signature of member being authorized to cross. The duplicate copy is to be returned to the Union office. Only Provincial Executive members and members in positions designated by Locals and submitted to the Provincial Executive for approval within three (3) months of Convention shall be entitled to issue picket passes.

- (e) Supports a policy of educating and training Canadians for positions within the Marine Industry.
- (f) Will endeavour to maintain a strike fund.
- (g) In conjunction with the B.C. Federation of Labour and the Canadian Labour Congress, will organize a series of advertisements and television programs to represent and augment the position of Unions throughout Canada, such programs to be funded out of the per capita payments to the B.C. Federation of Labour and the Canadian Labour Congress.
- (h) Is opposed to the arms' race.
- (i) Will work to establish legislation under WCB to cover employees adversely affected by passive smoke.
- (j) Union members shall have access to all Union records or individual members as determined by the Provincial Executive. In such cases, the matter shall be turned over to the Trustees who would review the Provincial Executive's decision.
- (k) No collective agreement shall be signed without a "no discipline" clause in force.
- (l) Supports a woman's right to obtain an abortion as a matter of personal choice.
- (m) Is opposed to mandatory drug testing.
- (n) Respects and values the ideas and participation of its retired members. These members are encouraged to continue to be involved with the education and instructional aspects of the Union for the benefit of all.
- (o) Shall fully pursue enhancements to the early retirement and pension packages of our members, with its goal being that members may retire with a full pension at age fifty (50).
- (p) Will attempt to organize the employees of any new coastal ferry service.
- (q) Shall give preference to Canadian union-made goods in its purchases.
- (r) Shall not discriminate with respect to terms or conditions on the grounds of race, creed, religion, colour, age, sex, marital status, parental status, political affiliation or sexual orientation.
- (s) Shall research comparative wage and working conditions of workers in related industries both inside and outside Canada on an annual basis and provide this information to the membership upon request.
- (t) Is committed to ensuring participation in a progressive and responsive employee assistance program.
- (u) Through the Local Executive, will review any agreement made on behalf of a group of its members to waive certain provisions of the Collective Agreement at least every five (5) years to verify that a majority of the affected members are still in favour.

ARTICLE 24 - PROCEDURE AT MEETINGS

Section 1 - Rules of Procedure

The rules of procedure governing meetings shall be those contained in "Bourinot's Rules of Order" which shall govern the Union in all cases to which they are applicable where they are not inconsistent with the Constitution and Bylaws. Members attending a meeting shall have one (1) vote. In the event of a tie vote, the motion fails. Union meetings shall include but not be confined to the following:

- (a) Convention;
- (b) Provincial Executive Meetings;
- (c) Local Meetings; and
- (d) Committee Meetings.

Section 2 - Non-Smoking Meetings

- (a) All meetings of the B.C. Ferry and Marine Workers' Union shall be non-smoking.
- (b) All smoke breaks shall be in accordance with WCB OHS Regulations.

APPENDIX "A" - POLICY

This Union is committed to creating and maintaining a working environment based on dignity and mutual respect, free from harassment.

Responsibility: All

Administrative Processes: Interactions between BC Ferry & Marine Workers' Union members, employees and others must be based on mutual respect, cooperation, and understanding. The Union is committed to creating a working environment based on dignity and mutual respect.

The Union will neither condone nor tolerate behaviour that undermines the dignity or self-esteem of any individual or group that creates an intimidating, hostile or abusive environment. The Union considers harassment of any kind a serious offence. Complaints of harassment should be immediately reported to the Provincial President, the Ranking Elected Officer or the Trustees that may be in attendance where the harassment occurs. The Complaint is to be investigated in an expeditious manner. A substantiated complaint may result in the removal of the harasser from the event or from having any contact with the group or individuals who made the complaint.

Harassment can be defined as any unwelcome action in the form of physical, verbal, non-verbal conduct; including email and any other behaviour which ridicules, intimidates or is physically abusive in nature.

This policy encompasses, but is not limited to, harassment around issues of race, politics, religion, sexual orientation, physical or mental abilities, as well as sexual harassment.

These are principles that are fundamental to the union movement, human rights, and solidarity. Union principles prohibit us from infringing on the human rights of others and oblige us to stand with those whose rights are under attack in order to defend those rights for all.

APPENDIX "B" - BALLOT BOX FORMS

1. This is to certify that the ballot box was empty prior to balloting at Local _____ on

(Insert date)

Scrutineer – PRINT NAME

Scrutineer - SIGNATURE

Witness – PRINT NAME

Witness - SIGNATURE

2. This is to certify that the ballot box was locked and sealed in my presence after

the closing of balloting at Local _____ on _____
(Insert date)

Scrutineer – PRINT NAME

Scrutineer - SIGNATURE

Witness – PRINT NAME

Witness - SIGNATURE

APPENDIX “C” - FORMS OF CREDENTIAL

- (a) Form of Credentials to be submitted by the Local to the Credential Committee:

“To the Credentials Committee of the B.C. Ferry and Marine Workers' Union.”

This is to certify that _____ has been duly elected to represent
Local ____ as an official delegate to this _____ Convention of the Union; and

It is also certified that the number of active members of the above Local as at
_____, 20 _____ pursuant to headquarters records was _____ (number
of members).

Number of delegates authorized pursuant to Article 8, Section 5 of the Constitution."

To be signed by the Local President and Secretary

- (b) Form of Credential issued to all members attending Conventions or Bargaining Conferences:

"This is to certify that _____ is a delegate by right to this
Convention of the Union."

APPENDIX "D" - HONOURARY MEMBERS

BARTTOFF, Annie
BLOWER, Jack
BOURCHIER, Dave
BURNS, Joyce
BUTLER, Kerry
CAGNA, Larry
CANNON, Mike
CAREY, Cliff
CARLOW, Martha
CARROLL, Ron
CARTER, Roger
COATES, Pat
COX, Mike
DOBSON, Mary
FEATHERSTONE, Jim
FENNELL, Betty
GINGRAS, Jacques
GINTER, Ken
GRANT, Rhoda Irene
GOODMAN, Carole
HINGSTON, Charles

LLOYD, Clive
MacNIVEN, Danny
MATHIESON, Shirley
McGUIRE, Gordon
McKECHNIE, Andy
OGILVIE, Martin
ORAM, Trevor
PALMER, John
PEACOCK, Bob
PEACOCK, Lloyd
POLISHAK, Ron
PRINGLE, Clynt
REID, Karen
SHAW, Ed
SIMPSON, Gary
TORY, Boyd
WEST, Etta Anne
WILBY, Bruce
WREAN, George
WYROZUB, Gary

IN MEMORY OF

CHADWICK, Belle
COCHRANE, Lee
GILLESPIE, Jim
HUSBAND, Beryl
LAWSON, Bob
LYNN, Barry
McKAY, Doug
MICHAEL, Ken
ROBB, Alex