

May 2018

THE NATIONAL CONSTITUTION OF NORPW

INTRODUCTION

In view of the decision of Canada Post and of the Harper Government to enter into consultations and negotiations on their proposal to convert our Defined Benefits Pension Plan into a Target Benefits Pension Plan, a group of retirees decided to form a National Organization to represent Retired Postal Workers. The immediate response of hundreds of retirees confirmed that we were right that retirees wanted to be represented and stop any roll back to our Defined Benefits Pension Plan.

ARTICLE I ORGANIZATION AND MEMBERSHIP

- 1.01 The official name of the organization is "The National Organization of Retired Postal Workers" (NORPW).
- 1.02 The NORPW is composed of Retired Workers and their survivors who were represented by the Canadian Union of Postal Workers, or by another organization that has since joined CUPW, when they retired.
- 1.03 The NORPW is also composed of the existing and future locals of Retired Postal Workers. These locals have their own rules and structure.

ARTICLE II PURPOSE AND OBJECTIVES

- 2.01 The NORPW has been formed to represent the interests of its members and ensure to protect their acquired rights and benefits.
- 2.02 To that effect, the NORPW will make any oral and written presentations before appropriate authorities if and when needed.
- 2.03 The NORPW can also organize National Campaigns against any attack on the rights and benefits of its members.
- 2.04 The NORPW will communicate through mailing at least once a year along with using other ways of communication such as trough Facebook and our web site.

ARTICLE III NATIONAL EXECUTIVE

- 3.01 The NORPW will be governed by a National Executive Board of eleven (11) elected members. At least five of them shall be women.
- 3.02 The National Executive Board is composed of the following positions:
The National President,
The National Vice-President and
The National Secretary-Treasurer
To be elected by the membership and the eight Regional Representatives from the following regions:
Atlantic
Québec
Montréal
Ontario
Ontario South
Toronto
Prairies
Pacific

To be elected by the membership of their respective region.

- 3.03 The National Executive Board will meet twice a year and on any circumstances where a meeting will be essential. Such meetings will take place through conference calls or other method of communications such as Skype. Between meetings, the executive may take some decisions through electronic means including e-mail.
- 3.04 The mandate of the members of the National Executive Board is for a period of three years. The National Executive Board will establish the method and the rules for the elections of officers and trustees.
- 3.05 Any decision taken by the National Executive Board requires approval from the majority of the Board members voting.

ARTICLE IV DUTIES OF THE OFFICERS

- 4.01 The National President is the official spokesperson for the organization; is the officer responsible for all the activities of the Officers and the Board; is the officer who interprets the constitution and he/she sees that it is respected. He/she also chairs the meetings of the National Executive Board, of Conventions and of Conferences.
- 4.02 The National Vice President assists the National President in his/her functions and will replace the National President in his/her absence.
- 4.03 The National Secretary Treasurer submits a report at each meeting of the National Executive on the financial situation of the organization. He/she also provides the material to be discussed at these meetings including the agenda of the meeting and the minutes of the previous meeting.
- 4.04 The Regional Representatives represent the members in their region and make reports on their activities at each meeting of the National Executive Board. They also represent the locals in their region at these meetings.
- 4.05 The National President and the National Secretary-Treasurer are two signing Officers of NORPW along with any other designated by the

Board. However, in all cases, the National President or the National Secretary-Treasurer shall be one of the signing officers.

ARTICLE V MEMBERSHIP FEE

- 5.01 The membership fee to be a member of the NORPW is twenty-four (\$24) a year. The National Executive may set a three year rate for membership.
- 5.02 The first year will begin on the 1st of the month following the adoption of the constitution.
- 5.03 The first payment made by applicants before the adoption of this constitution will cover the year starting on the date established in section 5.02.
- 5.04 For all new applicants, their first payment shall cover the remaining months of the year starting the first of the month following reception of their payment. Section 5.01 will apply for the following years.

ARTICLE VI FINANCES

- 6.01 Finances are to be used strictly for NORPW business.
- 6.02 The three National Officers will have the responsibility of the day to day operation and the National Secretary-Treasurer will submit a report at each meeting of the National Executive Board.
- 6.03 A Trustee Committee of three members will be responsible to review at least once a year the finances of the organization and make recommendations to the National Executive Board where they feel it is necessary. Gender parity applies.

The mandate of the Trustee Committee is for a period of three years and the election shall take place at the same time than the National Executive Board.

ARTICLE VII AFFILIATION

- 7.01 The National Organization of Retired Postal Workers (NORPW) is affiliated to the Congress of Union Retirees of Canada (CURC) and any other retirees' organization where appropriate as determined by the National Executive Board.

ARTICLE VIII INCORPORATION

- 8.01 NORPW is incorporated under the Not-for-profit Corporations Act and as such, this Constitution is subject to the articles and by-laws of the Canada Not-for-profit Corporations Act

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