# Bylaws

## Grain and General Services Union (ILWU • Canada)
## as amended by delegates to
## GSU's March 2025 Biennial Policy Convention

### Preamble

**WHEREAS** Grain and General Services Union (ILWU • Canada) ("GSU" or "the Union") is governed by the democratic principles of open debate, majority rule, and elected representation; and,

**WHEREAS** GSU governs itself and conducts its business in accordance with a constitution approved by the members of the Union, said constitution being the Constitution of Grain and General Services Union (ILWU • Canada); and,

**WHEREAS** GSU, its Locals, the Joint Executive Council, and Policy Conventions have provided for the operation of the Union in accordance with policies and/or

resolutions approved by the appropriate meetings of members and/or elected representatives; and,

**WHEREAS** said policies and/or resolutions have the status of bylaws;

**THEREFORE BE IT RESOLVED** that the Policies and/or resolutions of the Locals, Joint Executive Council, and Policy Conventions of GSU regarding operation of the Union and its Locals shall be continued as bylaws of the Locals and/or the Union as the case may be; and as amended herein,

**BE IT FURTHER RESOLVED** that a series of bylaws shall be adopted by the Policy Convention to supplement and clarify the policies, practices, and/or resolutions of GSU regarding its operation.

*Carried at the 1996 Policy Convention and amended at the 1998 and 2000 Policy Conventions and as amended at the October 16, 2009, meeting of the Joint Executive Council of Grain Services Union (ILWU • Canada) and approved by members of GSU at the autumn 2009 annual meetings of the Union and amended by the delegates to GSU's 2014 and 2021 Biennial Policy Conventions.*

## Bylaw 1 – Definitions

1.01 The masculine gender shall include the feminine gender and the singular shall include the plural and vice versa as applicable.

1.02 Constitution shall mean the Constitution of GSU as amended effective March 22, 2014 or as subsequently amended.

1.03 Council shall mean the Joint Executive Council of GSU as provided in the Constitution.

1.04 Local and/or Sub-Local shall mean a group of workers/employees who are represented by GSU.

1.05 Annual meeting means a meeting of the general membership of a Local or Sub-Local convened yearly for the purpose of conducting the affairs of the Local or Sub-Local. Without limiting the generality of the foregoing, it includes receipt of reports, elections, and the consideration of amendments to the Constitution and resolutions.

1.06 Bargaining unit means a unit of workers/employees appropriate for the purpose of collective bargaining as determined by the Canada Industrial Relations Board or a provincial labour relations board or by a voluntary recognition.

1.07 General meeting means a meeting of a Local or Sub-Local other than an annual meeting.

1.08 Local bylaws means a document which defines the primary characteristics of a Local and prescribes how it functions in pursuit of the objectives of GSU.

1.09 Sub-Local means a bargaining unit of workers comprised as a Local and subdivided for representational purposes on a geographic area, district, or provincial basis.

1.10 Policy Convention means a meeting of elected delegates from the Locals as prescribed in the Constitution.

1.11 Board means the Board of Delegates of a Local of GSU subdivided into Sub-Locals.

1.12 Executive Committee means the President, 1st Vice Presidents and 2nd Vice President of GSU. The Executive Committees of Locals and the Executive Committees of Sub-Locals are as described in the Constitution.

1.13 GSU means Grain and General Services Union (ILWU • Canada) which may also be referred to as GSU or as the Union.

## Bylaw 2 – Membership

2.01 Every worker represented by the union is entitled to participation and fair representation in GSU regardless of age, ancestry, race, creed, marital status, nationality, place of origin, political affiliation, physical disability, sex, or sexual orientation.

2.02 Every worker represented by GSU is entitled to equitable treatment, reasonable accommodation, and fair representation in the application of the Union Constitution, the collective bargaining agreements, the Union's rules, the Union's bylaws, and the Union's policies.

2.03 Any person who is eligible to be a member of GSU who has applied for membership and who pays such dues, assessments, and fines as may, from time to time, be required, shall be accepted as a member in good standing of the Union. All members in good standing shall have equal rights and equal responsibilities.

2.04 Any member of GSU who is laid off shall continue to be a member of the Union in good standing without payment of dues with all rights and privileges that membership entails until such time as the member's seniority has expired pursuant to the terms of the relevant collective agreement or the relevant labour standards act.

2.05 Any member of GSU who has been terminated from his/her employment shall continue to be a member in good standing of the Union without payment of dues with all the rights and privileges that this entails provided his/her termination is the subject of a grievance or an application to a labour relations board and until such time said

grievance and/or application is discontinued or it is determined that his/her termination was for just cause.

2.06 Any member of GSU on an authorized leave of absence from his/her employer shall continue to be a member in good standing of the Union without payment of dues for the period of the authorized leave of absence, with all rights and privileges that membership entails.

2.07 A person not represented for collective bargaining purposes by GSU shall be eligible for membership in the Union if his/her application is accepted by the Joint Executive Council and the conditions of membership for a person in "this category shall be as determined by the Joint Executive Council except that the person shall not be entitled to claim legal representation by GSU until or unless the Union is certified to represent him/her by a labour relations board.

2.08 The General Secretary shall be deemed to be a member of GSU.

2.09 Honourary lifetime member means a member of GSU and/or any other person so designated by the Joint Executive Council. An honourary lifetime member shall be entitled to attend all functions of the Union as a guest.

2.10 It shall be the responsibility of each individual member or employee in a bargaining unit represented by GSU to keep the Union head office informed of his/her current contact information including her/his mailing address, email address and phone number and to notify the Union head office of changes thereto.

2.11 Any revocation of membership in GSU must be in writing and delivered to the General Secretary of the Union, or his/her designate. Such revocation of membership shall not occur earlier than 90 days from the date said revocation is received by the union.

## Bylaw 3 – Local Autonomy

3.01 Every Local, Sub-Local and bargaining unit shall be autonomous with the authority to administer its affairs and conduct its bargaining and other representational responsibilities within the context of the Constitution and Bylaws of GSU. Every Local shall have the authority to establish policies regarding administration of the Local. Every Local shall be deemed to have adopted Local bylaws consistent with the bylaws of the Union.

3.02 Where the Joint Executive Council makes any order dissolving a Local, Sub-Local or bargaining unit or when a Local, Sub-Local or bargaining unit decertifies, dissolves, secedes, or ceases to function, the Council may order that all books, funds, and

properties of any nature held by the Local, Sub-Local, or bargaining unit shall revert to GSU.

3.03 Where the Joint Executive Council orders that all books, funds, and properties held by a Local, Sub-Local or bargaining unit shall revert to GSU, it shall be the duties of the officers of the Local, Sub-Local or bargaining unit to deliver forthwith, all books, funds and properties of any nature to the General Secretary of GSU. The General Secretary shall be entitled to take immediate possession of all such books, funds, and properties of the Local or Sub-Local and shall have authority bring appropriate legal proceedings to secure such books, funds, and properties.

3.04 A Local, Sub-Local or bargaining unit may merge with and transfer its jurisdiction, rights, privileges, duties, and some or all of its assets to one or more other Locals or Sub-Locals subject to approval by the Joint Executive Council and the members involved.

## Bylaw 4 – Meetings

4.01 Notice of annual meetings shall be provided to members at least five (5) calendar days in advance of the meeting. Meeting notices may be provided by email, regular mail or workplace distribution.

4.02 In addition to the methods described in section 4.01 above, Local and Sub-Local elected officers may provide notice of meetings in person or by telephone call or text message.

4.03 Any member shall have the right to attend any meeting of the GSU bargaining unit representing him/ her. In addition, a member in good standing shall be entitled to attend any meeting applicable to his/her occupational grouping or bargaining unit and to run for elected office provided that a member may not represent more than one Local or Sub-Local of GSU.

4.04 **Rules of Procedure**
The rules of procedure for conducting a meeting of a Local or Sub-Local shall be as set out in the Constitution of GSU.

4.05 **Voting**
Voting at meetings of a GSU Local or Sub-Local shall be by a show of hands, except in the cases of election of officers, the conduct of strike votes, and the conduct of settlement ratification votes when voting shall be by secret ballot. Each member is entitled to one vote and there shall be no vote by proxy.

4.06 Upon a motion duly moved and seconded and adopted by a meeting of a Local or Sub-Local, any question may be put to a secret ballot.

4.07 To participate in any GSU membership vote, members must attend an authorized meeting where the vote is conducted. Notwithstanding the foregoing, the Joint Executive Council or the Local or Sub-Local executive committee may order advance polls, absentee ballots, mail ballots and electronic voting to facilitate the participation in any secret ballot votes, including but not limited to votes on strike action and/or related agreement renewal bargaining.

## Bylaw 5 – Joint Executive Council

5.01 The Joint Executive Council shall function as the Board of Directors of GSU. The President, 1st Vice Presidents and 2nd Vice President elected at Policy Conventions shall function as the Executive Committee of the Joint Executive Council.

5.02 The Joint Executive Council shall:

(a) Be responsible to the Policy Conventions and the Locals for carrying out and enforcing the bylaws, policies, rules, and regulations enacted by GSU.

(b) Be responsible for overseeing the administration and management of GSU including but not limited to its financial affairs, and including the appointment of an auditor on an annual basis.

(c) Establish Locals or Sub-Locals as required.

(d) Authorize persons to conduct the administration and management of GSU including but not limited to its financial affairs.

(e) Authorize persons to organize and obtain certification on behalf of any appropriate unit of workers/employees for membership in GSU and to bargain on behalf of and represent such workers/employees.

(f) Have the authority to retain and remunerate sufficient staff, consultants, and/or other advisors as may from time to time be necessary to conduct the administration, management, and business of GSU.

(g) Establish committees and appoint persons to such committees. The Council may delegate any of its powers to any such committee subject to any restrictions and/or regulations which it imposes.

5.03 The Council shall have authority to make new Bylaws, policies, rules, and regulations governing the Union and its members pending approval by a Policy Convention or the members of GSU. Notwithstanding the foregoing, amendments to the Constitution of GSU as they pertain to all members shall be approved by a Policy Convention or the

members. Increases or other changes to regular union dues shall be subject to approval by the members generally, or, where appropriate, by the members involved.

5.04 The Joint Executive Council shall adjudicate all disputes regarding the application of the Constitution, Bylaws, the policies, or the operation of a Local in accordance with Step 5 of the Internal Complaint Procedure set out in Appendix H of GSU's amended Constitution adopted as being effective on March 22, 2014 by delegates to the Union's 2014 Biennial Policy Convention.

5.05 The Joint Executive Council shall meet at least twice annually. Business of the Council may also be conducted via mail, conference call, video link or email.

## Bylaw 6 – General Secretary, President, and Vice Presidents

### General Secretary

6.01 The General Secretary shall be responsible to the Joint Executive Council and shall administer, manage, and conduct the business of GSU and its Locals. The General Secretary may delegate duties and functions to other persons to assist with the administration and management of the business of GSU and its Locals.

6.02 The General Secretary shall:

(a) Be the Chief Executive Officer of GSU and its spokesperson. He/She shall attend all meetings of the Joint Executive Council and the Executive Committee of the Council. He/She shall attend all Policy Conventions of GSU. He/She or his designates shall attend all annual meetings of the Locals, Sub-Locals and Boards of Delegates of Locals.

(b) Be responsible for internal and external communication with the membership, the public, other unions, organizations, and governments.

(c) The General Secretary shall cause the bylaws, the Constitution, and the policies of the Union to be implemented and administered.

(d) The General Secretary shall act as treasurer of the Union and as a signatory on documents and cheques drawn on GSU funds as required in the conduct of union business. The General Secretary shall be an ex-officio non-voting member of all committees of the Joint Executive Council.

(f) Be responsible for the general and overall direction of employees and other persons retained by GSU to conduct its business.

(g) Fulfill the office of bargaining agent where required.

### President

6.03 The President oversees the affairs of GSU on behalf of the Joint Executive Council. He/She shall be the chief elected representative of all the members of GSU. His/Her main function is to ensure that GSU carries out its collective bargaining, representational and constitutional responsibilities while maintaining a viable organization. He/She shall oversee the administration of GSU and ensure that it functions in accordance with its constitution, bylaws and policies.

**Duties**

(a) Attend and preside at all Policy Conventions, Joint Executive Council meetings, and Executive Committee meetings.

(b) Oversee the administration of GSU.

(c) Liaise and consult with the General Secretary.

(d) Sign and execute GSU documents, correspondence, and financial instruments as required.

(e) Promote and represent GSU to the public, government and community at large.

(f) Organize workers into GSU and carry out such projects, tasks, and mandates as directed by Policy Conventions or the Joint Executive Council.

(g) Initiate actions and programs for development of GSU.

(h) Other duties as required.

**Required Qualifications**

Must be a member of GSU in good standing. Must swear and abide by the Oath of Office. Willing to be accountable to the members and officers of the Union.

### Vice Presidents

6.04 The 1st Vice Presidents and 2nd Vice President assist the President in overseeing the affairs of GSU the Union and together with the President and the Joint Executive Council, the Vice Presidents are responsible for ensuring that the Union carries out its

collective bargaining, representation and constitutional responsibilities. They shall participate in overseeing the administration of GSU.

**Shared Duties**

(a) Attend and assist the President in presiding at all Policy Conventions, Joint Executive Council meetings and Executive Committee meetings.

(b) Assist with overseeing the administration of GSU.

(c) Liaise and consult with the General Secretary.

(d) Sign and execute GSU documents, correspondence, and financial instruments as required. Promote and represent GSU to the public, government and community at large.

(f) Organize workers into GSU and carry out such projects, tasks, and mandates as directed by Policy Conventions or the Joint Executive Council.

(g) Assist with the initiation of actions and programs for development of GSU.

(h) Other duties as required.

**Required Qualifications**

Must be a member of GSU in good standing. Must swear and abide by the Oath of Office. Willing to be accountable to the members and officers of GSU. Willing to assume the office of President as the occasion or necessity requires.

6.05 **Removal and Replacement of Officers**

(a) Notwithstanding anything otherwise in the Constitution and Bylaws set forth, any officer of GSU may be removed from office by a two-thirds vote at a general meeting of a Sub-local, Local, Policy Convention, or Joint Executive Council, as the case may be, in the event that the officer has been found to have acted in a manner that is inconsistent with the duties and obligations of the office, and/or has been found to have failed to uphold and follow the Constitution, Bylaws, and policies; and/or has become incapable of carrying out his/ her duties as an elected officer. The notice of meeting shall state that such meeting shall consider the removal of the person or persons for whom removal is being sought. The Officer who is subject of an action to remove him/her shall be entitled to present his/her case at the meeting in question.

(b) Notwithstanding anything otherwise in the Constitution and Bylaws set forth, any member of the Joint Executive Council may be suspended from office by a two-thirds vote of the Council in the event that the Council member has been found to have acted in a manner that is inconsistent with the duties and obligations of the office, and/or has been found to have failed to uphold and follow the Constitution, bylaws, and policies; and/or has become incapable of carrying out his/her duties as an elected officer. When the Joint Executive Council suspends a Council member, the matter shall be referred to the Local represented by the suspended member for consideration as to removal from office in accordance with Bylaw 6.05 (a) above.

## Bylaw 7 – Discipline

### Members

7.01 Notwithstanding Bylaw 2.03 and after a hearing conducted by the Local Executive Committee or the Joint Executive Council as the case may be, a member who shall be found guilty of conduct detrimental to GSU or guilty of conduct detrimental to the advancement of the purposes of or reflecting discredit upon the Union, shall be subject to reprimand, fine, loss of good standing, removal from office, and/or expulsion from GSU.

7.02 Any member who is in arrears in the payment of dues and/or assessments for a period of three months shall lose his/her good standing in GSU until all such arrears are paid in full. Assessments shall include, but not be limited to, fines.

7.03 Failure to support legally constituted strike action shall be a specific offence for which the Local Executive Committee or Joint Executive Council, as the case may be, may assess a fine against a member and such other disciplinary action as the Executive Committee or Joint Executive Council may determine to be appropriate in accordance with the Constitution and bylaws.

7.04 Any member who crosses a picket line approved by GSU must resign from holding any union office immediately and shall lose her/his status as a member in good standing.

7.05 Any member against whom a complaint has been made, or against whom any disciplinary or adverse action has been taken shall be obliged to exhaust all remedies provided for in the Constitution and Bylaws before resorting to any other court or tribunal.

7.06 Any member who has been reprimanded, suspended, fined, deemed to be no longer in good standing, and/or expelled shall have the right to appeal the decision of the

Executive Committee or Joint Executive Council to the next general meeting of his/her Local or to the next Policy Convention of GSU.

**Rules**

7.07 The rules governing a hearing by an Executive Committee and/or the Joint Executive Council under this bylaw shall be as follows:

(a) The member concerned shall be given not less than ten working days' notice in writing by registered mail of the meeting of the Local Executive Committee or Joint Executive Council at which the Executive Committee or Joint Executive Council will hear the complaint against such member.

(b) Such notice shall set out the complaint made against the member.

(c) The member shall be entitled to be assisted at the hearing by a staff member or any other member of GSU in good standing, except a member of the Executive Committee or Joint Executive Council. The member shall be entitled to be assisted by counsel at his/her own expense.

(d) The Executive Committee and or Joint Executive Council shall appoint a staff member or a member of GSU in good standing, except a member of the Executive Committee or Joint Executive Council, who shall present the facts of the complaint fairly and in an impartial manner. The member against whom the case is presented shall then have the right to answer the case presented and may call witnesses.

(e) At a hearing convened under this bylaw, the Executive Committee/Joint Executive Council may receive and accept the statements of witnesses, whether or not such statements would be admissible in any court. All witnesses called shall be subject to cross-examination on any statements made.

(f) A quorum of an Executive Committee for the conduct of a hearing under this bylaw shall be not less than two-thirds of the elected members of the committee. A quorum of the Joint Executive Council for the conduct of a hearing under this bylaw shall be not less than six members of the Council.

(g) A two-thirds vote of the members of the Executive Committee or Joint Executive Council present at a hearing under this bylaw shall determine whether or not the member charged is guilty and shall have the authority to impose a penalty.

(h) In respect of all matters of procedure, not specifically hereinbefore set forth, the Executive Committee and the Joint Executive Council shall determine their own procedures.

7.08 A member who is reprimanded shall remain a member in good standing.

7.09 A member who is fined shall be deemed to be a member not in good standing until such time as the amount of the fine is paid in full or the Executive Committee and/or Joint Executive Council, as the case may be, have authorized settlement of the fine.

7.10 A member deemed not to be in good standing shall not be eligible to participate in the business of GSU, hold office, or be a nominee for office in the union until reinstated to good standing status by the Executive Committee of the Local or the Joint Executive Council as the case may be.

7.11 A member who is expelled from GSU shall no longer be a member for the term and in accordance with the conditions for reinstatement determined by the Executive Committee or the Joint Executive Council, as the case may be, subject to appeal at the next general meeting of the member's Local or Sub-Local or subject to appeal to the next Policy Convention of GSU.

7.12 A person who has been expelled from GSU will be liable for payment of any fine or assessment previously levied against him/her.

7.13 The word "fine" as used herein shall be deemed to mean assessment. The direction and authorization given to the employer by each member to transmit dues and assessment, whether signed before or after the coming into force of this bylaw, shall include the authority to transmit fines assessed pursuant to Bylaw 7.01 herein. This shall apply to any person who has been fined and/or expelled from GSU.

**Locals**

7.14 In any situation in which there is reason to believe that a Local has adopted or undertaken policies or activities contrary to the objectives and policies of GSU, the Joint Executive Council shall conduct an investigation into the affairs of the Local and the Joint Executive Council may, upon a two-thirds vote:

(a) Suspend the Local on such terms and conditions as the Council may see fit; or,

(b) Appoint a Trustee or Trustees to run the Local; and

(c) Require the Local to amend and rectify any policies or activities contrary to the principles and policies of GSU. This request will be given in writing to the Local stating the period of time allowed to rectify the situation.

7.15 Where the Council determines that the status of a Local is to be suspended, revoked, or a Trustee or Trustees appointed, the Local shall be entitled to a hearing before the Council within three months.

7.16 Any action of the Council under this bylaw may be appealed by the Local(s) affected to the next Policy Convention of GSU.

7.17 Locals, the members and officers thereof, who may have disputes relating to GSU affairs or against whom charges have been preferred or against whom any disciplinary or adverse action has been taken shall be obliged to exhaust all remedies provided for in these bylaws before resorting to any other court or tribunal.

7.18 The herein disciplinary procedures shall be administered by the Locals in their own discretion with respect to strikes, and/or lockouts involving the Local, except that a member who crosses a picket line of another Local or acts to undermine the effectiveness of a strike action of a Local shall be subject to the disciplinary procedure as administered by the Joint Executive Council on complaint from the Local in question.

## Bylaw 8 – Finances

8.01 The revenue of GSU shall be derived from membership dues or sums in lieu, additional dues levied by the Joint Executive Council, and income from bank deposits and investments such as government bonds or other legal investments.

8.02 Union dues or sums in lieu and additional dues levied by the Joint Executive Council shall be known as union dues and any increase thereto or addition thereto shall be subject to approval by two-thirds of the members of the Union voting at membership meetings.

8.03 A newly certified bargaining unit shall cause to be deducted from members' pay and/or the pay of employees in the bargaining unit the required monthly dues but shall not be required to remit dues to the union until after the settlement of the first collective agreement.

8.04 Every Local or Sub-Local shall be entitled to a rebate from GSU of at least $1 per member per month, provided the Joint Executive Council determines the Union's finances are sufficient to permit the rebate.

8.05 Any Local dues or assessments to be collected shall be in addition to the regular dues referred to in Bylaw 8.01 above. Said Local dues or assessments shall be remitted to the head office of GSU for administration on behalf of the Local.

8.06 The fiscal year of GSU shall be January 1 to December 31.

8.07 The finances of GSU shall be audited annually by an auditor who shall be a chartered accountant and shall be appointed by the Joint Executive Council.

## Bylaw 9 – Union Office Facilities

9.01 GSU shall maintain a business organization known as Grain Services Union Holdings Inc. The Council shall appoint the officers and Board of Directors of Grain Services Union Holdings Inc.

9.02 The head office of GSU shall be in Regina, Saskatchewan, Canada. GSU may maintain such regional or provincial offices as required.

## Bylaw 10 – Local Bylaws

Each Local or Sub-Local shall consider and adopt the following proforma bylaws for the operation of said Local or Sub-Local.

10.01 **Name**
This organization shall be known as Grain and General Services Union – Local or Sub-Local ____, and shall hereinafter be referred to as the Local or Sub-Local.

10.02 **Objectives**
The objectives of the Local and/or Sub-Local are to support the objectives, activities, and policies of Grain and General Services Union. To regulate relations and promote effective collective bargaining between GSU and the employer. To promote the knowledge of members of the Local in all things related to their social and economic welfare through education, research, and the promotion of trade unionism.

10.03 **Membership**
The membership criteria of the Local shall be as set out in Bylaw 2 - Membership of GSU. All members of the Local are subject to the orders, bylaws, rulings, and decisions of the Local and GSU.

10.04 **Meetings**
The Local or Sub-Local as the case may be shall hold an annual meeting between September 1 and December 31 of each calendar year for the purpose of electing officers and committees, receiving annual reports, and transacting such other business as may be

brought before it. The Local or Sub-Local as the case may be may hold such additional meetings as the Executive Committee or the members desire. Notice of any meeting of the Local or Sub-Local shall be deemed to be duly given and received if it is posted on the appropriate notice board in each facility of the Local or Sub-Local or distributed by email not less than seven calendar days prior to such meeting or such shorter period of time as determined by the Executive Committee.

10.05 **Voting and Participation**

The voting rights and participation of members of the Local or Sub-Local shall be as set out in the bylaws of GSU.

10.06 **Elections**

Elections for office shall be as set out in the Constitution and Bylaws of GSU.

10.07 **Executive Committee**

The business of the Local or Sub-Local shall be administered by an Executive Committee as specified in the Constitution of GSU, but no individual of the Executive Committee may make a binding agreement on behalf of the Local or Sub-Local with an employer or anyone else without first securing the approval of the Executive Committee and/or the members of the Local or Sub-Local as the case may be.

10.08 **Bargaining Committee**

The Local may appoint the Executive Committee to be the Bargaining Committee on behalf of the Local, or it may designate another committee to be the Bargaining Committee. Bargaining Committees shall be empowered to bargain on behalf of the Local, however, any binding agreements or settlements made by a Local Bargaining Committee shall be subject to approval by the members of the Local as provided in Bylaw 10.09.

10.09 **Settlement Ratification/ Rejection and Strike Votes**

(a) To be binding, collective bargaining settlements or offers of settlement must be ratified by members who vote at a general meeting and/or by mail ballot or by electronic ballot as directed by the Executive Committee of the Local.

(b) A settlement or offer of settlement shall be presented to the members of GSU in the local as directed by the Executive Committee of the Local.

(c) The Executive Committee shall have the authority to word the questions on the ballot and to issue a ballot asking members to choose to accept a settlement or offer of settlement or to reject a settlement or offer of settlement.

(d) If a majority of 50 per cent plus one of those members of GSU in the local who cast ballots vote to reject an employer's offer of settlement or a settlement agreed to by the bargaining committee the offer of settlement or a settlement agreed to by the bargaining committee shall be deemed to be rejected and a subsequent ballot on the question of strike action shall be conducted as directed by the Executive Committee of the Local.

If a majority of 50 percent plus one of those members of the union in the Local who cast ballots vote to authorize strike action the executive committee of the Local shall be empowered to continue bargaining with the employer and/or to call a strike and/or strike action as deemed appropriate by the Executive Committee of the Local.

(e) If a majority of 50 per cent plus one of those members of GSU voting accept an employer's settlement offer or settlement, the Executive Committee shall be empowered to negotiate finalization of a collective agreement.

(f) Recognizing the realities of collective bargaining, a recommendation of acceptance of an employer's settlement offer or settlement, is not binding on the members.

(g) The counting and tallying of ballots cast shall be conducted as directed by the Executive Committee of the Locals; and

(h) Employees in a bargaining unit affected by collective bargaining or a collective bargaining dispute who are not members of the union shall not be entitled to a vote under this bylaw except where required by the Canada Labour Code or applicable provincial Trade Union Act.

10.10 **Staff Assistance**

Each Local shall be entitled to the assistance of a Staff Representative of GSU as assigned by the General Secretary in the conduct of its business and collective bargaining.

10.11 **Discipline**

Any disciplinary procedure of a Local must conform to the disciplinary procedure set out in Bylaw 7 - Discipline. It shall be the prerogative of the Executive Committee of the Local to decide whether or not to invoke the discipline procedure with respect to internal matters involving a particular member or person.

10.12 **Revenue**

The revenue of the Local shall be derived from regular dues rebates, special additional Local dues, and income from bank deposits and investments such as government bonds

or other legal investments. Members of the Local shall pay dues in such amounts as may be determined from time to time by a meeting of the Local.

10.13 **Books, Funds, Papers, and Property**

All officers and persons having custody or control of the books, funds, papers, or property of the Local shall deliver to their successors all such materials or funds in their possession received by them from their predecessors and they shall not be released from their responsibility for same until they have fully accounted for and delivered such books, funds papers, and property. There may be an annual audit of the accounts of the Local with the report of the auditor to be presented to the annual meeting of the Local. Financial business of the Local, such as withdrawal of funds or transactions by cheque must be signed by any two designated officers of the Executive Committee of the Local.

10.14 **Amendments**

These Local bylaws may be amended or altered only with the approval of a majority vote by members of GSU in the Local. No amendments shall take effect until the approval of both the members of the Local and the Joint Executive Council have been obtained. Notice of intention to amend these bylaws shall be given at least 10 days prior to the Local meeting being called for that purpose. Such notice must set out the details of the proposed amendments for the information of the members of the Local.

10.15 **Interpretation**

These Local bylaws, and every provision herein contained, shall be construed in all respects as to be consistent with the Constitution and Bylaws of the Grain and General Services Union (ILWU • Canada). In the event of any ambiguity or inconsistency between any provisions of these bylaws and any provision or provisions of the Constitution and Bylaws of the Grain and General Services Union (ILWU • Canada), the Constitution and Bylaws of the Grain and General Services Union (ILWU • Canada) shall govern.

If you have questions, comments, or concerns about the GSU Constitution, contact your GSU staff representative.

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