

SOCIETY STRUCTURE AND GOVERNANCE

The Society is made up of 15 groups we refer to as “Locals”. Locals can service a single collective agreement with a single employer, more than one collective agreement at a single employer, or the collective agreement for multiple, similar employers.

Each Local has elected Delegates, Unit Director(s) and a Local Vice-President (LVP). The number of Delegates and Unit Directors per Local is determined by the number of members in the Local. The number of members also determines the number of seats a Local has on the Society’s Executive Board. Specifics regarding these ratios can be found in the Society Constitution, a copy of which can be found on the [Society website](#).

Each elected role in the Society has a specific set of accountabilities. These accountabilities and responsibilities are outlined in the [Constitution and Bylaws](#) for each elected position. To ensure that the needs of each Local are heard, the Local’s members elect individuals to represent them from amongst their own membership.

SOCIETY COMPOSITION BY LOCAL

LOCAL	# OF MEMBERS
Aboriginal Legal Services	63
Bruce Power (Bruce Power, Framatome)	1408
Electrical Safety Authority	88
Hydro One	2177
Independent Electricity System Operator	832
Kinectrics	594
Chinese and Southeast Asian Legal Clinic	6
Legal Aid Ontario (Lawyers, Articling students)	476
Local 164 (Andritz Hydro, Babcock & Wilcox Canada, BWXT Nuclear Canada)	31
National Judicial Institute	42
Nuclear Waste Management Organization	136
Ontario Energy Board	192
Ontario Power Generation (OPG, Laurentis, PowerON)	4481
Toronto Hydro (Engineers and IT)	177
Technical Standards and Safety Authority	43
Total	10745

LOCAL AUTONOMY

Each Society bargaining unit has the right to negotiate and manage its operations, in accordance with the Constitution and Bylaws, to best serve their members. In doing so, each local acts fairly autonomously, with the common objective to increase benefits, opportunities and rights for the Society Membership as a whole.

This means locals can:

- Negotiate settlements and interim agreements in the best interest of the local's members without approval from Society Central bodies (i.e. Executive Board).
- Negotiate Collective Agreement language based on the needs of their Local.
- Each LVP has a vote on the Executive Board, which provides a voice to the Local's members in decision making processes that affect the Society membership as a whole, including governance of the union.

Limitations:

- In accordance with the Society Policy: **Governing Principles When Bargaining**, locals cannot agree to negotiated changes to the following Collective Agreement provisions without the approval of the Executive Board:

• Jurisdiction, scope and voluntary recognition agreement clauses	• Mediation/arbitration
• Hours of work	• Pensions and significant benefits
• Compensation systems	• Contracting out and purchased service agreements
• Employee privacy	• Employment security
• Release time	• Health and safety

And/or which:

- Establishes a precedent, or yields the employees' or union's legal rights, or expands management rights
- Has a financial cost for the Society as a whole
- Interprets the Collective Agreement in a manner that is significantly less provident than the original intent, long-standing interpretation or established past practice

Society locals are assigned a Labour Relations Staff Officer who is a specialist in supporting and guiding employer interactions, agreement negotiations, and grievance handling. The Society also provides a comprehensive training program for local elected representatives including bargaining teams. Often locals will also work with the Society researcher, organizer, external relations, and communications staff on specific issues or to support their negotiations. However, it is the locals and their elected representatives who hold decision-making responsibilities.

LOCAL STRUCTURE - EXAMPLE

