

The By-Laws Of



Revised July 2008

CAW LOCAL 2200 BY-LAWS

The Constitution of this Local Union shall be the Constitution of the National Automobile, Aerospace, Transportation and General Worker's Union of Canada, CAW-Canada, and The Bylaws of this chartered Local shall not be inconsistent with any of the provisions of the Constitution and shall contain the following provisions:

ARTICLE 1 - NAME

- 1.01** This Union shall be known as the National Automobile, Aerospace, Transportation and General Worker's Union (CAW) Local 2200

ARTICLE 2 - OBJECTS

- 2.01** To regulate relations between employers and employees, including but not limited to the right to bargain collectively on behalf of CAW members in any company under the jurisdiction of the Union.
- 2.02** To bring about fair wage standards and to include equal pay for work of equal value.
- 2.03** To bring about improvement in the working conditions of the members.
- 2.04** To provide a democratic form of government within the Union based on the principle of the rank and file members being the highest body, subject to the provision of the National Constitution and these local Bylaws, allowing freedom of speech and vote to all members regardless of race, colour, creed, gender or sexual orientation or any other provisions of the Human Rights Code.
- 2.05** To promote the rights of workers in Canada and to promote the right to belong to labour organizations, which are not influenced or dominated by any element foreign to, or not in the best interest of the people of Canada.
- 2.06** To morally support the principles of the trade union movement.
- 2.07** To honour any legitimate picket line.
- 2.08** To promote the occupational health and safety of our members.
- 2.09** To defend the right of rank-and-file Union members to ratify all agreements with employers.

ARTICLE 3 - JURISDICTION

- 3.01** Local 2200 shall include but not be limited to jurisdiction of workers engaged in transportation, in the maintenance thereof, and/or general workers in the field.

ARTICLE 4 - MEMBERSHIP

- 4.01 Any worker shall be eligible to become and remain a member of Local 2200 However, no person shall be eligible for membership or continued membership if they have the right to hire and fire within any operation for which the Union is, or may become, the bargaining agent. There shall be no discrimination in admitting into membership any person because of race, colour, religion, age, marital status, place of origin, political belief, gender, sexual orientation, ancestry, ethnic origin, citizenship, family status, disability or record of offences.
- 4.02 Applications for membership in Local 2200 shall be made in writing and may be accepted from the applicant by a Local Officer, or by a member in good standing authorized by the Local 2200 Executive Board.
- 4.03 Each person signing an application for membership and paying the initiation fee prescribed by the Local shall thereby pledge to comply with the objects, by-laws, and policies of Local 2200 and the National Union.
- 4.04 The membership shall be the highest governing body of the union to which all other governing bodies shall be subordinate. The business of the Union shall be conducted at all times with this in mind. The rank and file membership shall be kept informed and encouraged to participate in the life of the Union. This shall include the opportunity to submit amendments to the National Constitution and Local By-Laws to the appropriate bodies.

ARTICLE 5 - LOCAL 2200 OFFICERS AND DUTIES

- 5.01 The fundamental duty of all Officers is to fairly represent and protect the interest of the Union, each member, and the membership as a whole to the best of their abilities. Between membership meetings the Officers of the Union are designated the full authority to speak and act on behalf of the membership subject to the appropriate roles of their positions and the provisions of these by-laws.
 - a) **The Executive Officers of Local 2200 shall include, but not be limited to the following:**
 - President full-time
 - Financial Secretary part-time
 - Vice-President (grievance officer) part-time
 - Recording Secretary part-time
 - Three (3) Trustees part-time
 - Sergeant-at-Arms part-time
 - Guide part-time
 - b) **The Officers of Local 2200 shall include, but not be limited to the following:**
 - Safety Reps part-time
 - Property Reps part-time
 - Chief Job Stewards part-time
 - Job Stewards part-time
 - c) [Any member or officer accepting a position into management shall forfeit any position or office held in the union.]

- 5.02** President: (1) Duties as per the CAW National Constitution
(2) The President shall be an ex-officio member of all committees pertaining to Local 2200, except election committee and trial committee.
- Financial/Secretary: (1) Duties as per the CAW National Constitution
(2) Senior Ranking Officer Assistant to the President
- Vice-President: (1) Local Grievance Officer
(2) Duties as per the CAW National Constitution
(3) Senior Ranking Officer Assistant to the President
- Recording Secretary: (1) Duties as per the CAW National Constitution
(2) Senior Ranking Officer Assistant to the President
- Three (3) Trustees: (1) Duties as per the CAW National Constitution
- Sergeant-at-Arms: (1) Duties as per the CAW National Constitution
- Guide: (1) Duties as per the CAW National Constitution

Local Union Table Officers

The President, Financial Secretary, Vice President and Recording Secretary shall be the Table Officers of the Local Union and shall assist that President as required. They shall be the Senior Ranking Officers of the Local Union and assist with servicing, representation and administration when required.

5.03 LOCAL 2 PART-TIME OFFICERS

- a) The President, Vice-President and Financial Secretary will constitute the committee for negotiating contracts. The hourly rate of pay for part-time officers during negotiations will be at their lost time rate on regular scheduled day off or for hours of work lost on regular scheduled work day. The SeaBus Property Representative will directly assist and participate as a committee member on issues pertaining to SeaBus.
- b) At the request of the Negotiating Committee any member may be booked off to assist the committee in collective bargaining. This member will be allowed voice but no vote.
- c) Local officers and union delegates whose duties require them to be away from their normal work situation, out of the Greater Vancouver Lower Mainland Area, shall be compensated as per national union guidelines.
Local officers and union delegates whose duties require the them to be away from their normal work situation but working within the Greater Vancouver Lower Mainland Area, shall be compensated as per the Local Union Policy, that is, \$15.00 for breakfast; \$20.00 for lunch; \$40.00 for dinner.
- d) A fuel, maintenance and depreciation allowance set as per CAW National Executive Board Policy (to be paid to the driver only).
- e) At the request of a full-time officer, part-time officers and members booked off on Local Union business will be paid their applicable wage rate, shift differentials and applicable AV rate. If a full shift is paid for and they are scheduled to work afternoon or graveyard shifts, they will not be expected to go into work for that shift. Except where approved by the Executive Board for extenuating circumstances, no members will be paid by the Union for hours worked if they are already receiving

pay for that same time from the employer, employee benefit trust or sick plan, or the Workers Compensation Board. Any officer required to replace a full-time officer for reasons of vacation, sick leave, seminars, etc. and who fulfils that full-time officer's duties, shall be paid at the prevailing rate for full-time officers.

- f) Part-time table officers shall be given stipends of thirty-five \$35 per month in cash to cover out of pocket expenses (no receipts required) all other disbursements will be receipted and an account kept.

5.04 The officers referred to in Article 5.01 will be responsible for and fulfil all obligations and duties as required of a Union representative.

5.05 No agreement shall be entered into by any Local 2200 officer(s) or representative which changes any terms or provisions or established working practices, unless approval has been granted for such action by the membership.

5.06 LOCAL 2200 FULL-TIME OFFICERS

- a) The full time officer(s) rate shall be based on a regular thirty-seven and one half (37.5) hours work week, and be subject to the following articles.

- b) "The salary shall be based on nineteen hundred and fifty (1950) hours per annum. To compensate for the irregular and demanding work schedule, the rate shall be one hundred and twenty percent of the highest paid classification in the bargaining unit. Payment of a tool allowance and First Aid allowance will not be applicable for this position. Payment will be made weekly. Vacation pay will be included in weekly pay".

There shall be a Salary Review Committee consisting of two elected rank and file members and one member from the Executive Board who will review the salary of the full-time officer every five years and report their findings and make recommendations to the Bylaw Committee and the General Membership.

- c) There shall be no paid overtime. However, where Local Union business requires a full-time officer to represent the Union on their days off, that time will be part of a paid 75 hour annual bank and no further remuneration will be received.

- d) Except as specified in these Local Union Bylaws, the officer is entitled to the same or equivalent benefits as would apply to the position they hold with the company in accordance with the provisions of the collective agreement including annual vacations, statutory holidays, pension, STD, LTD, Medical, Dental, Extended Health and Life Insurance.

The officer will remain a contributing member of the Public Service Pension Plan and make the same percentage instalments as would apply if they were working within their bargaining unit. The Union will be responsible for making the Employer contributions. This will be subject to the permissibility of the Pension Corporation Rules and the understanding that pensionable service will be subject to all incremental wage increases during the leave of absence.

- e) Full-time officers will be given a stipend of one hundred dollars (\$100) a month in cash to cover out of pocket expenses (no receipts required). All other disbursements will be receipted and an account kept.

- f) A fuel, maintenance and depreciation allowance set as per CAW National Executive Board Policy (to be paid to the driver only).

- g) Full-time officers will receive a cleaning allowance equal to that of the Sea Bus mean average payment as agreed to in the collective agreement and open to periodic revision.

5.07

- a) The Local 2200 Executive Board shall consist of President, Financial-Secretary, Vice-President, Recording Secretary, and Three (3) Trustees. There shall be a "Council" of Property Representatives from VTC, BTC, B/OH, Trolley OH, Facilities Maintenance, STC, PCTC, RTC, NVTC, SeaBus.
- b) Vancouver Transit Centre Garage shall have two (2) Property Representative positions. One position will be designated Property Representative/Sergeant-at-Arms. One position designated to day shift and voted on by all signed-in VTC members. The other position designated to afternoon or graveyard shift and voted on by all signed-in VTC members.
- c) Burnaby Overhaul shall have two (2) Property Representative positions. One position shall be designated Property Representative/Guide. Consideration for designating positions by shift will be given if and when necessary.

5.08 All cheques issued by Local 2200 or authorized by the Local Executive and all legal documents shall require the signature of the Financial Secretary and the President. If the Financial Secretary is absent for an extended period of time, a Trustee would temporarily assume the duties of the Financial Secretary, as per the CAW National Constitution. All signing officers shall be bonded to an amount approved by the Local Executive Board.

5.09 All members of this Local Union holding an elected position are required to attend:

- a) Two out of three consecutive membership meetings unless officially excused for cause by the Local 2200 Executive Board.
- b) Two out of three consecutive meetings other than membership meeting expected of their respective office or position, unless officially excused for cause by the Local 2200 Executive Board.
- c) Failure of any elected official to comply with the above attendance rules shall result in automatic removal from their respective office or position, and they shall not be permitted to run for any elected office for the balance of the term of office from which they were removed, except as a delegate to the Constitutional Convention.

5.10 The Local Union shall pay a representative or member lost time only when that representative or member is performing necessary duties for and on behalf of the Local Union during the time for which s/he would otherwise be compensated by the employer. The amount of lost time should never exceed the amount which the Local Union representative or member would otherwise have received from her/his employer for the same period of the time which s/he is being compensated by the Local Union.

5.11 Powers of Administration

- a) The membership is the highest authority of the Local Union and shall be empowered to take or direct any action not inconsistent with the Constitution or Bylaws.
- b) Between membership meetings, the Executive Board shall be the highest authority of the Local Union and shall be empowered to act on behalf of the membership to the extent urgent business requires prompt and decisive action, subject to subsequent membership approval, but the Executive Board may not take action affecting the vital interests of the Local Union without prior membership approval.
- c) Between meetings of the Executive Board, the President shall exercise general administrative authority and shall be empowered to act on behalf of, and take action permitted, to the Executive Board subject to subsequent approval of the Executive Board.

ARTICLE 6 - ELECTION OF OFFICERS

6.01 Only members in good standing of Local 2200 shall be eligible for election to any office. Each member may hold only one Local office at a time. Property Representatives, Job Stewards and Health and Safety Reps are not required to resign from their position to run for another office.

- 6.02** The method of election shall be by secret ballot. Every member shall be allowed to vote for each position in their jurisdiction.
- 6.03** The person receiving the majority of the ballots cast in any election shall stand elected, unless only one person is nominated for office, in which case that person shall stand elected by acclamation. If no candidate receives a majority of the ballots cast, then a run-off ballot will be held between the two candidates receiving the highest number of votes
- 6.04** Nominations for President, Financial Secretary, Vice-President, Recording Secretary, and the Three (3) Trustees shall take place triennially at a special meeting during the Month of October. Notices posted to that effect will be placed on all properties at least thirty (30) days beforehand.
- 6.05** No nominations shall be in order unless the member nominated is present or has signified in writing their willingness to accept the nomination.
- 6.06** Once a member has accepted nomination to any position their acceptance is binding and they must stand for election.
- 6.07** Names only shall be placed on ballots for election of officers. Names and photographs of all nominees shall be posted in a prominent place at all applicable properties.
- 6.08** A special meeting shall be held during November, where prospective candidates shall be introduced to the membership and also have an opportunity to address the meeting.
- 6.09** Elections shall take place on the first payday in December (or in concurrence with the annual maintenance sign-up) and incoming officers shall assume their elected positions on January 1st.
- 6.10** In the event of contract negotiations being incomplete, elections shall be delayed until after the contract has been signed.
- 6.11** The Property Representative shall be elected (by their respective units only) triennially, in January following the election of the Executive Officers. The term of office for the Property Reps shall be three [3] years with the exception of mid-term election.
The Job Stewards and Health and Safety Reps shall be elected after each sign-up by their respective units only. In the event of permanent vacancies, the Executive Board may appoint any of the above positions for up to thirty (30) days until elections are held. Where a Chief Job Steward is required, he/she shall be elected by the Job Stewards from among their ranks.
- 6.12** For all other elected positions, nominations and balloting shall be held at Local 2200 meetings under the supervision of one of the Executive officers.
- 6.13** An election Committee of two members who are not running for an elected position will be elected at the October nomination meeting referred to in bylaw 6.04.
- 6.14** A candidate for office cannot be present at the vote count. Each candidate has the right to have one challenger present when the votes are tabulated. The challenger must be a member of the local union, and at no expense to Local 2200.
- 6.15** No candidate for office shall, after casting their ballot, remain in or near the polling booth.
- 6.16** In the event of the President, Financial Secretary, Vice-President, Recording Secretary, or any of the Three (3) Trustee positions falling permanently vacant, an election shall be called within thirty (30) days of the vacancy occurring.

- 6.17 The term of office for the President, Financial Secretary, Vice-President, Recording Secretary, and the Three (3) trustees shall be three [3] years with the exception of mid-term election.
- 6.18 The Local Executive Board when applicable shall appoint a member as Trustee to the Transit Employees' Health and Benefit Trust. The appointment shall be in effect until the member resigns or the Executive Board deems it necessary to reconsider its appointment. The Trustee shall report to the Local Executive Board in writing after each Transit Employees' Health and Benefit Trust Meeting.
- 6.19 The Election Committee shall be governed by the CAW Constitution and the Guide for Local Union Elections, issued by the National Union.

ARTICLE 7 - PLEDGE OF OFFICE

- 7.01 As per article 36 of the CAW National constitution.
- 7.02 Any officer failing to take the pledge of office shall be disqualified as an officer of Local 2200 and the position shall be declared vacant.
- 7.03 Upon the Local office being in receipt of an allegation that an officer[s] has violated the Pledge of Office the Local President and or his designate shall immediately investigate the allegation and report their findings to the Local executive board. Based on the report the Executive board may take whatever action it deems necessary to protect the organization, including suspension or removal from office.

ARTICLE 8 - TRIALS, CHARGES AND APPEALS

Preamble

The following provisions of Article 8 are intended to deal with matters of a serious nature and charges laid against a member or officer should reflect the same. Accusers with expectations that charges against an officer may result in their removal from office are to proceed under the provisions of Article 8.

- 8.01 Any member of the Union Local shall have the right to prefer charges against any member of the Local or National Union including Officers and Reps according to ARTICLE 24 of the National Constitution of the CAW
- 8.02 On charges being considered, the accused shall be advised as to the provisions of these Bylaws and ARTICLE 24 of the Constitution.
- 8.03 Any member who disagrees with a decision of the Local Union Executive or an Officer may appeal that decision in writing to the Local Union Recording Secretary within sixty (60) days of being notified or becoming aware of such decision. The appeal will go to the next general membership meeting for a decision of the membership. If the appeal is denied the member can appeal to the National Union further to Article 25 of the CAW National Constitution.

ARTICLE 9- DISCIPLINE

- 9.01 Any member working in a certified bargaining unit who does not pay their dues, fines or assessments is, at midnight of the first day following two (2) calendar months from the day such fines, dues, assessments become payable, automatically suspended from membership. While under suspension, a member forfeits all rights, benefits and privileges of any and all kind provided by the National Constitution and the Local 2200 Bylaws.

- 9.02** A member suspended under this section shall be reinstated upon payment of all monies owing plus a reinstatement fee of one hundred dollars (\$100.00).

ARTICLE 10 - DUES AND ASSESSMENTS

10.01

- a) Local dues for every member shall be a minimum of two hours and twenty minutes [2:20] straight time. For those members who work less than 40 hours in a month the minimum monthly dues will be the equivalent to one hour and ten minutes straight time.
- b) A Special Local Dues Assessment of thirty minutes straight time, per member per month will become effective January 2001. This Special Assessment is required to cover the costs of administration and servicing and will be reviewed as determined by the general membership.
- c) A member does not have to pay dues if during a calendar month s/he did not work and did not receive benefits in lieu of work. Benefits in lieu of work include vacation pay, lay-off benefit, holiday pay, jury duty pay, bereavement pay or paid leave of absence allowance. It does not include pension benefits, sickness and accident benefits or WCB.

- 10.02** Dues can only be increased by a 50%+1 majority vote at a membership meeting, provided proper notice has been posted for at least fourteen (14) days prior to the vote.

- 10.03** Monthly dues are not a requirement of membership in Local 2200 in cases where a member belongs to a unit whose certification is pending.

- 10.04** Local 2200 shall have the right to levy on its members, for special purposes, such assessments as may be determined by a 50%+1 majority vote of the members at a membership meeting, provided notice of assessment has been posted for at least twenty-one (21) days prior to the vote.

- 10.05** A levy of one dollar (\$1.00) per month will be added to monthly dues to provide funds for a gift fund. The Gift Fund will be used for an annual banquet for retired members, to provide gifts for sick members or other inter-union functions. Monies received from Sea Bus members are to put in a fund to be used by Sea Bus members.

- 10.06** The initiation fee for the Local will be \$10.00.

ARTICLE 11 - MEETINGS

- 11.01** The President shall be responsible for holding at least one (1) meeting per month with the exception of the months of June, July, August, December, when meetings will be called at the discretion of the President or a petition of ten percent (10%) of the membership.

- 11.02** Executive Board meetings shall be called prior to a general meeting to discuss and pass recommendations on matters that require membership approval or held at the call of the President or a majority of the Executive Board members.

- 11.03** Sea Bus will be allowed to hold unit meetings for the purpose of receiving information, accepting Sea Bus related nominations and voting on matters pertaining to Sea Bus. These meetings are subsidiary to Local 2200 General Meetings and shall be held not more than once per month or less than once per year with minutes to be filed after each meeting.

- 11.04** At general or special meetings five (5) members present shall constitute a quorum. In the event quorum is not attained, matters necessary for efficient operation of Local 2200 which were to be presented to the membership may be enacted by Executive Board decision.
- 11.05** At Executive Board meetings quorum shall consist of one-half (½) of the total Board members.
- 11.06** The presiding officer at any meeting shall not have a vote, except in the case of a tie vote, when the officer shall cast the deciding vote.
- 11.07** Except as otherwise provided for in these by-laws, Bourinets Rules of Order shall govern all Local 2200 Union meetings.
- 11.08** The Local 2200 Executive Board or a majority of members present can impose voting by secret ballot where it is deemed necessary.
- 11.09** No motion pertaining to policies, procedures, working conditions or past practices, shall be in order at the General Meeting unless it has been posted at the appropriate properties for at least FOURTEEN DAYS (14) prior to the meeting.
- 11.10** The President and Financial Secretary / Recording Secretary shall be responsible for conducting all general meetings. At the discretion of the president any other table officer may be booked off to attend.

ARTICLE 12 - RIGHT TO RECALL

12.01

- a)** An elected Executive Board member may be recalled by the members s/he represents for failing to perform the duties of the office. A vote on the question of recalling an Officer, Steward or Committeeperson may be initiated by a petition setting forth the reasons why the recall is sought, and signed by at least twenty-five percent (25%) of the current members working under the jurisdiction of the Officer, Steward or Committeeperson. The signatures must be obtained within a thirty (30) day period.
- b)** Twenty-five percent (25%) of the current members working under the jurisdiction of the Officer, Steward or Committeeperson must be present at the recall meeting to establish a quorum.
- c)** A two-thirds vote of those present and voting is necessary to recall.

ARTICLE 13 - OVERTIME

13.01 Day's off overtime

Maintenance members of Local 2200 be allowed no more than one (1) day of overtime work in a seven (7) day period. Any variance to this bylaw (with exceptions to "X" "XX" men) must be approved by the President or Executive Board.

- 13.02** That Property Reps, along with the assistance of shop stewards at each garage, be responsible for policing the equal distribution of Overtime.

ARTICLE 14 - COMMITTEES

- 14.01** All delegates to CAW Council/CAW National Convention shall be elected at the same time and in the same manner as Local Officers are elected. The Local President shall attend all CAW Council/CAW National Conventions, BC Fed, CLC & Labour Council Meetings.
- 14.02** All other committee members shall be elected by the membership.
- 14.03** Committee members are voted on by their respective units only.
- 14.04** A committee of four (4) members will be elected each September to meet with the Company to arrange satisfactory sheets and date for annual sign-up.
- 14.05** A committee of no more than five (5) members will be elected each January (or whatever time is decided) to organize the annual retirement banquet.
- 14.06** Health and Safety Coordinator nominations, election and term of office shall be the same as the Local Table Officers.
- 14.07** A Constitution and Bylaws Committee of three (3) members, one being an Executive Board member, will be elected following the National Union Convention. Their duties will be to ensure Local bylaws are consistent with the National Constitution and to bring forward bylaw proposals and amendments from the membership between Conventions.
- 14.08** The Local 2200 must have the following standing committees: Education, Environment, Recreation, Community Services, Human Rights, Union in Politics, and Women's.
- 14.09** No member shall accept any appointment by management to any Committee, workshop or other meeting except as approved by an officer of Local 2200

ARTICLE 15 - AMENDMENTS

- 15.01** These By-Laws may be amended by presenting a motion in writing setting forth the amendments sought to a membership meeting. The motion shall be read to that meeting and referred to the Constitution and By-Laws Committee which will report to the succeeding membership meeting, the notice of which must contain a notice of the particular By-Law amendments that will be considered. Such notice must be made at least twenty-one (21) days prior to the membership meeting. If approved by two-thirds of the membership vote thereon at this succeeding meeting, the amendment shall be considered adopted by the membership.

ARTICLE 16 - FINANCES

- 16.01** All monies in the hands of any officer of Local 2200 shall be deposited in the name of Local 2200 and a complete record of all monies received and paid out shall be kept. Unless otherwise authorized all monies paid out shall be by cheque only and shall require the signatures of at least two (2) authorized officers of Local 2200.
- 16.02** Financial records of Local 2200 shall be made available for perusal at the Union office for Local 2200 members.

- 16.03** Any Local 2200 expenses exceeding five hundred dollars (\$500.00) and which are over and above the general operating costs shall be posted as Notice of Motion and subject to approval by the membership at a General Meeting.
- 16.04** If requested by the membership at a General Meeting, an up-to-date financial report will be given at the following General Meeting.
- 16.05** The Trustees shall carry out all the duties of their office as per Article 36, Section 5 of the CAW National Constitution.
- 16.06** The fiscal year of this local union shall begin on January 1st and end on December 31st.

ARTICLE 17 - UNIT BY-LAWS

- 17.01** Unit rules relating to working conditions for particular portions/departments within a Local and not involving members of separate work locations and/or departments of the Local, will be considered separately. They will be maintained and/or amended only by those members affected in the separate work location or departments within a Local. The approved rules shall be posted on the properties concerned, presented to the Local Union office and not written into the Local bylaws. The Local Union Policy on Unit Rules shall apply when seeking to make changes to any existing Unit Rules or establishing New Unit Rules.
- 17.02** Where two or more Locals make up a bargaining unit, the negotiations will be conducted as a joint council. The individual locals will conduct their own ratification ballot.
- 17.03** In the event of a dispute between locals, letters of agreement will decide specific issues. Where no letters of agreement exist, the local unions involved may request the National Executive Board to appoint a referee(s).

ARTICLE 18 - RETIRED MEMBERS

- 18.01** Upon retirement a member shall not be required to pay monthly dues to remain in good standing and retain membership status.

ARTICLE 19 - GENERAL

- 19.01** Any member moving out of his/her job in Local 2200 to another CAW local, another bargaining unit, or to management, must apply in writing to the union for a leave of absence. Union dues must be paid in advance. This three (3) months leave of absence is subject to approval by the Local 2200 membership. Any member changing their status who does not wish to be reinstated as above, forfeits all seniority rights in their previously held classification.
- 19.02** Any member promoted to management by the Company may be reinstated at any time within three (3) months, subject to the approval of Local 2200 and provided that he/she had applied for and was granted a leave of absence for such a period by the Local and provided she/he has paid in advance dues covering the three (3) month period. Any member receiving a promotion who does not wish to be reinstated as above, forfeits all seniority rights in their previously held classification.
- 19.03** In the event of layoffs, no bargaining unit members other than Local 2200 members may use their seniority to bump into jobs held by Local 2200 members.

- 19.04** Any member who has been unjustly discharged may be reinstated at any time, provided the member accepts reinstatement within thirty (30) days of an offer of reinstatement.
- Any member not complying with the above section will forfeit all seniority rights in their classification.
- 19.05** Any member resigning their position with the Company will forfeit all Union seniority rights after a three (3) month period of grace.
- 19.06** No officer or member of Local 2200 shall use their office or membership in Local 2200 in such a manner as to bring discredit upon the Local, or any individual within the Local.
- 19.07** A strike may only be called or terminated in conformance with Article 45 of CAW National Constitution and further to the Articles of Association of the certified bargaining agent.
- 19.08** All Local Union Officer, Committees and other members handling funds or other property of the Local 2200 shall at the completion of their duties, turn over all papers, documents, funds and/or union property to the appropriately constituted Local Union Officers.

ARTICLE 20 - CODE OF CONDUCT

- 20.01** Each member shall perform picket duty and comply with membership approved picket policies and/or job action.
- 20.02** Each member of Local 2200 is bound, in the spirit of fraternalism, to uphold, protect and respect the rights of every other member. All members shall endeavour to do their fair share of the workload in a safe and competent manner and shall not knowingly or willfully subject any other member to a disproportionate amount of workload or risk to their health and safety. No member shall by their unfair representations or biased reporting cause any member to be disciplined by the employer.
- 20.03** Any work related dispute between two or more members which cannot be resolved by the members concerned shall be directed to the Union through their Property Representative or processed through the Local Union Harassment Policy and Procedures Guidelines. Under no circumstances shall disputes between members be reported to the employer, except as permitted by the Local Union Harassment Policy and Procedures Guidelines.
- 20.04** Any member not complying with any of the foregoing by-laws shall be liable to censure, fine, suspension or expulsion from Local 2200 and will be dealt with by the Executive Board. Appeal of discipline may be taken to a General Meeting.
- 20.05** The Local Union Harassment Policy and Procedures Guidelines shall be consistent with the CAW National Union Harassment Policy.

ARTICLE 21 - Local 2200 HOLDING SOCIETY

- 21.01** There shall be an ICTU/CAW Local 2200 Holding Society with an Executive and Membership as per the Holding Society Constitution and By-Laws. The General Local 2200 Membership shall be kept informed of activities and financial positions/requirements at the General Membership Meetings on an ongoing basis.