



# NOMINATION AND ELECTION POSTING FORM

## **3 - WORKPLACE UNION REPRESENTATIVES** (Union Policy)

### **3.01 - Election of Workplace Union Representatives and Their Alternates**

Elections for all Workplace Union Representatives and their Alternates should be held prior to commencement of bargaining for the next Collective Agreement, for a term equal to the length of the contract. Notice for such elections and nomination forms are to be posted in the workplace by the existing Stewards. The number of Workplace Union Representatives and Alternates shall be as appropriate for the size of the Bargaining Unit. A scrutineer selected by the Steward(s) shall conduct the nomination(s) and vote. Only carded members in good standing may be nominated. Only carded members in good standing may participate in the election process. Following the elections the scrutineer shall advise his or her National Representative of the elections. Newly elected Workplace Union Representatives shall assume the positions to which they were elected immediately following the vote. This policy is a suggested procedure. Bargaining units may decide to adhere to a different procedure as long as such procedure is accepted by the membership at a bargaining unit meeting.

**[Adopted on Feb.20/2005]**

### **3.02 - Election of Workplace Union Representatives Due to Vacancies**

In the event that a Workplace Union Representative or one of the Alternates resigns from his or her position, or is absent from the bargaining unit and is unlikely to return to active employment, nomination forms to fill the vacancy shall be posted in the workplace in a conspicuous location for a period of seven (7) days. Only carded members in good standing may be nominated. Only carded members in good standing may participate in the election process. Following the posting period, an election will be held to select the new Representative. In order to become a Workplace Union Representative a candidate must receive the largest number of votes cast by the bargaining unit.

**[Adopted on Feb.20/2005]**

### **3.03 - Removal of Workplace Union Representatives and their Alternates**

In the event a bargaining unit wishes to replace its current Workplace Union Representative or Alternates prior to the end of their term of office or prior to a regularly called election as determined by past practice, the provisions of Article 17 of the CEP National Constitution must be followed.

**[Adopted on Feb.20/2005]**



## NOMINATION AND ELECTION POSTING FORM

### 3.04 - Mandatory Replacement of Workplace Union Representatives and their Alternates

Notwithstanding the procedure in Article 3.03, in circumstances where a Representative or their Alternate:

- (1) Has been or will be absent from the bargaining unit for a period of three (3) months; or
- (2) Is absent from the bargaining unit and is unlikely to return for any reason whatsoever, that individual must be replaced by the bargaining unit.

Where the bargaining unit has only one (1) Workplace Union Representative the affected Representative must be replaced immediately. Where a bargaining unit has more than one (1) Representative, the bargaining unit must elect a replacement within a maximum of three (3) months.

**[Adopted on Feb.20/2005]**

### 3.05 -Local Executive Board Authority

The Local Executive Board retains the authority to remove bargaining unit Workplace Union Representatives and their Alternates under the provisions of Article 17 of the CEP National Constitution. Furthermore, the Local Executive Board retains the authority to fill any vacancy for a Workplace Union Representative or Alternate by appointing a carded member in good standing from the bargaining unit to carry out the duties of such office on terms and conditions as the Local Executive Board decides at their sole discretion. Workplace Representatives will regularly report to the Local Executive, or Business Manager, as to the state of their bargaining unit and any current issues.

**[Adopted on Feb.20/2005]**

### 3.06 - Return of Union Property

Upon completion of their term of office, resignation, or expulsion, previous officers of the Union (Executive Board members, Workplace Union Representative, etc.) shall return all property of the Union to their successor immediately upon vacating their office. If there is no successor, he or she shall return all property of the Union to one of the remaining officers in their plant or to the Local Union office. Union property includes, but is not limited to, physical property, equipment, and documents (including grievances, settlements, letters and memoranda in printed or electronic form). If such property is not returned by the member, the Union may proceed to discipline the individual as provided for in the Union's Constitution and/or carry out further action in the civil and/or criminal courts. For greater clarity, the Officer of the Union does not return items such as pins, hats, pouches or other gifts or similar promotional items given to him or her by the Union.

**[Adopted on Feb.20/2005]**



# NOMINATION AND ELECTION POSTING FORM

ELECTION FOR: \_\_\_\_\_

POSITION

POSTING DATE: \_\_\_\_\_

**NOTE: TO QUALIFY, BOTH THE NOMINATING PERSON AND THE PERSON NOMINATED MUST BE MEMBERS IN GOOD STANDING WITH THE UNION.**

PLEASE NOMINATE A CANDIDATE AS INDICATED BELOW:

NOMINEE	NOMINATED BY	STAND/DECLINE

BY ACCEPTING THE NOMINATION ALL CANDIDATES AGREE TO SWEAR THE FOLLOWING OATH OF OFFICE:

**ARTICLE 1V, SEC. (3) OATH OF OFFICE:**

"I do solemnly affirm to faithfully execute the office to which I have been elected, and will, to the best of my ability, preserve, protect, and defend the Constitution of the Communications, Energy and Paperworkers Union of Canada and the Constitution of CEP Local 2003, and upon completion of my term of office, deliver to my successor all Union books, papers and property that may be in my possession".

BY ACCEPTING THE POSITION, THE PERSON IS DEEMED TO HAVE PLED THE OATH OF OFFICE, REGARDLESS OF WHETHER THE OATH WAS PLED OR NOT.

NOMINATIONS WILL CLOSE \_\_\_\_\_  
DATE AND TIME

PLEASE POST ON BULLETIN BOARD

ELECTIONS WILL BE HELD: \_\_\_\_\_  
DATE

\_\_\_\_\_  
TIME

\_\_\_\_\_  
PLACE

IN THE EVENT THAT ONLY ONE CANDIDATE IS CHOSEN, HE/SHE WILL BE ELECTED BY ACCLAMATION. IF MORE THAN ONE NAME IS SUBMITTED FOR ONE (1) POSITION, THEN VOTING WILL BE CONDUCTED BY SECRET BALLOT IF REQUIRED AT THE DATE, TIME AND PLACE INDICATED ABOVE. IF NO ONE IS NOMINATED, OR NO ONE WISHES TO STAND, THEN THE POSITION WILL BE FILLED BY APPOINTMENT THROUGH THE UNION