



CANADA EMPLOYMENT AND IMMIGRATION UNION

ONTARIO REGION REGULATIONS

Updated – August 2025

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REGULATION 1

Under the authority of the Ontario Regional By-Law 6, Section 3(b) (1), the Ontario Council enacts as follows:

A REGULATION GOVERNING THE ROY PAGE SCHOLARSHIP AWARD

- 1) In recognition of Brother Roy Page's dedication and years of unselfish service to the membership, Canada Employment and Immigration Union Ontario will award up to three scholarships of \$1,500.00 each, to the dependent of a Canada Employment and Immigration Union Ontario member in good standing, attending for the full academic year a University/College of recognized standing or a recognized Institute of higher learning as a first-year student.
- 2) The Scholarship will be awarded on financial needs and the completion of a 600-to-700-word essay on topics dealing with Labour/Union history.
- 3) In the event of a tie, high academic standing will be the deciding factor.
- 4) Proof of acceptance with the name of the University/College or Institute of higher learning to be attended; must be submitted along with the application form. Proof of registration must also be provided by the successful candidates at a later date prior to awarding the scholarships.
- 5) Applicants must meet other requirements as set by the Structure and Orientation Committee and approved by the Ontario Council.
- 6) Canada Employment and Immigration Union Ontario Region will advertise the scholarship and terms of reference on a variety of CEIU websites and social media a minimum of sixty (60) days prior to the close of registration. All Local Presidents and Local Executive members will also be notified via email.
- 7) Canada Employment and Immigration Union Ontario Region reserves

the right to withhold granting of the award if no applicant is deemed to possess the necessary requirements.

- 8) All applications to be sent to the CEIU Toronto Regional Union Office (RUO). The RUO will remove all personal identifiers and distribute the applications to the Structure and Orientation Committee. All applications will be reviewed by the Committee. The Committee shall recommend to the Ontario Council the applications selected, in numerical order.
- 9) Awarding the Roy Page Scholarship shall be by majority vote of the members of the Ontario Council.
- 10) The timeline for this process is as follows: The initial callout/advertisement/email to be sent out no later than May 15th. The applications are due by July 15th. The Structure and Orientation Committee to make their recommendations to Ontario Council by August 1st. Ontario Council to make the final decision on the successful applicants by August 15th. Successful applicants to be sent notification packages no later than September 1st. The scholarships are to be distributed by CEIU National.
- 11) The notification packages will include instructions as to what information is required by the CEIU National Comptroller to process the scholarship in a timely manner.

REGULATION 2

A REGULATION GOVERNING EXPENSE REIMBURSEMENT

PART A - LOSS OF SALARY

- a) Loss of salary or approved leave, excluding sick leave, for all normal working days shall be paid.
- b) If any member on leave of absence for Union business suffers a financial loss because of requirements to pay superannuation premiums and/or lost vacation/sick entitlements, then such loss shall be reimbursed by the Ontario Region.

PART B - PER DIEM

1. A per diem at the Treasury Board rate on a weekday may be paid for a full day of Union activity. On a day of rest, per diem shall be \$150.00 per day for Union participation. For partial working days, the following will be paid:
 - (a) If departure is before 8:00 am, breakfast at \$20.25
 - (b) If meeting and travel terminates after 12.00 pm, lunch at \$19.85
 - (c) If meeting and travel terminates after 5:00 pm, dinner at \$50.00
2. Non-Commercial (Private Accommodation) rate is \$50.00 per day.
3. Incidentals will be paid at the Treasury Board rate per day with an overnight stay.

PART C - TRAVEL STATUS

When required to travel to meetings/Union activities:

1. If the member chooses to travel by vehicle, the maximum claim will be the most economical means of transportation. Treasury Board rates will be applied for kilometers.
2. Air travel: shall be at the most economical and practicable means.

3. When shuttle service is available, ground transportation will be based on the cost of shuttle. Canada Employment and Immigration Union will not normally pay for limousine service.
4. Accommodation shall be based on single room rate and reimbursed at the actual hotel rate when not master billed to the Region.

PART D - HOTEL CANCELLATION

Any member who fails to cancel a guaranteed hotel reservation made on his/her behalf will be responsible for the charges incurred.

PART E - PENALTY COSTS

1. Any penalty costs incurred as a result of any changes or cancellations of air travel made by the member after the tickets have been booked, will be the responsibility of the member, except in cases where the penalty costs are the result of unusual circumstances or emergency situations beyond the control of the member.
2. Those cases of exception will be at the discretion of the responsible National Vice-President, upon recommendation by the Committee concerned.

PART F - APPROVAL FOR REIMBURSEMENT

For purposes of reimbursement, a National Vice-President for Ontario shall provide authorization to incur expenses and shall approve the reimbursement claims.

REGULATION 3

Under the authority of the Ontario Regional By-law 6, Section 2(b)(1), the Ontario Council enacts as follows:

A REGULATION GOVERNING AWARDS

1. CANADA EMPLOYMENT AND IMMIGRATION UNION ONTARIO REGION - MEMBERSHIP CERTIFICATE OF RECOGNITION

- a) Eligibility: Any member in good standing;
- b) The membership at a Local meeting, by secret ballot and a two-thirds (2/3) majority, shall grant such a certificate;
- c) The Ontario Council, on behalf of the Ontario Region, may confer upon a member a Certificate of Recognition for services to the Region over a period of years or for a singular contribution, worthy of such recognition.
- d) The Orientation and Structure Committee may recommend the awarding of the Certificate of Recognition, as nominated.

2. CANADA EMPLOYMENT AND IMMIGRATION UNION ONTARIO REGION - LOCAL OFFICER CERTIFICATE OF RECOGNITION

- a) Eligibility: Any elected Officer or member in an appointed position at the Local or Regional level of the organization in Ontario, for loyal and faithful service to Canada Employment and Immigration Union Ontario Region.
- b) The membership at a Local meeting, by secret ballot and a two-thirds (2/3) majority, shall grant such certificate.

3. CANADA EMPLOYMENT AND IMMIGRATION UNION ONTARIO REGION - LONG SERVICE AWARD

- a) This award shall consist of a Certificate and a pin and shall be presented for loyal and faithful service to the Ontario Region in

excess of ten (10) years;

- b) Eligibility: Any member in good standing;
- c) A nomination for a Long Service Award may be submitted by a Local as approved by secret ballot and a two-thirds (2/3) majority of members at a General Membership meeting of the Local. A nomination may also be made by or by the Executive of a Local and approved by secret ballot and a two-thirds (2/3) majority.

4. CANADA EMPLOYMENT AND IMMIGRATION UNION ONTARIO REGION - CERTIFICATE OF MERIT

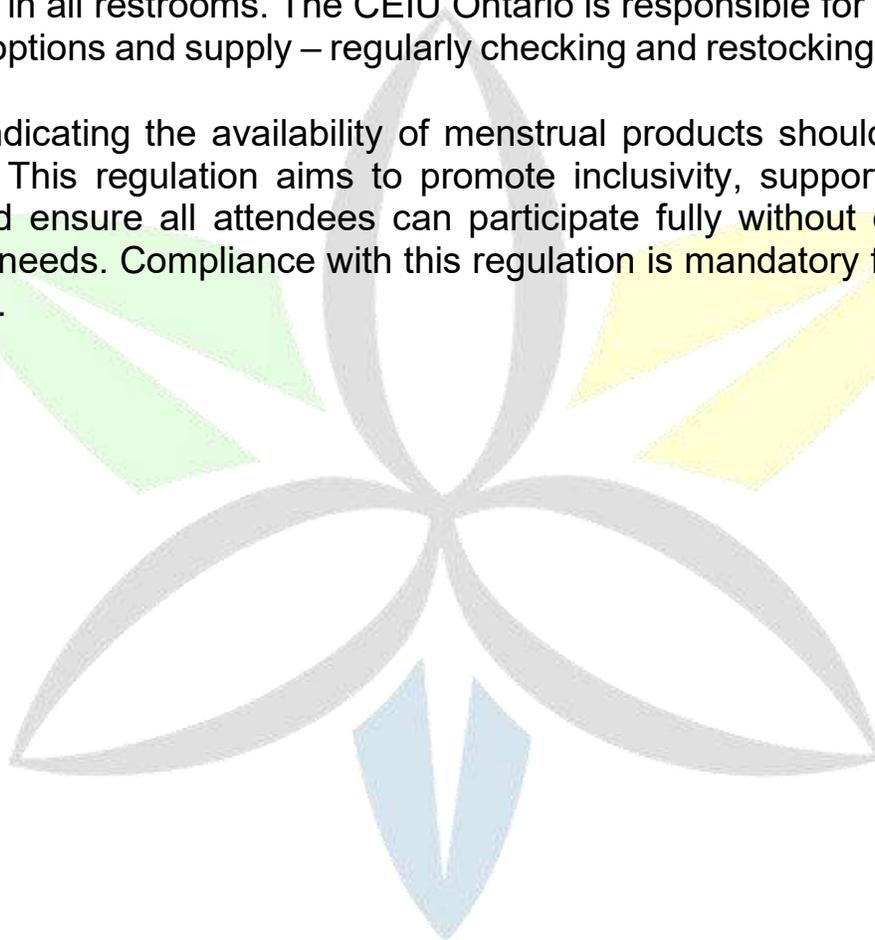
- a) Eligibility: Any member in Good Standing at the Local or Regional level in Ontario, for loyal and faithful service to Canada Employment and Immigration Union Ontario Region;
- b) Recommendations for Certificates of Merit shall be made to the Ontario Orientation and Structure Committee by a chartered Local in good standing or member of the Ontario Council;
- c) The Ontario Orientation and Structure Committee may recommend the awarding of the Long Service Award as nominated;
- d) The Ontario Council, by secret ballot and a two-thirds (2/3) majority, shall grant such Certificate of Merit.

REGULATION 4

A REGULATION GOVERNING CEIU ONTARIO REGION TO PROVIDE MENSTRUAL PRODUCTS DURING IN-PERSON REGIONAL UNION EVENTS

CEIU Ontario hosting regional in-person events must ensure the availability of free menstrual products for attendees. These products should be accessible in all restrooms. The CEIU Ontario is responsible for maintaining adequate options and supply – regularly checking and restocking as needed.

Signage indicating the availability of menstrual products should be clearly displayed. This regulation aims to promote inclusivity, support menstrual health, and ensure all attendees can participate fully without concern for menstrual needs. Compliance with this regulation is mandatory for all event organizers.



REGULATION 5

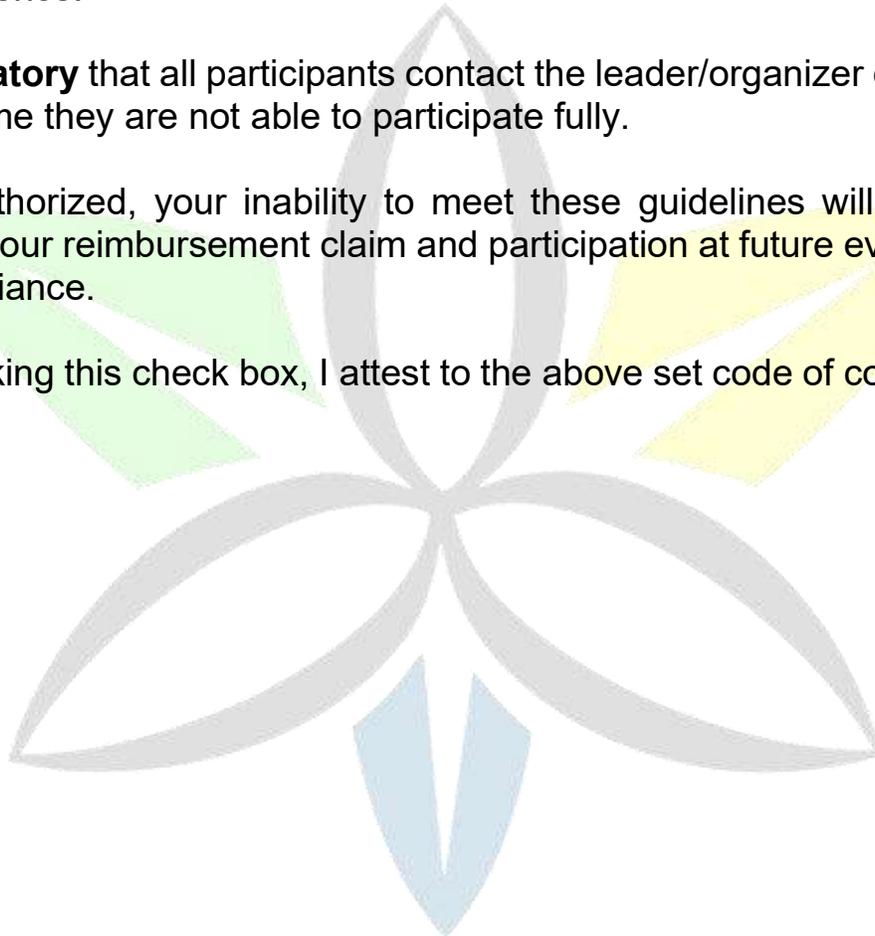
CEIU ONTARIO PARTICIPATION CODE OF CONDUCT

By participating in this event, you represent your sending body and are expected to actively engage in training, voting, and caucus sessions while maintaining a respectful environment for all attendees. Your commitment to full participation and mutual respect is crucial for maximizing the benefits of this experience.

It is **mandatory** that all participants contact the leader/organizer of the event if at any time they are not able to participate fully.

Unless authorized, your inability to meet these guidelines will result in a review of your reimbursement claim and participation at future events due to non-compliance.

- By clicking this check box, I attest to the above set code of conduct.

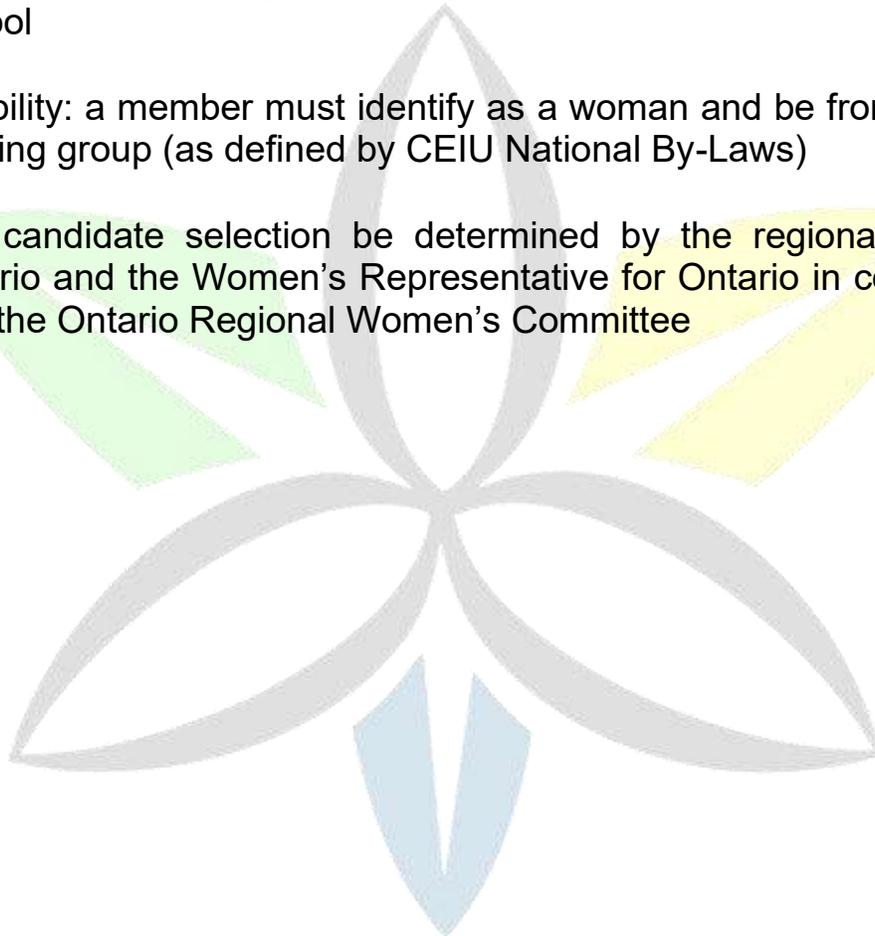


REGULATION 6

Under the authority of the Ontario Regional By-law 9, Section 4 (I) the Ontario Council enacts as follows:

CLC WOMEN'S SUMMER SCHOOL SCHOLARSHIP

1. CEIU Ontario will fully fund two members to attend the CLC Summer School
2. Eligibility: a member must identify as a woman and be from an equity seeking group (as defined by CEIU National By-Laws)
3. The candidate selection be determined by the regional NVPs for Ontario and the Women's Representative for Ontario in collaboration with the Ontario Regional Women's Committee



REGULATION 9

As per the National Policies Appendix D – CEIU Statement on Oppression and Racism, the Ontario Regional Council enacts as follows:

PURCHASES FROM INDIGENOUS CREATORS AND BUSINESSES

1. CEIU Ontario allows purchases of union materials from Indigenous creators and Indigenous owned businesses across the region
2. This supports Reconciliation with Indigenous peoples

