



CEIU |

**Canadian Employment &
Immigration Union**

National Capital Region (NCR)

REGIONAL BY-LAWS

(Updated November 25th, 2020)

BY-LAW # 1 - NAME, LANGUAGE, NUMBER & ESTABLISHMENT

1.1 Name

This organization shall be known as Canada Employment and Immigration Union – National Capital Region or as CEIU-NCR

1.2 Language

(a) This region shall be recognized as a BILINGUAL region under the Canada Employment and Immigration Union – National Capital Region or as CEIU-NCR.

(b) Notwithstanding Section 1.2 (a), this by-law will only be used for regional administration purposes relevant to the NCR.

(c) Notwithstanding Sections 1.2 (a) & (b), this by-law will not apply to any business, matters and/or issues relevant to the Local Sections within the NCR.

1.3 Number

CEIU Local Section numbers, within the NCR, shall be the following:

70701 – Immigration & Refugee Board (IRB)

70702 – Employment & Social Development Canada (ESDC)/Service Canada

70704 – Employment & Social Development Canada (ESDC)/Service Canada

70705 – Immigration, Refugees & Citizenship Canada (IRCC)

70707 – Employment & Social Development Canada (ESDC)/Service Canada

70708 – Employment & Social Development Canada (ESDC)/Service Canada

70709 – Employment & Social Development Canada (ESDC)/Service Canada

1.4 Establishment

This Region has been established in conformity with National By-law 8 of the Canada Employment and Immigration Union.

BY-LAW # 2 - GENERAL PROCEDURES

2.1 Amendments to rules

Amendments to these Rules shall be made either at the Spring CEIU-NCR Presidents Council Meeting or at the Fall CEIU-NCR Presidents Council Meeting under the authority of CEIU National By-law 2.1.

2.2 Conflict

Nothing in the CEIU-NCR By-laws and Regulations produced under the authority of these Rules shall conflict with the CEIU National By-laws or the Constitution of the Public Service Alliance of Canada.

BY-LAW # 3 – AIMS AND OBJECTIVES

3.1 To enhance solidarity and unity of all CEIU members in the NCR.

3.1.1 by processing appeals and grievances;

3.1.2 by assuming responsibility - in accordance with Sub-Section (5) of Section 10 of the Constitution of the Public Service Alliance of Canada - for collective agreements or arbitral awards as they apply;

3.1.3 by ensuring their representation on negotiating committees established by the Alliance for the bargaining units for which it is certified;

3.1.4 by seeking the improvements of working conditions, and;

3.1.5 by generally carrying on such other business as the membership may authorize in accordance with the CEIU National By-laws.

3.2 To promote the cooperation and mutual support among CEIU-NCR locals.

3.2.1 To unite all members by fostering an understanding of the fundamental differences between the interests of the members and those of the employer; and through the collective strength and action of the membership, assure a union presence in the workplace.

3.2.2 To advance the economic, social and political interests of the members wherever possible by all appropriate means.

3.2.3 To strive for the right to bargain freely on all issues that affect the welfare and safety of its members without legislative restraints on the right to resort to collective action.

3.2.4 To improve old age security and provisions for retiring and retired members and their dependents.

3.2.5 To promote full employment.

3.2.6 To fully participate as a component of the Public Service Alliance of Canada and to establish close links with the entire trade union movement through affiliation with the national, provincial and regional labour organizations within the NCR.

3.2.7 To encourage trade union principles of democracy among all workers.

3.2.8 To provide services and representation in accordance with the Constitution of the Public Service Alliance of Canada.

3.2.9 To provide services to members in the official language of their choice in keeping with the Constitution of the Public Service Alliance of Canada.

3.2.10 To secure a healthy and safe workplace for all members.

3.2.11 To secure a workplace that is free of discrimination as well as personal and sexual harassment.

3.2.12 To secure human rights and full equality protection for all members.

3.2.13 To secure the right of all members to “blow the whistle” on government policies or practices that run contrary to the public interest.

3.2.14 To secure full political rights for all members.

3.2.15 To secure the right to universally accessible and quality Medicare.

3.2.16 To secure access to affordable housing.

3.2.17 To secure the right to universally accessible, affordable and quality family and childcare.

3.2.18 To secure the right to a universally accessible quality education.

3.2.19 To strive to eliminate pollution and improve environmental conditions.

3.2.20 To promote the protection of CEIU members within the NCR.

BY-LAW # 4 - JURISDICTION

4.1 All CEIU members in good standing within the NCR shall be members of CEIU-NCR.

4.2 Nothing in these by-laws shall be contrary to the PSAC Constitution and Regulations and policies or contrary to the CEIU By-Laws, Regulations, or policies. In the event of a contradiction, the PSAC Constitution and Regulations and policies or the CEIU By-Laws, Regulations, or policies shall prevail.

4.3 Decisions made by CEIU-NCR are binding on all CEIU-NCR locals.

BY-LAW # 5 - MEMBERSHIP

5.1 Regular membership

All workers who are eligible to be included in the bargaining unit, and for whom this Region has jurisdiction as determined by the By-laws, are eligible for regular membership and have a responsibility to participate in the activities of this union region. Details regarding regular membership are outlined in CEIU National By-law 5.1.

5.2 Other memberships

This Region may nominate candidates for either Associate, Honorary or Life Membership, but only the CEIU National Executive can confer such memberships in the Union. Details regarding such other memberships are outlined in CEIU National By-laws 5.2 and 5.3.

BY-LAW # 6 - TRUSTEESHIP AND REVOCATION OF CHARTER

6.1 The officers of record of any Local placed in trusteeship in accordance with CEIU National By-Law 8, Sub-section 8.1.2 shall be notified of such decision by registered mail. Such notice shall contain full particulars of the reason for the decision, and in addition, shall contain the effective date of the trusteeship and the name and address of the trustee(s) named in CEIU National By-Law 8, Sub-section 8.1.2 (a). It shall be the responsibility of the trustee(s) to ensure that all members of the Local are made aware of this decision.

6.2 The membership of any Local whose charter has been revoked in accordance with CEIU National By-Law 8, Sub-section 8.1.2 (b) shall receive official notice by registered mail containing full particulars of the reason for this decision, and shall receive full information regarding the Local to which their membership is transferred as well as the names of this CEIU-NCR Local's Executive Officers. It shall also contain the effective date of the trusteeship and the name and address of the trustee(s) named in CEIU National By-Law 8, Sub-section 8.1.2 (a).

6.3 Appeals Procedure

A chartered CEIU-NCR Local that has been placed in trusteeship or whose charter has been revoked shall have the right to appeal against such a decision to a tribunal should such appeal be signed by no less than one-third (1/3) of the members concerned. The tribunal shall be comprised of a representative of the CEIU-NCR Local, a representative of appropriate CEIU body and a third (3rd) independent person agreed to by both parties or appointed by an appropriate labour organization where there is no mutual agreement.

BY-LAW # 7 – DISCIPLINE

7.1 Authority to discipline

The CEIU-NCR Executive and/or the CEIU NCR Presidents Council members shall have the authority in accordance with CEIU National By-law 10, to remove from office any CEIU-NCR Local Executive Officer, CEIU-NCR Steward, or any member of a CEIU-NCR Local for contravening a provision of the NCR Regional By-laws & Regulations.

7.2 Recommendations

The CEIU-NCR Executive and/or the CEIU-NCR Presidents Council members may recommend suspensions, expulsion from membership or removal from office for causes listed under CEIU National By-law 10 of any CEIU-NCR Local Executive Officer, or CEIU-NCR Steward, or any CEIU-NCR member of a Local.

7.3 Actions

7.3.1 The CEIU-NCR Executive and/or the CEIU-NCR Presidents Council members, having recommended the suspension, expulsion or removal from office of a Local Executive Officer, Steward, or any member of a Local member, shall:

(a) deny the CEIU-NCR Local Executive Officer, CEIU-NCR Steward, or any member of a CEIU-NCR Local member union participation in the Region;

(b) within seven (7) days, submit a report, with the rationale and the supporting documents, to the CEIU National President.

7.3.2 The CEIU-NCR Executive and/or the CEIU-NCR Presidents Council members, having recommended the removal from office any CEIU-NCR Local Executive Officer, CEIU-NCR Steward, or any member of a CEIU-NCR Local member, shall do so in accordance with CEIU National By-law 10.

7.4 Procedures

The CEIU-NCR Executive and/or the CEIU-NCR Presidents Council members, having recommended the suspension, expulsion or removal from office from membership of any CEIU-NCR Local Executive Officer, CEIU-NCR Steward, or any member of a CEIU-NCR Local of this Region shall follow the procedures as outlined in CEIU National By-law 10 as well as in the PSAC Regulation 25 dealing with discipline.

BY-LAW # 8 – ELECTION OF CEIU-NCR EXECUTIVE OFFICERS

8.1 Nominations and Elections

8.1.1 The CEIU National Executive shall, six (6) months prior to the opening date of the National Convention, appoint a Nominations and Elections Chairperson. The CEIU National President shall immediately notify the CEIU Presidents of all Locals of the name and address of the person so appointed.

8.1.2 The Nominations and Elections Chairperson shall be empowered to receive nominations and conduct the election of those positions to be elected.

8.2 National Vice-Presidents and Alternate National Vice-Presidents - Regions

The positions of CEIU National Vice-Presidents and CEIU Alternate National Vice-Presidents of each region shall be open to all members in good standing in each of the regions. The CEIU Regional Executive of each region, or where no CEIU Regional Executive exists, the CEIU National Vice-President(s) in conjunction with the CEIU Local Presidents, shall name a Nominations and Elections Chairperson at least six (6) months prior to the National Convention. Following the Convention Call, he/she shall call for nominations and then conduct a vote by secret ballot of all members of the region in order to elect the National Vice-President(s).

The election for CEIU Alternate National Vice-Presidents shall be held after the CEIU National Vice-President(s) election is completed. Such election(s) must be scheduled so that the CEIU National Vice-President(s) and his alternates are declared elected prior to the CEIU National Convention.

The results of these elections shall be made official by the CEIU National Convention upon confirmation, after which the new term of office will begin. Newly elected CEIU National Vice-Presidents, who have not been elected as delegates, automatically become convention delegates in addition to current CEIU National Vice-Presidents.

8.3 Vacancies

8.3.1 CEIU National Vice-President (Regions)

In the event of a vacancy in the position of a CEIU National Vice-President that occurs, for whatever reason, the CEIU National President shall request the named alternate to fill the vacancy.

In the event that this individual is no longer available, and prior to the twelve (12) month period preceding a regular CEIU National Convention, the CEIU National President shall seek nominations from the members of the locals of the region where the vacancy exists and shall conduct a vote by secret ballot of all members in the region to elect a CEIU National Vice-President.

8.3.2 CEIU Alternate to the National Vice-President (Regions)

In the event of a vacancy in the position of alternate to the CEIU National Vice-President, the CEIU National President shall seek nominations from the members of locals in the region where the vacancy exists, and shall conduct a vote by secret ballot of all members in the region.

Should the vacancy occur within the twelve (12) month period prior to a regular CEIU National Convention, the CEIU Local Presidents in the region shall elect an Alternate to the CEIU National Vice-President.

8.4 Notifications

Copies of all such notifications shall be sent to the CEIU National Office, and to the CEIU National President(s) and the CEIU National Executive Vice-President.

8.5 Declaration of office

The Declaration Office shall be administered to all officers of this Region as soon as possible following their election (Refer to Appendix “C” of CEIU National By-laws for Declaration of Office.). The Declaration of Office shall be administered by the CEIU National President or by a CEIU National Officer. The Declaration of Office form shall be completed and forwarded along with the election results as specified in CEIU National By-law 12.2.

8.5.1 Template

I, _____ having been elected within the Canada Employment and Immigration Union, a component of the Public Service Alliance of Canada, do solemnly declare that during my term of office, I will faithfully carry out the duties of my office and that I will uphold the dignity of the organization and respect all confidences pertaining to my office.

BY-LAW # 9 - CEIU-NCR EXECUTIVE OFFICERS

9.1 Composition

The CEIU-NCR Executive members shall be composed of:

- (a) An elected CEIU National Vice-president;
- (b) Three (3) elected alternate CEIU National Vice-presidents from the National Capital Region (NCR).

9.2 Authorities

9.2.1 The CEIU-NCR Executive members shall be vested with all powers of this Union, consistent with the CEIU National By-Laws, for the period between National Conventions.

9.2.2 The CEIU-NCR Executive members shall have the power to make regional policies and regulations as are necessary for the administration of the affairs of this Region, provided such policies and regulations do not conflict with the CEIU National By-laws or the Constitution of the Public Service Alliance of Canada.

9.2.3 The CEIU-NCR Executive members, without limiting the generalities of other sections of the CEIU National By-Laws, shall:

(a) promote the cooperation and mutual support among CEIU-NCR locals;

(b) unite all members by fostering an understanding of the fundamental differences between the interests of the members and those of the employer; and through the collective strength and action of the membership, assure a union presence at the workplace;

(c) determine the NCR yearly budget;

(d) provide services to members in the official language of their choice in keeping with the Constitution of the Public Service Alliance of Canada;

(e) provide services and representation in accordance with the Constitution of the Public Service Alliance of Canada;

(f) secure a healthy and safe workplace for all members;

(g) secure a workplace that is free of discrimination as well as personal and sexual harassment;

(h) secure human rights and full equality protection for all members;

(i) promote the protection of CEIU-NCR members.

BY-LAW # 10 - CEIU-NCR PRESIDENTS COUNCIL MEMBERS

10.1 Composition

The CEIU-NCR Presidents Council members shall be composed of:

(a) the CEIU-NCR National Vice-president;

(b) three (3) alternate CEIU National Vice-presidents from the National Capital Region (NCR);

(c) CEIU-NCR Local Section Presidents or their designated delegate.

10.2 Authorities

10.2.1 The CEIU-NCR Presidents Council members shall be vested with all powers of this Union, consistent with the CEIU National By-Laws, for the period between National Conventions.

10.2.2 The CEIU-NCR Presidents Council members shall have the power to make such policies and regulations as are necessary for the administration of the affairs of the Union, provided such policies and regulations do not conflict with the CEIU National By-laws or the Constitution of the Public Service Alliance of Canada.

10.2.3 The CEIU-NCR Presidents Council members, without limiting the generalities of other sections of the CEIU National By-Laws, shall:

(a) approve the yearly budget of the Union;

(b) appoint a firm of chartered accountants to undertake a yearly and triennial audit of the books of the Union if the revenues exceed \$100,000;

(c) approve the recommendations of the CEIU-NCR National Vice-President regarding the salaries, allowances, emoluments, honoraria or other monetary compensations to be granted to members who are officially required to discharge responsibilities and duties which, as determined by the CEIU-NCR National Vice-president, are connected with the affairs or interest of the Union.

10.3 The CEIU-NCR Presidents Council members shall have the authority and be responsible for establishing committees necessary for studying and recommending on matters for the effective functioning of the Union and for carrying out its objectives and mandates. In allotting CEIU-NCR Presidents Council members to the committees, the CEIU-NCR Presidents Council member sitting in these Committee of the Whole shall consider the preferences and background strength of individuals and suggestions of the CEIU-NCR National Vice-president.

The CEIU-NCR National Vice-president and three (3) alternate CEIU-NCR National Vice-presidents from the CEIU National Capital Region (NCR) shall be ex officio members of any committee so established.

10.4 Should changes to the Constitution of the Public Service Alliance of Canada bring about a conflict between these By-Laws and that Constitution, the CEIU-NCR Presidents Council members shall have authority to amend these By-Laws. Such amendment shall be the minimum required to eliminate any conflict with the Constitution of the Public Service Alliance of Canada.

BY-LAW # 11 - CEIU-NCR PRESIDENTS COUNCIL MEETINGS

11.1 CEIU-NCR Presidents Council meetings

This Region shall hold at least two (2) CEIU-NCR Presidents Council meetings in a calendar year and a copy of the minutes or proceedings of these meetings shall be deposited with the CEIU National Executive Vice-President.

11.2 A spring meeting shall be held before June 30, and a fall meeting shall be held before December 30;

11.2.1 The spring meeting of the CEIU-NCR Presidents Council meeting shall be deemed to be the annual meeting.

11.2.2 The date, place and time of such meeting shall be notified to all CEIU-NCR Local Presidents or their designated delegates within the NCR not less than ten (10) working days in advance.

11.2.3 Being a bilingual region, every member in attendance has the right to understand and be understood in one of the official languages of his/her choice.

11.3

(a) Either the CEIU-NCR National Vice-president or any member of the CEIU-NCR Presidents Council may request a special or emergency meeting and must be voted and adopted by the CEIU-NCR Presidents Council quorum.

(b) A quorum, as identified in CEIU-NCR Regulation “1” is required for the meeting. A notice of six (6) weeks in writing is necessary to all members of the CEIU-NCR Presidents Council or their relevant alternates to schedule a meeting;

11.4 Any CEIU-NCR member in good standing may submit in writing a proposal or agenda item to the meeting at least one month prior to the meeting.

11.4.1 Proposals or agenda items will be given to the respective CEIU Local President with a copy provided to the CEIU-NCR National Vice-president. In the preparation of an agenda, financial reports will be dealt with after dealing with the “minutes of the previous meeting”.

11.4.2 Financial items are to be divided and dealt with one by one.

11.5

(a) All CEIU-NCR members in good standing or CEIU employees may attend a CEIU-NCR Presidents Council meeting as an observer. Observers’ costs and expenses will be their own responsibility.

(b) The quorum for any assembly of CEIU-NCR Presidents Council shall be two-thirds (2/3) of the voting council members. Fifty percent (50%) of CEIU-NCR locals in good standing must be represented.

11.6 The CEIU-NCR Local Presidents must submit a written report at the Spring CEIU-NCR Presidents Council, covering the period from the date of the previous meeting.

11.7 The CEIU-NCR National Vice-president and the alternate CEIU-NCR National Vice-presidents will submit a written report at the Spring CEIU-NCR Presidents Council, covering the period from the date of the previous meeting.

11.8 The national union representatives will submit a written report at the Spring CEIU-NCR Presidents Council, covering the period from the date of the previous meeting.

11.9 Expenses incurred by the recording secretary to attend meetings will be the responsibility of the CEIU National Office.

11.10 CEIU ex-officio members with rights of voice but no vote are the following:

- CEIU National President
- CEIU National Executive Vice-president
- CEIU NCR National Vice-president – Women’s Issues – East
- CEIU National Vice-president – Human Rights and Race Relations
- CEIU National Vice-president – Immigration, Refugee and Citizenship Canada
- CEIU National Vice-president Immigration and Refugee Board

11.11 CEIU-NCR will not pay the expenses of CEIU ex-officio members attending CEIU-NCR Presidents Council meeting.

11.12 Votes

All CEIU-NCR Local Presidents or their relevant delegates, which are in good standing in this region, and the CEIU-NCR National Vice-president and/or his/her delegates, shall be entitled to attend a CEIU-NCR Presidents Council meeting, and only these Local Presidents or their relevant delegates in attendance can vote. No proxy votes shall be allowed.

11.13 Minutes of the CEIU-NCR Presidents Council meetings

CEIU-NCR Presidents Council meetings minutes shall be kept and recorded votes shall be used on all substantive motions. These minutes shall be signed by the CEIU-NCR National Vice-president or one of his/her alternate who presided at the meeting, and shall be made available to the CEIU-NCR Presidents Council members, as appropriate.

11.14 Contract ratification meetings

This Region shall hold special membership meetings in the case of contract ratifications. The voting procedure shall be as outlined under National By-law 18.7.

11.15 Petition for a meeting

A petition signed by the one-third (1/3) of the CEIU-NCR Presidents Council members shall direct the CEIU-NCR Presidents Council to hold a general meeting within twenty-one (21) calendar days.

BY-LAW # 12 – REGIONAL COMMITTEES

12.1 The organization and operation of CEIU-NCR for the following Committees:

- NCR By-Laws and Regulations
- NCR Events and Training
- NCR Finance
- NCR Human Rights and Race Relations (HRRR)
 - which includes First Nations/Métis/Inuit, Disability Community, LGBTQ2+ lesbian, gay, bisexual, queer, transgender and transsexual communities, and Racially Visible)
- NCR Occupational Health and Safety (OHS)
- NCR Stewards' Network
- NCR Women's Issue (WI)
- NCR Young Workers (persons 35 years of age and under)

should be encouraged by the National Capital Region (NCR) as a matter of policy, provided that not more than one Committee, with the exception of the HRRR Sub-committees specified above, may be organized in any area that can be reasonably encompassed by one of these Committees.

12.2

(a) Regional Committees of the CEIU-NCR may be organized where they are willing to participate and upon application to the NCR Presidents Council.

(b) Notwithstanding Section 12.2 (a), the NCR Presidents Council may approve the organization of Regional Committees who are willing to participate when it is satisfied that the Committee can be functional.

(c) Notwithstanding Sections 12.2 (a) and (b), Regional Groups may be organized where they are willing to participate, and upon application to the NCR Presidents Council.

(d) Notwithstanding Sections 12.2 (a), (b) and (c), the NCR Presidents Council may approve, in exceptional cases, the organization of Regional Committees jointly as a Human Rights Committee when it is satisfied that the members are willing to participate and the Committee can be functional.

12.3 Mandate

Election of Regional Committee Members shall be held every two (2) years.

12.4 Regional Committees shall consist of representatives from each NCR Local Section with members in the jurisdiction of the Women's Issue, Stewards' Network, By-Laws and Regulations, Finance, Events and Training, Occupational Health and Safety, Human Rights and Race Relations, and Young Workers Committees.

12.5 Regional Committee meetings shall be held at least two (2) times a year. One such meeting shall occur prior to the Spring NCR Presidents Council Meeting.

12.6 Regional Committees shall work in consultation and collaboration with NCR Presidents Council in matters relevant to the NCR region.

12.7 Regional Committees shall submit a yearly activity report, with minutes and any records of decision, to the NCR Presidents Council preceding the Spring NCR Presidents Council Meeting. The committee chairpersons shall present their report to Council, which will then be recorded within the minutes at the Spring NCR Presidents Council Meeting.

12.8 Regional Committees shall be funded by CEIU-NCR. Any activity proposals must be submitted to the NCR Presidents Council for consideration and approval.

BY-LAW # 13 - CEIU-NCR TREASURER

13.1 The CEIU-NCR treasurer position will be open to members of the executives of the CEIU-NCR locals.

13.2 The CEIU-NCR treasurer has voice but not vote.

13.3 If the CEIU-NCR treasurer is also a local section president, that president will be replaced at the CEIU-NCR Presidents Council meetings by his or her delegate who shall have voice and vote at the meeting.

The CEIU-NCR treasurer shall:

(a) receive claim forms and ensure that they meet national financial rules;

(b) present quarterly statements of disbursements encountered within the CEIU-NCR to the CEIU-NCR Presidents Council members;

(c) disburse funds only as directed by the CEIU-NCR National Vice-president or as approved by a two-thirds (2/3) majority of the votes cast by the members of this Region;

(d) be one of the designated signing officers of the CEIU-NCR;

(e) present the CEIU-NCR Presidents Council members audited annual financial statement at the Spring CEIU-NCR Presidents Council meeting;

(f) maintain the CEIU-NCR financial records in good order.

BY-LAW # 14 - CEIU-NCR FINANCE

14.1 Fiscal year

The fiscal year for the CEIU National Capital region (NCR) shall be January 1 to December 31.

14.2 Review of financial records

Upon written request from a member of CEIU-NCR Presidents Council, the CEIU-NCR Executive shall provide within ten (10) working days, an opportunity for this member to review the financial records of the region.

14.3 Audits

The CEIU-NCR Executive shall, five (5) weeks prior to the annual general meeting, appoint someone who is not a regional officer to audit the financial records of the region. This person shall normally be a member. A report in writing to the CEIU-NCR Executive members shall be made three (3) weeks prior to the date set for the said meeting.

14.4 Financial statements

The CEIU-NCR Executive shall produce an annual audited financial statement. This audited financial statement shall be sent to the CEIU National office. A signed declaration that it has been approved at a CEIU-NCR Presidents Council meeting must accompany the financial statement when it is sent to the CEIU National office. Should the financial statement not be received, the flow of funds to the Region shall be stopped. Following receipt of the financial statement, all funds withheld shall be remitted to the Region.

14.5 CEIU-NCR Approval Officers

The CEIU-NCR authorized approval officers shall be three (3) of the following officers:

- CEIU-NCR National Vice-president;
- CEIU-NCR Treasurer;
- one other member of the CEIU-NCR Executive as appointed by the CEIU-NCR National Vice-president.

Two (2) signatures will be required for all approvals.

14.6

(a) The CEIU-NCR finance committee shall consist of the CEIU-NCR treasurer and two of the CEIU-NCR Local Presidents.

(b) An alternate to the CEIU-NCR finance committee shall be elected from amongst the remaining CEIU-NCR Local Presidents. The alternate shall attend CEIU-NCR finance committee meetings as required.

(c) The CEIU-NCR finance committee shall act as a resource for all CEIU-NCR Locals.