



Summary of the SEIU Local 2 Constitution

Introduction

Every member of SEIU Local 2 is required to follow the terms of the Constitution. These terms are outlined in a set of rights and responsibilities which is accorded to each member. Understanding your rights and obligations is essential. This knowledge will give you the tools to participate fully in your Union and make sure that your voice is heard and accounted for in the future direction of your workplace.

This document summarizes the Constitution and highlights some of the more relevant portions relevant to your day-to-day. We recommend that you take the time to read the whole Constitution and get to know it in detail, which is included within your intro package. You can also view it online.

If you have any questions, please send them to info@seiulocal2.ca.

Jurisdiction, Objective, Vision Statement

Jurisdiction

SEIU Local 2 is associated with SEIU, which is the largest union in North America. SEIU has several locals in the United States. There are 5 Canadian locals representing approximately 130,000 members in Canada. These are SEIU Local 2, SEIU Healthcare, SEIU West, SEIU 244, SEIU 800. SEIU Local 2's Constitution is approved by the SEIU, which gathers all of its Locals across North America during a yearly convention.

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SEIU Healthcare has Ontario and BC jurisdiction over healthcare, SEIU West covers all workers in Saskatchewan, SEIU 244 covers healthcare workers in Quebec and SEIU 800 covers workers in the private sector and property services in Quebec. SEIU Local 2's jurisdiction includes workers in Ontario, British Columbia, Alberta, New Brunswick, Newfoundland and Labrador, Nova Scotia, and Prince Edward Island outside of these sectors. The SEIU Local 2's membership stands at over 18,000 members, growing steadily.

SEIU Local 2 Vision Statement

1. We will operate from a clear and strategic sense of direction gotten from the members of SEIU Local 2;
2. We will become a powerful force to be reckoned with in organizing, bargaining and political action;
3. Active and informed members will be our foundation. Because of our accomplishments as a Union and the respect we hold in our communities, the labour movement and throughout the province, our members will be proud to be Local 2 members;
4. We will combine the benefits of size and resources with accessibility to members. At the same time, we will be available and accountable to our members in all aspects of our regionally based operations. Through all of our activities, we will combine respect for and involvement of our diverse membership with effective unity of purpose and effort;
5. Our strength will be based on growth. We will seek to increase density in our industries and integrate programs of workplace bargaining and political action;
6. In all our work we will be grounded in solid trade union principles of solidarity, unity, dignity and democracy, integrity, trust, fairness and equity;
7. We stand for progressive politics, with one foot planted firmly in the present struggle of our members and the other in the future. We seek to make the world a better place for our children and grandchildren. As

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part of our effort, we will commit to involving youth as active members in Local 2.

8. SEIU Local 2's objective is to develop a closer union and more complete organization of all wage earners under its jurisdiction. SEIU Local 2 will assist its members in obtaining adequate compensation for their labour and the general improvement of the conditions under which they work. Local 2 will devote at least 25% of its post-per capita members' dues it collects to forming unions for non-unionized people.

SEIU Member Bill of Rights and Responsibilities in SEIU Local 2

Every member of SEIU Local 2 has rights. Rights are obligations that the Union has towards its members. Conversely, members have responsibilities that they need to fulfill towards the Union.

1. The right to have opinions heard and respected, to be informed of union activity, to be educated in union values and union skills.
2. The right to choose the leaders of the Union fairly and democratically.
3. The right to a full accounting of union dues and the proper stewardship over union resources.
4. The right to participate in the Union's bargaining efforts and to approve union contracts. The right to have members' concerns resolved fairly and expeditiously.
5. The responsibility to help build a strong and more effective labour movement. This responsibility includes organizing unorganized workers, building a political voice for working people, and standing up for their co-workers and all workers.
6. The responsibility to be informed about the internal governance of the Union and participate in the Union's affairs.
7. The responsibility to support the Union. The responsibility to treat all workers and members fairly. The responsibility to offer constructive criticism of the Union.

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SEIU Member Bill of Rights and Responsibilities on the Job

1. The right to have work that is worthwhile to society, personally satisfying to the worker, provides a decent standard of living, a healthy and safe workplace, and the maximum possible employment security.
2. The right to have a meaningful and protected voice in the design and execution of one's work and in the long-term planning by one's employer and the training necessary to take part in such planning.
3. The right to fair and equitable treatment on the job. The right to share fairly in the gains of the employer. The right to participate fully in the work of the Union on the scope, content and structure of one's job.
4. The responsibility to participate in the Union to expand the voice of workers on the job.
5. The responsibility to give fully and fairly of one's talents and efforts on the job and recognize the employer's legitimate interests.

SEIU Local 2 Leadership and How To become a Leader

SEIU Local 2 spans across Canada. It has branches big and small in cities in British Columbia, Alberta, Ontario, New Brunswick, and Nova Scotia. Branches typically are a single unionized workplace. Check your collective agreement (contained in your member welcome package) to find out your branch information.

There are leadership positions at the branch, regional, and national levels. Union leadership at every level comes directly from the membership of the organization. Every member of the Union's leadership is answerable and accountable to the membership and seeks to represent its best interests.

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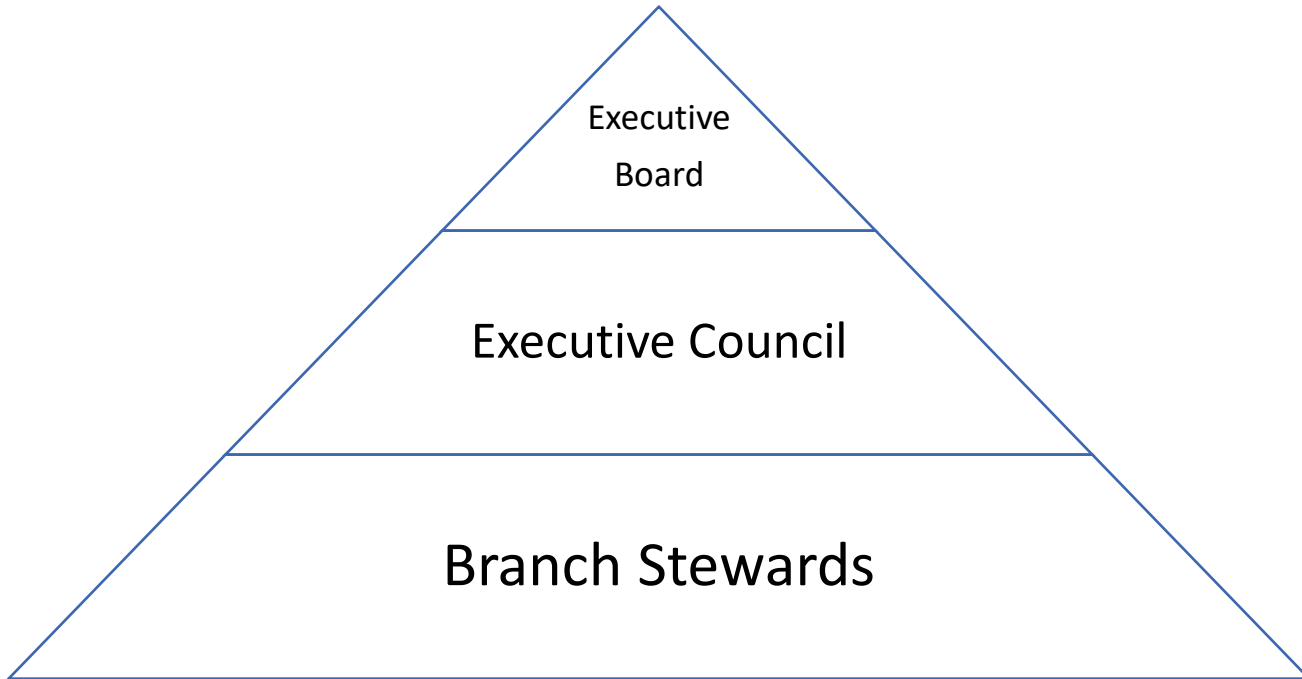
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Officers operate at the national level and include the roles of: the president, the vice-president, the executive vice president, and the secretary-treasurer. These are fulltime, paid positions. For more information on what each does, see "**Article 6: Duties of Officers, Executive Board and Executive Council in the Constitution**".

The officers are part of the Executive Board, which consists of:

1. The officers;
2. Ranking officers from each branch which represents more than 200 members;
3. One representative for every 2000 members residing in Branch Local Unions consisting of less than 200 members. These 'at large' representatives will be elected at Executive Council.

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The entire Executive Board runs the day-to-day operations of SEIU Local 2 in between large membership meetings.

The Executive Board takes part in the Executive Council. The Executive Council also includes:

1. A second ranking officer from each branch. This officer ranks second to the ranking officers on the Executive Board representing the branches.
2. A third ranking officer from each Branch Local Union represented on the Executive Board by virtue of its' size that has 2000 or more members; and
3. One representative for every 2000 members residing in Branch Local Unions consisting of less than 200 members. Nominations and election of these Executive Council members will be held at regional delegate meetings during the Union Conference each four years following the Executive Council meeting. The term of office shall be 4 years commencing the 1st of January following election.

Each branch has a Steward. Stewards are the first point of contact for members when it comes to union business and workplace issues.

Any member can run to be an officer of their branch with the following qualifications:

1. Be a member in continuous good standing of the branch for at least six months immediately preceding the nominations; or
2. Been actively employed under the collective agreement between the branch and its employer for at least six months before the nominations.
3. Have paid the full dues required for members of the Union within each month when due.

Nominations are held before the expiration of the term of the last branch officers and stewards. You can see more details on how to go about the nomination and election process in "**Article 8 - Elections**" of the Constitution.

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Branch local officers and stewards are also entitled to a paid honourarium for their work, a monetary reward. You can see "**Article 18 – Honouraria**" of the Constitution for more details.

Your branch's leadership team must hold meetings at least four times a year. You could attend to voice your concerns about workplace issues, participate in plans for the unit, and become more involved in the broader workings of your Union.

Fees, Dues & Assessments

Regular dues are 2% of non-overtime earnings. The initiation fee for new members is six times the employees' hourly rate at the date of his/her completion of the probation period as set out in the branch's collective agreement. More details on the Union's financial aspects are available in "**Article 10 - Fees, Dues & Assessments**" of the Constitution.

Beyond members' dues, the revenues of SEIU Local 2 come from initiation fees fines and assessments, dues and such other sources as may be approved by the Executive Board.

Without the members, there would be no SEIU Local 2. The members are the Union. You are the Union.

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