



Nominations for the positions of Regional Representatives

PLEASE READ – IMPORTANT: These positions are not minor, volunteer-type positions. The Regional Representatives are full-time positions employed by Unifor National Council 4000.

Members who contemplate standing as a candidate for the Regional Representative position should do so with having the confidence in their abilities to ensure they can properly and effectively handle the necessary job duties, tasks and responsibilities that are expected in effectively representing our membership and affairs of the Union with the employer(s).

Applicants to these positions must be a Unifor member in good standing as in accordance the Unifor Constitution.

Members are required to be able to understand collective agreement provisions, have a proper understanding of the Canada Labour Code and any applicable Provincial Labour Codes and/or Employment Standards, Canadian Human Rights Act, Workers' Compensation and other such statutes and regulations.

Regional Representatives must have experience with Microsoft Word and Excel. Applicants must have the ability to work under time sensitive constraints. Travel is a requirement, so applicants **must** be able to spend durations away from home. Previous experience as a Regional Representative, Local Union President, Local Chairperson or Shop Steward is both an asset and preferred.

The salary is as described under Article 6, Section 3 of the Council 4000 Bylaws. Benefits are paid to the employer that you are employed with, so you maintain your existing benefit plan. Expenses are paid in accordance with Article 6, Section 5 of the Council 4000 Bylaws. Vacation is based on your present vacation entitlement with your employer, however is taken and paid in the current calendar year. Article 6, Section 4.03 of the bylaws is applicable. In the case of members who are employed as contractors, vacation time is as described in Article 6, Section 4 of the bylaws.

Please refer to the job description and duties on the next page.

Nominations are now open for the above noted positions for Unifor National Council 4000. As in accordance with the Bylaws of National Council 4000, the period for nomination is twenty-one (21) calendar days from September 1, 2021.



Duties of a Regional Representative

As in accordance with Article 3, Section 4 of the Unifor National Council 4000 Bylaws

ARTICLE 3: SECTION 4 – REGIONAL REPRESENTATIVES

3.4.01 Regional Representatives will take direction from their respective regions or constituents and the National Council President concerning collective agreement matters. They will be responsible for the negotiation of national and regional collective agreements under their jurisdiction, in cooperation with the Regional or National Bargaining Committee(s). They will be responsible for drafting of contract language and administering these collective agreement(s) thereafter.

3.4.02 Regional Representatives will be responsible for the handling of grievances from their respective jurisdictions and at the final step of the grievance procedure for the life of the collective agreement, and will handle mediated and expedited arbitration for their respective jurisdictions.

3.4.03 At the request of the Regional Locals, Regional Representatives may be assigned additional duties outside of his/her bargaining unit under the direction of the National Council President and the National Council 4000 Executive Board, such as organizing, Workers' Compensation matters, Employment Insurance, etc.

3.4.04 Manages labour relations with existing and newly certified bargaining units.

3.4.05 Establishes and maintains a working environment conducive to positive morale, individual style, quality, creativity and teamwork with all Locals under their jurisdiction.

3.4.06 Visit workplaces where National Council 4000 members are employed and monitoring working conditions and identifying other industrial relations issues.

3.4.07 Regional Representatives must provide a written report at Local meetings and demonstrate skills in effective, clear and persuasive oral and written communication.

3.4.08 Regional Representatives must submit a written report twice every calendar year in conjunction with National Council 4000 Executive Board meetings. Reports must be submitted to the National Council 4000 Secretary Treasurer a minimum twenty-one (21) days prior to the date of the Executive Board meetings.

***Note: A candidate elected to the position of Regional Representative servicing our CNTL membership, such member may not be permitted to maintain their tractor in the service of CNTL (may not earn double income). He/she will be required to sign and conform to the employment contract provided for the Regional Representative – CNTL System position prior to taking office.**

**Nomination Forms must be completed as explained on the attached forms.
Forms must be received by the deadline date, or it will not be accepted.**