**Code of Conduct and Ethics**

Unions are voluntary democratic organizations in which members view each other as equals. Discrimination, harassment, unreasonable dissention and personal attacks violate our principals, undermine our solidarity and erode our strength.

We recognize that human beings are fallible but we believe in democratic principles and solidarity and want a local which operates by rule of law, the Unifor Constitution, the Local 649 Bylaws and the Election Policy for Unifor Local 649.

Subject to reasonable rules and regulations, each member has freedom of speech, the right to run for office, to nominate and to vote in free, fair and honest elections.

In a democratic union, as in a democratic society, all members have rights but they also must accept corresponding obligations. All members have the right to freely criticize the policies of union officials, however, this does not include the right to undermine the union as an institution or vilify or humiliate other members of the union.

Election material must not be produced on the company’s or Local stationery. Candidates must not use the company’s or Locals property/equipment for campaigning, including, but not limited to, company/local mail, electronic message boards, photocopiers, etc.

In accepting their nomination for office, members agree to uphold these principles, rights and obligations.

**For more information on Code of Ethics and Democratic Practices see Article 4 in the National Constitution.**

**I hereby acknowledge that I have read, understand and agree to the terms of this document.**

**Signature:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Candidate Statement Guidelines**

Each candidate is entitled to submit a Candidate Statement to the Unifor Local 649 Elections Committee who will reproduce and distribute it exactly as received. Candidates may provide a statement via email to vote@unifor649.org by close of nominations. Statement(s) will not be accepted after close of nominations.

A Candidate Statement may include the candidate’s qualification for the position to which they seek election; more specifically, to indicate their experience, the union offices or positions they have held previously and/or currently and the union education they have received.

Election material must not be produced on the company’s or Local stationery. Candidates must not use the company’s or Locals property/equipment for campaigning, including, but not limited to, company/local mail, electronic message boards, photocopiers, etc.

All Candidate Statements shall adhere to the Code of Conduct and Ethics.

Election material must be free of any statements of discrimination on the grounds as prohibited by the Canadian Human Rights Act.

The Candidate Statement format must follow the guidelines below:

The format cannot exceed one side of an 8 1⁄2 x 11 page and must be submitted on plain white standard paper. The statement must be submitted electronically and it must be in a plain word document. **No columns, No boxes, No background or font colours, No borders, etc.** The only formatting that will be accepted are bullets, numbers and horizontal lines. Candidate pictures are acceptable. Digital Candidate Statements will be accepted in the following formats: pdf, doc, docx, ppt, pptx, xls, xlsx.

**Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**