



**BY-LAWS**  
**OF THE**  
**RETIRED WORKERS' CHAPTER**  
**of the**  
**Power Workers' Union**  
**CUPE Local 1000-CLC**

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**Article I: Name and Affiliation**

- 1.1.0 Name: the name of the organization is the Retired Workers’ Chapter of the Power Workers’ Union (PWU), Canadian Union of Public Employees Local 1000 – CLC (“the Chapter”).
- 1.1.1. The Retired Workers’ Chapter shall be subordinate to the PWU. Nothing in these By-Laws shall contravene the intent of the By-Laws, Policies or Constitution of the PWU.
- 1.1.2. The Retired Workers’ Chapter shall affiliate with the Congress of Union Retirees of Canada – CLC, and subject to PWU Executive Board approval associate with provincial federations, and/or local branches of CURC to promote and advance common interests by the utilization of our collective strength, abilities and resources.
- 1.1.3. The Retired Workers’ Chapter shall be a self-funding organization with its own budget, bank accounts and financial obligations. The PWU shall be under no obligation to provide funds to the Chapter and neither the Chapter nor its members shall have any authority to bind the PWU to any legal obligation. The PWU may, however, make voluntary donations to the Chapter.
- 1.1.4. The Retired Workers’ Chapter may use trademarks, logos or other intellectual property of the PWU only with the written permission of the PWU president in the manner approved by the President.
- 1.2 Head Office: The provincial headquarters will be the same as that of the Power Workers’ Union, currently 244 Eglinton Avenue East, Toronto, Ontario M4P 1K2
- 1.3 Object:
- 1.3.1 The prime objective of the Chapter is to further the interests of the PWU retirees and the PWU. In order to do this, the Chapter may:
- (a) Promote, encourage, foster and defend the principles of democracy in the economic, social and political life of Canada for retired workers and their spouses.
  - (b) Monitor collective bargaining trends, social, economic, educational, legislative and political events of interest to retired members and their spouses.

- (c) Provide support and/or resources when requested by the PWU.
- (d) Publish and distribute printed material as may, from time to time, be desirable to further the aims and objectives of the membership.
- (e) Collect and document the concerns of the membership.
- (f) Petition legislators for the introduction and enactment of legislation on measures to improve the health and welfare of all retired persons.
- (g) Co-operate with other organizations, with similar objectives.

**Article II: Membership**

2.1 Qualifications: membership in the Chapter is available to any retired member in good standing, of the bargaining unit, which is represented by the PWU, PWU Staff, and their spouses; widows and widowers of retired members

2.1.1 The Executive Committee of the Chapter may deny membership for conduct unbecoming and/or prejudicial to the interest of the Chapter or the PWU.

2.2 Privileges: members will be entitled to the following:

2.2.1 Be eligible for appointment to any appointive position, and to be eligible to serve on any committee of the Chapter.

2.2.2 To attend any local meeting held in the province at their own expense.

2.2.3 To receive any publications distributed by the Chapter.

2.2.4 To have the right to place a bargaining submission before the PWU for consideration for it to become a bargaining item.

2.3 Associate Member: a person who was a PWU member but prior to retirement held a position which was removed from the PWU jurisdiction. That person may have his/her name advanced by a Sector V.P. to the Executive Committee for consideration of becoming a Chapter Associate Member.

2.3.1 An Associate Chapter Member is entitled to all the privileges listed in these By-Laws except under Section 3.2.3. However, the Associate Member may be appointed to serve on committees, except the Executive Committee and Board.

## 2.4 Dues:

2.4.1 The fee for individual retiree, associate member, and spouse shall be \$1.25 per person, per month, or \$15.00 per person per annum. Payable to the Secretary Treasurer of the Retired Workers' Chapter.

2.4.2 A retiree may have the fee, upon request, deducted from his pension cheque if the appropriate arrangements can be made with the respective pension plan.

2.4.3 The membership year will be the calendar year.

## Article III: Officers of the Chapter

3.1 Officers: the officers of the Chapter are: President, Sector Vice-Presidents, Secretary Treasurer.

3.2 Tenure:

3.2.1 The President and Sector Vice-Presidents shall be elected by the Executive Board for a four-year term.

3.2.2 The Secretary Treasurer shall be appointed by the Executive Board for a four-year term.

3.2.3 The Executive Board shall be comprised of 5 members from each of three Sectors as defined in Article VI (15 members in total), plus the President and Secretary Treasurer, for a total of 17 members.

3.3 Duties:

3.3.1 The President shall, when present, preside at all regular and special meetings of the Chapter. The President is charged with the general management and supervision of the business and operation of the Chapter. The President shall sign all official documents.

3.3.2 The PWU Retiree Chapter President shall attend all Executive Board meetings of the Power Workers' Union with voice, but no vote.

3.3.3 A Vice-President shall exercise the duties and powers of the President during the absence or inability of the President.

3.3.4 The Secretary Treasurer shall attend all meetings of the Chapter, and shall be responsible for ensuring the recording of all the facts and minutes of all proceedings. He/She shall be custodian of all records, correspondence and other documents.

He/ She shall keep full and accurate accounts of all receipts and disbursements of the Chapter. He/She shall deposit monies in the name and to the credit of the Chapter in such financial institution as designated by the Executive Committee. He/She will issue an annual financial statement.

- 3.3.5 One Officer of the Chapter shall attend the PWU Council of Chief Stewards' meetings, with voice but no vote.
- 3.4 Bonding: any Chapter Officer dealing with finances shall be bonded through the bonding procedure of the Power Workers' Union.
- 3.5 Signing Authority: the President, Secretary Treasurer will have signing authority for the Chapter. Cheques shall have two signatures, one of which will be that of the Secretary Treasurer.
- 3.6 Oath of Office: all Officers of the Chapter before assuming office shall take the following oath:
- “I \_\_\_\_\_ do most sincerely and solemnly promise and declare that I will truly and faithfully to the best of my ability perform the duties of my office as prescribed by the By-Laws, and will support and promote the objects, principles, and policies of the Chapter and the PWU.”
- 3.7 Leaving Office: Chapter Officers and Executive Board Members will surrender all books, records, membership files and other properties of the Chapter or the PWU upon termination of office.

#### **Article IV: Executive Committee**

- 4.1 Composition: the Executive Committee of the Chapter comprises the Officers of the Chapter, and the President of the Power Workers' Union Local 1000.
- 4.1.1 The President of the PWU or designate, may attend all Chapter meetings with voice and vote.
- 4.2 Duties: The Executive Committee of the Chapter shall manage, supervise and co-ordinate the activities and programmes on behalf of the Chapter's Executive Board and the Power Workers' Union.
- 4.3 Meetings: a meeting of the Executive Committee may be held at any place in the province. A majority of members of the Committee forms a quorum required to transact business. Meetings may be formally called by the President or Sector Vice-Presidents, or the President of the Power Workers' Union.

4.4 Voting: questions arising at any Executive Committee meeting shall be decided by a majority of votes.

#### **Article V: Executive Board**

5.1 Composition: the Executive Board shall be comprised of the Executive Committee and the Board Members.

5.2 The Executive Board will be comprised of 5 members from each of the three Sectors

5.3 Selection to the Executive Board will be conducted by soliciting volunteers from Retiree Chapter Members from each Sector. The term of office shall be four years.

5.4 If an Executive Board member vacates his/her position during the term of office, a selection to replace him/her will be conducted as soon as practicable using the process as outlined in 9.1.2.

5.5 Responsibility: the Executive Board shall be responsible for guiding the Chapter towards its objectives. The Executive Board shall have final authority over all its activities, providing they do not contravene the objectives of the PWU or principles of social justice inherent in the labour movement.

5.6 Meetings: a meeting of the Executive Board may be held at any place in the province. A majority of members of the Board forms a quorum required to transact business. Meetings may be formally called by the President, or Sector Vice-Presidents. A minimum of two meetings shall be held per year.

5.7 Voting: questions arising at any Executive Board meeting shall be decided by a majority of votes.

#### **Article VI: Sectors**

6.1 Identification:

6.1.1 For the purpose of organization and representation, the Chapter will have three Sectors.

6.1.2 Sector 1 Nuclear Generation and related activities

Sector 2 Non-Nuclear Generation and related activities

Sector 3 Distribution/Transmission and related activities

## 6.2 Duties:

6.2.1 The Sector Board members shall be familiar with the interests of the membership within the Sector and represent these views at meetings.

6.2.2 The Sector Board Members will appoint sufficient volunteer contact persons within the Sector to assist in recruiting members, organizing local meetings, etc.

6.2.3 The Sector Board Members shall co-operate and co-ordinate activities with the Power Workers' Union Chief Stewards in that Sector.

## **Article VII: Parliamentary Procedure**

7.1 Authority: all Chapter meetings and recorded votes shall be conducted in accordance with Chapter By-Laws and any parliamentary procedures, or other matter not covered by the By-Laws shall be governed by Bourinot's Rules of Order.

## **Article VIII: By-Laws Amendments**

8.1 Amendments: the Executive Board may amend the By-Laws with a two-thirds majority vote subject to ratification by the PWU Executive Board. By-Laws and amendments to By-Laws take effect only upon ratification by the Executive Board of the Power Workers' Union, Local 1000.

8.1.1 Any member may submit a proposed amendment to the Chapter Secretary Treasurer. The submission shall include a written explanation of the purpose or benefit of the proposed change.

8.1.2 The membership shall be informed of any approved change to the By-Laws.

## **Article IX: Structure for PWU Retirees Chapter Governing Body**

9.1.1 5 delegates from each of the 3 Sectors will comprise the "Executive Board" (15 members in total), plus the President and Secretary Treasurer for a total of 17 members.

9.1.2 Selection to the "Executive Board" will be conducted by soliciting from Retiree Chapter members volunteers from each Sector. If more than 5 members volunteer from any given Sector then existing board members will make the selections up to the maximum of 5. They may ask advice regarding whom to select from the appropriate PWU Sector Reps if they so choose. The term of office will be 4 years.

9.1.3 The Secretary Treasurers position will be filled by appointment from the membership of the Retiree Chapter by the Executive Board. The person appointed will be a full member of the Executive Board with voice and vote.

- 9.1.4 Once selected the “Executive Board” will meet as soon as practicable. Subsequently they will endeavor to meet semi-annually.
- 9.1.5 The “Executive Board” will elect 4 members who will form the “Executive Committee” comprised of a President, and 3 Sector Vice-Presidents. The President will be elected “at large” by all 17 members of the “Executive Board”. The Presidents term of office will be 4 years. The 5 delegates from each of the 3 Sectors will elect a Vice-President. The Vice-Presidents term of office will be 4 years. The “Executive Committee” will endeavor to meet quarterly.
- 9.1.6 If an “Executive Board” member vacates his/her position during the term of office a selection to replace him/her will be conducted as soon as practicable using the process as outlined in #9.1.2.
- 9.1.7 If an “Executive Committee” member vacates his/her position during the term of office an election to replace him/her will be conducted as soon as practicable using the process as outlined in #9.1.5.