

EXTRACT FROM THE CONSTITUTION AND BYLAWS

Chapter 3 Federal congress

3.13 – Elections

a) Executive Committee

An official statement of candidacy is established for official delegates and employees of the Federation who wish to run for a position on the Executive Committee of the Federation.

A candidate must fill out and sign a form prepared for this purpose by the Federation and have it countersigned by five duly accredited delegates. This form must be submitted to the Election Secretary no later than the adjournment of the second day preceding the closing day of the Congress.

A candidate must explicitly state for which of the following positions they are running : President, Vice-President, Vice-President-Treasurer, 2nd Vice-President¹ or Secretary-General.

Candidacies for these positions are mutually exclusive, meaning that a person cannot run for more than one Executive Committee position.

The Election Secretary gives the Election President the forms that have been received in accordance with the prescribed conditions and deadline. Only candidates who have duly completed the candidacy form may be nominated for election. The list of candidates for elected office in the Federation is distributed to the delegates the day after the end of the period for submitting nomination forms, along with brief information about the candidate's union background (union CV).

Voting is by secret ballot and all official delegates, without exception, have the right to vote.

Candidates are elected by an absolute majority of votes. If no candidate receives an absolute majority, the candidate who received the fewest votes is dropped from the ballot for the next round of voting.

b) Federal Bureau

1- COMMITTEES

The chairpersons of the Training and Union Life Committee, Status of Women Committee and Health-Safety-Environment Committee are elected by all official delegates in attendance at the Congress.

Any official delegate is eligible to serve as Chairperson of the Training Committee and Health-Safety-Environment Committee. Only activist official delegates are eligible to serve as Chairperson of the Status

¹ Effective as of the 2022 Federal Council.

of Women Committee. However, in all cases, these candidates must not hold a position on the Executive Committee or as sector President.

An official statement of candidacy is provided for official delegates who wish to run to be chairperson of a committee. A candidate running to chair a committee must fill out and sign a form prepared for this purpose by the Federation and have it countersigned by five duly accredited delegates. This form must be separate from nomination forms for positions on the Executive Committee and sector Presidents. The election procedure for the Executive Committee applies for committee Chairs.

2- SECTORS

Sector Presidents are elected by the official delegates of each sector at the Federation Congress.

Each sector elects one person to represent it at the Federal Bureau. Nominations are made by the delegates of the sector concerned. Any official delegate from the sector concerned is eligible to be President of the sector, except if they are elected to a position on the Executive Committee or as a committee Chair.

The elections of sector Presidents must be ratified by the Congress. In the event of non-ratification by the Congress, the Federal Council following the Congress shall proceed to an election of non-ratified positions. However, the Federal Bureau may endorse the election of one of its members if it is in accordance with the procedure outlined in Article 3.14.

An official statement of candidacy is provided for official delegates who wish to run to be President of a sector. A candidate must be from a union in the sector for which they are running for President. A candidate running to be President of a sector must fill out and sign a form prepared for this purpose by the Federation. The form must be countersigned by five duly accredited delegates from the sector concerned. This form must be separate from nomination forms for positions on the Executive Committee and committee Chairs. The election procedure for the Executive Committee applies for sector Presidents.

In the event of an election, members of the Federal Bureau are only entitled to vote in the sector in which they are running or which they represent.

c) Elections

A member of the Executive Committee or Federal Bureau who, for reasons beyond their control, no longer meets the conditions outlined in Article 3.06 of this Constitution and Bylaws, may complete their term, on an exceptional basis, on the recommendation of the Executive Committee and Federal Bureau. The Federal Bureau's decision is ratified at the next Federal Council.

3.14 – Vacancy

- a) Any vacancy on the Executive Committee or a Federation committee shall be filled by the Federal Council at a meeting following the vacancy. Elections are held in accordance with the procedure for the Congress, except that nominations and the accreditation of official delegates shall end at the noon adjournment of the day preceding the closing day of the Council.
- b) Any vacancy in a sector President position may be filled by the Federal Council at a meeting following the vacancy or according to the following procedure :
 - 1. Unions in the sector concerned must be duly convened.
 - 2. The presence of 15 per cent of unions is required.
 - 3. A compliant nomination form must be submitted.
 - 4. The presence of a member of the Federation Executive Committee is required.
 - 5. The Federal Bureau endorses the election and the Federal Council ratifies it.An elected person completes the mandate of the officer they replace.