



**Sudbury Mine, Mill & Smelter Workers' Union,
Local 598/Unifor**

2550 Richard Lake Drive, Sudbury, ON P3G 0A3
(705) 673-3661 1-866-267-1009 Fax: (705) 673-1183



MINE MILL LOCAL 598/UNIFOR BY-LAWS

Article 6 -Election Rules

Section 1:	2
Section 2:	2
Section 3 - Election Chair/Committee Duties:.....	3
Section 4 - Election Process	3
Section 5 - Member Eligibility for Union Position:	3
Section 6 - Scrutineers.....	4
Section 7 - The Duties of The Scrutineer	4
Section 8 - Recount	4
Section 9 Referendum Vote.....	5
Section 10 - Rules	5
Section 11- Installation	5
Section 12 – Ballots.....	5
Section 13 - Guide for Local Union Elections	5
Section 14 - Leaflets.....	5
Section 15 - Date of Election	6
Section 16 - APPEAL WITH RESPECT TO LOCAL UNION ELECTIONS	6
Section 17 - INSTALLATION OF OFFICERS.....	6
OATH OF OFFICE AND INSTALLATION CEREMONY	7

ARTICLE 6 – ELECTION RULES

Section 1:

- a. President, Vice-President, Financial Officer, Recording Secretary, Sergeant-At-Arms and Guide will be elected by majority vote (50% + 1 vote of the ballots cast) and shall be elected for a three (3)-year term.
- b. If no candidate has majority, a run-off election will be held the following week between the two candidates that receive the highest number of votes.
- c. The Trustees and Delegates are elected by plurality.
- d. Members-at-Large - Immediately following the General Election:

Group 1: The newly elected Unit Chair for Glencore will automatically become the Member-at-Large for Group 1. (No election for Member at Large Group 1 required).

GROUP 2: The Election Chairperson will conduct an election for Member-at-Large for Group 2. Only newly elected Unit Chairs from Group 2 are eligible to run for and/or vote. The candidate with the most votes shall become the Member-at-Large for Group 2.

GROUP 3: The Election Chairperson will conduct an election for Member-at-Large – Group 3. Only newly elected Unit Chairs from Group 3 are eligible to run for and/or vote. The candidate with the most votes shall become the Member-at-Large for Group 3.

RETIREE’S CHAPTER: In accordance with the Retiree’s Chapter By-Laws, the Retiree’s Chapter will hold a vote within their Chapter to elect the Retiree Chapter Worker Representative Member-at-Large to sit on the Local’s Executive Board.

Local 598 has 15 affiliates (defined: representing 15 different workplaces), with more than 1600 members as of this publication. The groups of affiliates are distributed as such:

Group 1	Group 2	Group 3
<i>Sudbury Integrated Nickel Operations, a Glencore Company</i> <i>-Fraser Mine</i> <i>-Smelter</i> <i>-Strathcona Mill</i> <i>-Nickel Rim South</i> <i>-Onaping Depth Project/ Craig Mine</i>	<i>Monarch Recovery Services</i> <i>Brinks Canada</i> <i>Lafarge Holcim</i> <i>Gateway Casino</i> <i>University of Sudbury</i> <i>Hornepayne Power</i>	<i>St. Joseph's Villa</i> <i>Villa St. Gabriel Villa</i> <i>Elizabeth Center</i> <i>Finlandia Hoivakoti Nursing Home</i> <i>Nutra Services</i> <i>The Walford on the Park</i> <i>Sudbury Finnish Rest Home Society Inc.</i>

Section 2:

- a. Local Elections shall be held under the supervision of Election Committee, a membership meeting prior to March 15th of the election year.
- b. Each candidate must qualify when submitting a nomination form in writing stating the position they are running for. A member must be in good standing for a period of one (1) year, in order to be eligible to seek and/or hold office.

- c. The qualification must be addressed to the Election Committee Chair via the Executive Assistant of the Union and to be received no later than the date and time set as a deadline.
- d. Persons turning in qualifications shall make/retain copy of same.
- e. Acceptance of qualification shall be done in person or electronically and in writing to the Election Committee or via the Union's Executive Assistant during regular working hours.
- f. The time frame for submitting qualifications is 21 days from the date of the nomination opening not before March 15th of the election year.

Section 3 - Election Chair/Committee Duties:

- a. Local Union Election Chair and Committee Members/ Poll Clerk shall ascertain whether each member voting is a member of the Local Union.
- b. The Election Chair and Committee Members/ Poll Clerk shall have said member(s) sign their name in the Election Roll Book provided by the Union for that purpose.
- c. If a voter is unable to sign his or her name, the Election Chair and Committee Members/ Poll Clerk shall initial the member's signature or mark, and then the Election Chair and committee members will issue the voter a ballot.
- d. The Election Chair and Committee members shall be responsible for all ballot boxes between elections.
- e. It is the Election Committee Member's responsibility to return the ballot boxes to the Election Committee Chair after the election.

Section 4 - Election Process

- a. Voting shall be by secret ballot or another secure and confidential voting system.
- b. After marking the ballot, the voter shall deposit same in a ballot box provided by the Local Union for this purpose.

Section 5 - Member Eligibility for Union Position:

- a. No member shall be eligible to hold Executive office that has not been a member in good standing for at least one year in the local union prior to their nomination to office.
- b. No retiree shall hold or seek an Executive Office except for Retiree Member at Large.
- c. To be eligible for Triennial Convention delegate, a member must be in good standing for a period of one (1) year.
- d. The Runner up for delegates shall be alternates in the order in which they finished.
- e. To be eligible for Stewards and Committee Persons, a member must be in good standing for a period of one (1) year.
- f. A member in good standing CANNOT run for and/or hold more than one (1) position on the executive board.
- g. A member in good standing CANNOT run for and/or hold more than one (1) full-time paid position.

- h. A member in good standing CAN run for and hold a full-time paid position and an Executive Board position only, provided that the Executive Board position is not a full-time position.
- i. A member in good standing CAN run for and hold more than one (1) part time position in addition to an Executive Board position.
- j. A member in good standing running for a bargained, company paid, Full Time Site Representative position CANNOT run for and/or hold ANY OTHER full time or part-time site position.

Section 6 - Scrutineers

- a. Candidates for office may appoint a Scrutineer to act on their behalf during the Local elections for each poll named by the Local Union. Each Scrutineer shall be a member of the Local Union in good standing.
- b. Such Scrutineer shall not be entitled to receive compensation for wages or other expenses from the Local in connection with acting as a Scrutineer.
- c. Each candidate shall notify the Election Committee Chair in writing of names of his or her Scrutineer and the polls that each is assigned to, not less than 48 hours prior to the election.
- d. Each Scrutineer shall carry with them, a letter from the candidate they represent in order to identify them to the Election Committee Chair. Such identification must correspond with the information received by the Election Committee Chair.

Section 7 - The Duties of The Scrutineer

The duties of the scrutineer:

1. They may always be present at the poll.
2. They shall not be involved in any interference with the rights of the voters or engage in electioneering.
3. They shall be present at the counting of the ballots and entitled to scrutinize each ballot.

Any violations of the privileges and rules of the Scrutineer as set down shall be reported to the Election Committee Chairperson shall report such infractions to the membership at the next membership meeting.

Section 8 - Recount

RECOUNT

- a. Should the count of any losing candidate in a Local Election be within fifteen (15) votes of the lowest winning candidate, there shall be a recount if requested by the candidate involved.
- b. Such request must be made within 48 hours to the Election Committee Chairperson after the returns have been tabulated.
- c. Only the votes of the candidates in question shall be recounted.

Section 9 Referendum Vote

- a. If the referendum vote is for a purpose other than electing candidates and the count in question is within ten votes either way there shall also be a recount.

Section 10 - Rules

- a. There shall be NO UNION-ORIENTED meetings at 2550 Richard Lake Rd., Sudbury other than Executive Board Meetings held on Election Day until polls are closed.

Section 11- Installation

- a. The Election Committee shall announce the result of each election or run-off election immediately after the ballots are counted and shall provide a written report of the election to the next Local Union membership meeting.

Those elected will be installed at the next regular meeting.

Section 12 - Ballots

- a. All ballots shall be numbered, and the numbered portion remains with the Election Committee Members/Poll clerk and the full names of all candidates shall be placed on a ballot in alphabetical order, except the names of those acclaimed.
- b. All ballots and other election records in any election must be kept in a sealed and secured box following each day of polling and for one year immediately following the election. The Local Union may then destroy the ballots unless a review is pending. If a Review of Decision is pending, the ballots must be preserved until the review has been finally decided.

Section 13 - Guide for Local Union Elections

- a. The UNIFOR National Constitution, the Guide for Local Union Elections and the Policy Regarding Local Union Elections issued by the National Union shall govern the Election Committee and the membership.

Section 14 - Leaflets

- a. Leaflets must be non-defamatory and must adhere to the Constitution and By-Laws. The leaflets will be produced at no cost to the Local Union.

Section 15 - Date of Election

- a. Where in unusual circumstances, a Local Union is unable to secure a quorum at a membership meeting with at least 45 days prior to the time required to conduct elections, the decision as to time, date and locations of the election should be made by the Local Union Executive Board.

Section 16 - APPEAL WITH RESPECT TO LOCAL UNION ELECTIONS

An appeal with respect to Local Union elections may be filed and shall be governed pursuant to the Procedure Policy on Constitutional matters and Review of Decision. Refer to Unifor Constitution - Article 18.

Section 17 - INSTALLATION OF OFFICERS

INSTALLATION OF OFFICERS

(unifor, 2023) Article 24 - page 73

OATH OF OFFICE AND INSTALLATION CEREMONY

At the Local Union level the ceremony may be performed by the outgoing Local Union President or National Representative.

The Installing Officer says:

“Give attention while I read to you the obligation:

Do you pledge on your honour to perform the duties of your respective offices as required by the Constitution of the Union and to bear true and faithful allegiance to Unifor?

Do you pledge to promote a harassment and discrimination-free environment and work to ensure the human rights of all members are respected?

Do you pledge to support, advance and carry out all official policies of the Union and to work tirelessly to advance and build the membership of our Union?

Do you pledge to deliver all books, papers, and other property of the Union that may be in your possession at the end of your term to your successor in office, and at all times conduct yourself as becomes a member of this Union?”

Local Officers, Delegates, Workplace Representatives respond: “I do.”

The Installing Officer then says:

“Your responsibilities are defined in the By-Laws, Constitution and policies of Unifor. Should any emergency arise not provided for in these, you are expected to act according to the dictates of common sense, guided by an earnest desire to advance the best interest of the Union. I trust you will all faithfully perform your duties so that you may gain the esteem of your brothers and sisters and the approval of your conscience.

You will now assume your respective offices.”

UNIFOR CONSTITUTION IS THE LAW OF OUR UNION

It guarantees basic trade union rights to all members. It is intended to protect equally the rights of all members and the Union as a whole. The most important of these trade union rights is the right of the membership to a fair and democratic procedure in all instances when they vote to choose their Officials. In order to guarantee this right, the Unifor Constitution provides basic regulations for the conduct of elections for the Local Union Office, Convention Delegates, Stewards and Committee persons.

We felt that this information was necessary for those members that are not familiar with Union functions. Be proud to belong to Mine Mill Local 598/Unifor, stand up for your rights, get involved. We are here to back you up all the way!