

BY-LAWS OF UNIFOR LOCAL 88 RETIRED WORKERS' CHAPTER

1. Retired Workers' Chapter

- a) There shall be established within this local union a Retired Workers' Chapter, which shall be named Retired Workers' Chapter of UNIFOR Local 88.
- b) The Retired Workers' Chapter shall be subordinate to the local and the national union. None of the provisions in these bylaws shall conflict with the Local Union By-Laws or the UNIFOR NATIONAL CONSTITUTION.
- c) The UNIFOR Local 88 Union Financial Secretary shall be required to keep the membership list up to date based on information provided by UNIFOR Local 88 Retired Workers Chapter and provide a copy to the National Union.

2. Membership.

- a) Membership in the Retired Workers' Chapter is available to all retired members of the local union, provided they are eligible under Article 5 Section 13 and Article 12, Section 2 and 3 of the UNIFOR NATIONAL CONSTITUTION.
- b) Any retired member eligible for retired membership in a local union chapter in accordance with (a) above, is eligible to pay voluntary dues to the Retired Workers' Chapter. Such voluntary membership dues shall be in the amount of two (\$2.00) dollars per month.
- c) Voluntary membership dues may be authorized by the retiree through the local union check-off system where such agreement exists or the retiree may pay such dues to the financial secretary of the Retired Workers' Chapter annually at the start of the calendar year. The financial secretary of the Retired Workers' Chapter will be required to submit all such dues received by him/her to the financial secretary of the local union who, in turn, will forward all monies collected to the National Secretary/Treasurer, who shall disburse such funds in accordance with the requirements of Article 12, Section 35 of the UNIFOR NATIONAL CONSTITUTION.
- d) **Associate Membership.**
 - i. The Retired Workers' Chapter will have the right to issue one "Associate Membership" to a person sponsored by a retiree in good standing in Local 88.

- ii. Associate Members will have a voice but will not be eligible to vote on financial matters of the Chapter or will not be eligible to run for executive office within the Chapter. Associate Members are eligible to run for standing committees.
- iii. "Associate Membership" once granted, shall be irrevocable except that the Chapter by majority vote may revoke such membership for conduct detrimental to the Chapter or Unifor.
- iv. A former GMCL, CAW, UAW, or CEP member that was out of the bargaining unit and is retired may make application to join Unifor Local 88 Retired Workers Chapter. Once the application is accepted by the membership, person will be able to run for standing committees.
- v. Associate Members shall pay compulsory dues of two (\$2.00) per month.

3. Chapter Membership Meetings.

- a) There shall be a membership meeting of the Retired Workers' Chapter at least once a month in accordance with Article 12, Section 5 of the Unifor National Constitution. Meetings will be held the 2nd Wednesday of each month.
- b) The local union, in consultation with the Retired Workers' Chapter, shall develop notice procedures for regular chapter membership meetings or special meetings.
- c) All retired members of the local union chapter in attendance at the meeting will constitute a quorum.
- d) The following order of business will constitute the regular agenda for chapter meetings.
 - 1. Roll call of officers.
 - 2. Respect to deceased members.
 - 3. Reading of minutes of previous meeting.
 - 4. Business arising and or adoption of minutes.
 - 5. Correspondence. Report of local President.
 - 6. Financial report.
 - 7. Reports of officers, committees and/or delegates
 - 9. Old business.
 - 10. New business.
 - 11. Adjournment.

4. Local Union Chapter Officers.

- a) The officers of the retirees' chapter will include Chairperson, Vice-Chairperson, Recording Secretary, Financial Secretary and Sergeant-at-Arms and two (2) Trustees.

b) The duties of these officers shall be prescribed by the local union and the Retired Workers' Chapter in the Bylaws.

Chairperson- The chairperson shall preside at chapter membership and executive board meetings

Vice-Chairperson- The Vice-Chairperson shall assist the chairperson and assume the duties of the chairperson in his/her absence.

Recording Secretary- The recording secretary shall keep minutes of all chapter membership and executive board meetings, read all documents and conduct the general correspondence pertaining to the chapter.

Financial Secretary- The financial secretary shall maintain contact with the Financial Secretary of the Local Union. He/she shall report monthly to the membership regarding the status of the Chapter fund.

Sergeant-at-Arms- The sergeant-at-arms shall introduce all new members and visitors and assist the Chairperson in preserving order when called to do so.

Trustees- The trustees will audit the financial records of the Retired Workers Chapter books in January or February of each year. The Trustees will report out at the next meeting following their audit.

5. Election of Chapter Officers

a) All officers of the chapter shall be elected by secret ballot. These officers shall be elected by majority vote and shall serve for a period of three (3) years, starting in 2015.

b) Any retired member in good standing, as defined by Article 2 (a) is eligible to be a candidate for any Retired Worker Chapter office.

c) The schedule for the election of chapter officers shall be every three (3) years. Nominations shall be in March, elections in April, (runoff in May if needed), to take office in June.

d) The Chairperson of the Retired Workers' Chapter shall serve as member of the Local Union Executive Board with voice and vote in accordance with Article 12, Section 6 of the Unifor National Constitution and he/she shall also be a delegate to the National Council of Retired Workers Convention.

e) Vacancy for Chairperson on the Retired Workers' Chapter Executive Board, for any reason, shall be filled by the Vice-Chairperson. All other vacancies on the Retired Workers' Board shall be filled by election as soon as possible.

6. Power of Administration.

a) The membership in attendance at a meeting is the highest authority of the Retired Workers' Chapter.

b) Meetings shall take place monthly, except July, August, and December. These meetings shall start at 10:00 am.

c) Between membership meetings, the Retired Workers' Chapter executive board shall be empowered to act on behalf of the membership to the extent urgent business requires prompt and decisive action, subject to the general policies established by the chapter membership, the local union, and the national union.

d) Between meetings of the Retired Workers' Chapter executive board, the chairperson shall be empowered to act on behalf of the executive board, in consultation with the Local Union President, subject to the general policies established by the chapter and the subsequent approval of the chapter executive board and membership.

7. Composition of Retired Workers' Chapter Executive Board.

a) Composition of the chapter executive board will include the chapter officers mentioned in Article 4, plus the delegate to the local union executive board and the local union president or his/her designee.

8. Area Retired Workers' Council.

a) In accordance with Article 2, Section 2 of the Unifor London and Area Retired Workers Council By-Laws, Unifor Local 88 Retired Workers will elect delegates at the same time as the triennial elections. The local union will provide for representation to these councils by a delegate or delegates from the local union Retired Workers' Chapter and the president of the local union or his/ her designee.

9. Retired Workers' Chapter Committees.

a) The Retired Workers. Chapter shall establish, in consultation with the local union, any committees within the chapter that is deemed necessary. The chapter committees shall be elected by the chapter. The following are some of the suggested committees: organizing and membership, education, recreation, community services, human rights, and Union in Politics.

10. Finances.

a) All membership dues collected or any dues checked-off which may be received by the local union financial secretary shall be submitted to the national secretary-treasurer who shall allocate such monies to the respective bodies in accordance with Article 12, Section 35 of the Unifor National Constitution.

b) All monies collected by and on behalf of the Retired Workers' Chapter shall be kept in the Retired Workers Chapter Fund established by the Local Union.

c) Chapter members or officers who incur special expenses in carrying out authorized chapter business may be reimbursed from the Retired Workers' Chapter fund. It is not intended however, to pay lost time, wages/ salary, nor to reimburse members for attendance at chapter membership, chapter board, local union executive board or committee meetings."

d) Reimbursement of expenses shall be subject to the Unifor Local 88 By-Laws.

e) The Retired Workers' Chapter will receive an up-to-date financial report of the chapter funds and expenditures from the fund provided by the local union financial secretary each month.

f) Any member performing services for the Retired Workers' Chapter or any convention, conference or council shall receive expenses according to the current CAW Local 88 bylaws.

11. Amendment Procedure.

a) These bylaws may be amended, once adopted, by the following procedure:

i) Proposals to amend the bylaws may be submitted at any regular chapter meeting by the membership within the chapter or local union. The proposal or proposals submitted will be reviewed by the retired worker chapter executive board and the local union between meetings.

ii) Proposals to amend the By-Laws may be submitted at any regular chapter meeting by a chapter retiree. The proposal(s) submitted will be reviewed by the Retired Workers Executive Board.

iii) The recommendation of the chapter executive board relative to the submitted bylaw provision or provisions, shall be presented at the next regular chapter meeting for action by the chapter membership. A two-thirds (2/3) vote of the membership in attendance at the chapter meeting will be required for adoption. Upon adoption by the membership, the proposed amendments shall be placed on the agenda of the next regular membership meeting of the local for ratification.