

CEMENT MASONS EMPLOYER BARGAINING AGENCY

CONSTITUTION

ARTICLE 1 - NAME

1.01 . The name of the Agency shall be "Cement Masons Employer Bargaining Agency".

ARTICLE 2 - OBJECTS

2.01 The objects of the Agency shall be:

- a) To act as an Employer Bargaining Agency hereinafter as defined under the Labour Relations Act, of the Province of Ontario, and specifically to represent employers in bargaining for a province-wide collective agreement for Cement Masons represented by the Ontario Provincial Conference of the Operative Plasterers and Cement Masons International Association of the United States and Canada, on behalf of Locals 598, 151, 345, 915, 298, 124, 70, 162, and 344 in the Province and the International and any other Local that may acquire bargaining rights for Cement Masons.
- b) To assist in the administration of the province-wide collective agreement.
- c) To do such other acts in order to carry out its function as an Employer Bargaining Agency.

ARTICLE 3 - MEMBERSHIP

3.01 Any Employers' organization as defined in the Labour Relations Act which bargains on behalf of employers who employ Cement Masons, for

whom the Ontario Provincial Conference of the Operative Plasterers and Cement Masons International Association of the United States and Canada on behalf of the said Locals in the Province and the International have bargaining rights within the industrial, commercial and institutional sector of the construction industry within the Province of Ontario, shall be eligible for membership in the Agency on being approved for membership by two-thirds of the then eligible voting Members.

- 3.02 The following Employer Organizations are deemed to be Members of the Agency:-

Concrete Floor Contractors Association of Ontario

Industrial Contractors Association of Canada

Labour Relations Bureau of the Ontario General Contractors Association

Sealant and Waterproofing Association

- 3.03 Each Member of the Agency shall forward, in writing to the Secretary, the names of representatives as are from time to time authorized to represent the Member.

ARTICLE 4 - ASSESSMENTS

- 4.01 The Membership shall determine from time to time the amounts payable by the Members to provide for payment of the expenses of the Agency.

ARTICLE 5 - SECRETARY

- 5.01 The Membership shall appoint a secretary who shall be the only officer of the Agency. The Secretary shall record in permanent form the proceedings of all meetings of the Agency and shall perform such other duties as may be assigned from time to time by the Membership.

ARTICLE 6 - MEETINGS OF MEMBERS

- 6.01 Notice of all meetings of the Members shall be given by telephone at least two (2) days prior to the date of the meeting or by ordinary post to each Member at least ten (10) days prior to the date of the meeting. Such notice shall be given by the Secretary or designee.
- 6.02 A chairman of any meeting shall be elected from amongst the representatives.
- 6.03 At all meetings of the Agency, the presence in person or by proxy in writing, deposited with a designee and the Secretary of at least two of the Members shall constitute a quorum. The following voting provisions shall apply to the Members as set out in Article 3.02:-
- | | |
|---|---------|
| Concrete Floor Contractors Association of Ontario | 3 votes |
| Industrial Contractors Association of Canada | 2 votes |
| Labour Relations Bureau of the Ontario
General Contractors Association | 2 votes |
| Sealant and Waterproofing Association | 1 vote |
- being 8 votes in all.
- 6.04 All questions at meetings shall be decided by unanimous vote of the Members present or represented by proxy, provided that if a question cannot be so resolved, any Member may request an adjournment in regard to that question and such question will be dealt with at the next meeting and shall be decided by two-thirds vote of the then eligible voting Members.
- 6.05 This constitution may be amended on the same voting procedure as set out in 6.03.

ARTICLE 7 - BARGAINING

- 7.01 Collective Bargaining shall be conducted in such manner and by such persons as may be determined by the Members from time to time.
- 7.02 A master agreement shall be negotiated by the Agency containing general terms and conditions pertaining to the employment of employees represented by the Union. Each employer group as hereinbefore set forth shall if it so desires, negotiate an appendix with the appropriate employee council/committee which appendix shall contain the specific terms and conditions pertaining to its specific trade (branch of the trade). Any employer group may have representation at any of the negotiations of any other employer group but each employer group/Member shall make the final and absolute determination of its own appendix. Provided, however, that prior to the finalization of the appendix same shall be submitted for review to the Agency at a meeting of all the Members called as provided for in Paragraph 6.01.
- 7.03 Prior to entering negotiations there shall be called a meeting of the Agency at which meeting each employer group wishing to negotiate an appendix shall table the suggested form and contents of the appendix for review by the membership.
- 7.04 It is agreed by all Members that any employer not bound by operation of law wishing to employ persons represented by the Union to perform any of the work as set out in the appendix or appendices of any other employer group shall execute and become signatory to that appendix and shall be bound by all the terms and conditions of same.

ARTICLE 7 - BARGAINING (Cont'd)

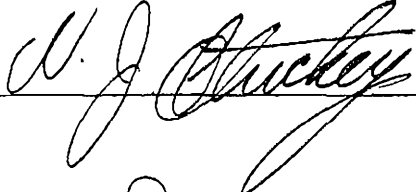
7.05 All appendices shall be attached to and form part of the master agreement.

PASSED at a general meeting of the Agency held in Toronto this
day of _____, 1978.

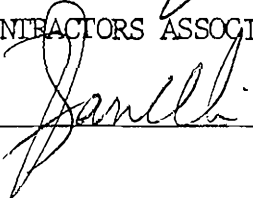
Secretary

By attaching our names hereto we hereby signify our approval of the Constitution attached hereto and acknowledge that we are bound by its provisions and will conform therewith.


CONCRETE FLOOR CONTRACTORS ASSOCIATION OF ONTARIO

× Per 

INDUSTRIAL CONTRACTORS ASSOCIATION OF CANADA

Per 

LABOUR RELATIONS BUREAU OF THE ONTARIO
GENERAL CONTRACTORS ASSOCIATION

Per 

SEALANT AND WATERPROOFING ASSOCIATION

Per 