

ONIWG 2026 Proposed Constitutional Amendments – Comparison of major amendments

Principles (Article 2)

<i>Current</i>	<i>Proposed</i>
ARTICLE 2. PRINCIPLES The Ontario Network of Injured Workers Groups shall be dedicated to helping the injured and disabled and their families past, present and future, obtain their rights to Justice, Dignity, Equality, Health and safety and Security. The network shall assist in organizing and educating to advance the interests of its members in the Province of Ontario. The Network will unite people and organizations that are democratically governed by their membership. It will with all the resources at its command endeavour to, establish a fair and just system of compensation. To this end, we will invite the co-operation of all persons who are dedicated to the abolition of injustice and exploitation of all those injured or disabled in the Province of Ontario.	ARTICLE 2. PRINCIPLES (1) The Ontario Network of Injured Workers Groups shall be dedicated to helping injured and ill workers and their families, past, present and future, obtain their rights to justice, dignity, equality, health and safety, and security. The Network shall assist in organizing and educating to advance the interests of its members in the Province of Ontario. The Network will unite people and organizations that are democratically governed by their membership. It will, with all the resources at its command, endeavour to establish a fair and just system of compensation. To this end, we will invite the co-operation of all persons who are dedicated to the abolition of injustice and exploitation of all those workers injured or made ill in the Province of Ontario. (2) ONIWG will strive to provide a safe, respectful, and inclusive environment. ONIWG shall not discriminate on the basis of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, religion, sex, sexual orientation, gender identity or expression, age, disability, marital status, family status, or any other ground protected under the Ontario Human Rights Code. ONIWG expects all members to treat one another with dignity, respect, fairness, and courtesy. Harassment, bullying, discrimination, and intimidation are not acceptable.

ONIWG 2026 Proposed Constitutional Amendments – Comparison of major amendments

Membership (Articles 3, 4, 12)

<i>Current</i>	<i>Proposed</i>
ARTICLE 3. MEMBERSHIP a) DEFINITIONS i) A local injured workers' group is a group of injured workers in any particular geographic area. ii) A Special Interest Injured Workers' Group is an injured workers' group whose focus is with respect to a specific type of injury, disease or disability b) APPLICATION FOR MEMBERSHIP i) Membership shall be open to all local injured workers' groups, probationary and associated members, regardless of race, creed, colour or any other ground contained in section 1 of the Ontario Human Rights Code, R.S.O. 1980 c. H 19 and who undertake that they will abide by the constitution and principles of the Ontario Network of Injured Workers' Groups. ii) (a) A local injured worker group that desires membership in the Ontario network of Injured Workers shall apply to the Executive Council for membership; (b) The executive council shall have full authority to accept or reject an application for membership by a local Injured Workers' Group or Special Interest Group. Rejected applications are subject to appeal at the annual conference; (c) The executive council may reject the application for membership of any injured worker group for any of the following reasons: 1) There is no evidence that the applicant has a constitution; 2) The group accepts fee for service in contravention of Article 4(2)&(3) of this Constitution; 3) In the case of a local injured worker group, where there is another local injured worker group in that particular geographic area;	ARTICLE 3. MEMBERSHIP (1) An Injured Workers' Group is an organization that is made up primarily of injured workers or members of an injured worker's family. An injured worker is a person who has been injured or made ill on the job, has made a claim for benefits for an injury on the job, or who could potentially make a claim for an injury on the job. An Injured Workers' Group can either represent the interests of injured workers in a defined geographic area, or can focus on a specific type of injury, industry, or other specified group of injured workers. (2) APPLICATION FOR MEMBERSHIP (a) Membership shall be open to all Injured Workers' Groups and Associate Member groups, regardless of race, creed, colour or any other ground contained in section 1 of the Ontario Human Rights Code, who undertake that they will abide by the constitution and principles of the Ontario Network of Injured Workers' Groups. (b) (i) An Injured Workers' Group that desires membership in the Ontario Network of Injured Workers Groups shall apply to the Executive Council for membership; (ii) The Executive Council shall have full authority to accept or reject an application for membership by an injured workers' group. Rejected applications are subject to appeal at the next Provincial Conference. (iii) Upon accepting a new member, the Executive Council shall assign the new group to an appropriate Regional Representative.

ONIWG 2026 Proposed Constitutional Amendments – Comparison of major amendments

4) Any other reason the executive council considers fair and just. iii) Upon receipt of an acceptance of membership by the executive council, the local injured workers' group shall be a probationary member for a period of six months following the date of application for membership. c) ASSOCIATE MEMBERSHIPS i) Associate Membership shall be open to all labour organizations, disabled groups and any other appropriate organization, which accepts the principles of the provincial organization. ii) The process for application for associate membership shall be the same as the process outlined in Article 3(b)(ii).	(3) The Executive Council may reject the application for membership of any Injured Workers' Group for any of the following reasons: (a) The applicant has not undertaken to abide by the constitution and principles of the Ontario Network of Injured Workers Groups; (b) The applicant accepts fee for service in contravention of Article 4(2)&(3) of this Constitution; (c) Any other reason the Executive Council considers fair and just. (4) ASSOCIATE MEMBERSHIPS (a) Associate Membership shall be open to all labour organizations, disabled groups and any other appropriate organization, which accepts the principles of the provincial organization. (b) The process for application for associate membership shall be the same as the process outlined in Article 3(2)(b).
ARTICLE 4. LOCAL ORGANIZATIONS a) The purpose of the local injured worker group shall be to organize for educational purposes on a continuing basis and to provide services as required in their particular district. b) There shall be NO FEE FOR SERVICE to any injured worker provided by any injured worker organization. A NO FEE FOR SERVICE group shall be defined as an organization advocating injured workers' rights, which does not charge injured workers for services provided. c) Notwithstanding article 4(b) the following shall not be considered a FEE FOR SERVICE: i) membership fees of less than fifty dollars	ARTICLE 4. MEMBER GROUPS (1) The purpose of member Injured Workers' Groups shall be to provide support to its membership, and to organize and educate to advance the interests of its members. (2) The member groups must be NO FEE FOR SERVICE groups. A NO FEE FOR SERVICE group shall be defined as a group advocating for injured workers' rights, which does not charge injured workers for services and support provided. In other words, there shall be no fee for services to any injured worker provided by any Injured Workers' Group

ONIWG 2026 Proposed Constitutional Amendments – Comparison of major amendments

ii) any monies given by any labour organization for any reason. d) Local Injured Workers' Groups shall be democratically governed by their members. ARTICLE 12. 1) Each Injured Worker Local Group must send a copy of their up to date Constitution and By-Laws adopted and signed by the local groups executive officers to the provincial council. 2) Without the By-Laws and Constitution signed by the local Executive Officers, the injured workers group cannot belong to the Ontario Network of Injured Workers Groups (as full members)	(3) Notwithstanding Article 4(2) the following shall not be considered a FEE FOR SERVICE: i) membership fees of less than fifty dollars ii) any monies given by any labour organization for any reason. (4) Injured Workers' Groups shall be democratically governed by their members. (5) Each Injured Workers' Group must have a constitution, an up-to-date copy of which must be sent to the ONIWG Executive Council in order to be a full member of ONIWG. The member group's constitution must contain: (a) The purpose or mission of the group (which must align with those of ONIWG); (b) A commitment to being a NO FEE FOR SERVICE group; (c) How to become a member of the group; (d) How the group operates democratically (for example election of leadership positions); (e) The process for electing voting delegates to ONIWG's Provincial Conference; (f) A commitment to equality, respect, and non-discrimination. (6) Injured Workers' Groups must maintain regular contact with ONIWG, including ensuring lines of communication between ONIWG and their membership.
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ONIWG 2026 Proposed Constitutional Amendments – Comparison of major amendments

Composition of ONIWG's Executive Council (Article 6)

<i>Current</i>	<i>Proposed</i>
ARTICLE 6 PROVINCIAL EXECUTIVE OFFICERS a) The officers of the Executive Council shall be elected at the conference and shall consist of: President/Chairperson Executive Vice President Secretary Treasurer 10 Vice-President Vice President chosen by a youth persons caucus and allocated to a youth delegate i) An Executive Vice-President shall be selected by the Executive Council from among the 10 Vice- presidents.	ARTICLE 6. PROVINCIAL EXECUTIVE OFFICERS (1) The officers of the Executive Council shall be elected at the Provincial Conference and shall consist of: President/Chair Vice-President Secretary Treasurer Communications Officer 5 Regional Representatives: Northern, Central, Eastern, Southwestern, Greater Toronto Area Youth Representative [...] (3) The Executive Council may decide to create additional Regional Representative positions if needed, for election at the next Provincial Conference.
g) The Vice-President shall have the following duties: [...] vi) that the Vice President be obligate to visit each local group on a regular basis at least once per year and contact each local group at least every two months. <i>[duties for newly created positions →]</i>	(10) The Regional Representatives shall have the following duties: [...] (f) Attend a meeting of each of their assigned member groups on a regular basis at least once per year (in person or virtual) and contact each of its groups at least every three months. (6) The Vice-President shall have the following duties: (a) Support the President in fulfilling their duties; (b) Step in for the President when needed; and (c) Coordinate and support the Regional Representatives. (9) The Communications Officer shall have the following duties: (a) Manage and send communications through ONIWG's mailing list; (b) Maintain ONIWG's website; (c) Produce communications material for ONIWG (e.g. posters, flyers, etc.); and (d) Manage ONIWG's general e-mail address.

ONIWG 2026 Proposed Constitutional Amendments – Comparison of major amendments

Election of Officers (Articles 8.1, 8.2, 8.3)

<i>Current</i>	<i>Proposed</i>
ARTICLE 8.1 ELECTION OF OFFICERS 1) This Article applies to the election of the President/Chairperson, Secretary and Treasurer. 2) Notice of elections shall be given to members no less than 60 days in advance of the election date. 3)(a) Only injured worker's who are members in good standing of a local Injured Workers' Group may be nominated for office. Members of probationary groups or of associate members or members who have been members for less than one year may not stand for nomination. (b) An injured worker is a person who has an injury or disability for which benefits were claimed or received under the Workers' Compensation Act, or his or her spouse or surviving spouse. 4) All nominations for office shall be made 14 days in advance of the elections. Nominations may be made only by members pursuant to Article 3(a) of this constitution and shall be made in writing to the Executive Council. 5) Election for officers shall take place at the designated annual conference. 6) All voting delegates shall have the right to vote in any election. 7) Election of officers shall be by secret ballots. A majority of votes cast shall be required before any candidate can be declared elected, and second and subsequent ballots shall be taken if necessary to obtain such a majority. On the second and subsequent ballots the candidate receiving the lowest number of votes in the previous ballot shall be dropped. In the case of a final tie vote the presiding officer may cast the deciding vote.	ARTICLE 8.1 ELECTION OF OFFICERS (1) This Article applies to the election of all Executive Council positions other than Regional Representatives and Youth Representative, except where otherwise specified. (2) Notice of elections shall be given to members no less than 60 days in advance of the election date. (3) ELIGIBILITY (a) Only a person who has been involved with ONIWG or one of its member groups may be nominated for office. (b) For the positions of President and Vice-President, only injured workers or their immediate family members who have been members of an Injured Workers' Group for at least one year may stand for nomination. (c) Notwithstanding Articles 8.1(3)(a) and 8.2(3), a majority of the Executive Council shall be injured workers or their immediate family members. (4) All nominations for office shall be made 14 days in advance of the elections, unless no one has submitted notice of nomination by the deadline, in which case nominations at the Provincial Conference may be accepted. Nominations may be made only by members pursuant to Article 3(1) of this constitution and shall be made in writing to the Executive Council. (5) Election of officers shall take place at the designated Provincial Conference. (6) All voting delegates shall have the right to vote in any election. (7) Election of officers shall be by secret ballots. A majority of votes cast shall be required before any candidate can be declared elected, and second and subsequent ballots shall be taken if necessary to

ONIWG 2026 Proposed Constitutional Amendments – Comparison of major amendments

	obtain such a majority. On the second and subsequent ballots the candidate receiving the lowest number of votes in the previous ballot shall be dropped. In the case of a final tie vote the presiding officer may cast the deciding vote
ARTICLE 8.2 ELECTION OF VICE-PRESIDENTS 1) This article applies to the election of the Vice-President. 1 a) Vice President chosen by a youth persons caucus and allocated to a youth delegate 2) Notice of elections shall be given to members no less than 60 days in advance of the election date. 3) (a) Only injured worker's who are members in good standing of a local Injured Workers' Group in the region that the vice-president represents may be nominated for office. Members of probationary groups or of associate members or members who have been members for less than one year may not stand for nomination. (b) An injured worker is a person who has an injury or disability for which benefits were claimed or received under the Workers' Compensation Act, or his or her spouse or surviving spouse. 4) Nominations may be made only by members pursuant to Article 3(a) of this constitution who are in the region represented by the Vice-President. 5) Election for Vice-President shall take place at the designated annual conference. 6) All voting delegates in a region shall have the right to vote in any election for the Vice-President of that region. 7) Election of Vice-President shall be by secret ballots. A majority of votes cast shall be required before any candidate can be declared elected, and second and subsequent ballots shall be taken if necessary to obtain such a majority. On the second and subsequent ballots the candidate receiving the lowest number of votes in the previous ballot shall be dropped. In the case of a final tie vote the presiding officer may cast the deciding vote.	ARTICLE 8.2 ELECTION OF REGIONAL REPRESENTATIVES (1) This article applies to the election of the Regional Representatives. (2) Notice of elections shall be given to members no less than 60 days in advance of the election date. (3) Only a person who has been involved with ONIWG or one of its member groups and lives in the region that the Regional Representative represents may be nominated for office. (4) Nominations shall be made 14 days in advance of the elections, unless no one has submitted notice of nomination by the deadline, in which case nominations at the Provincial Conference may be accepted. Nominations may be made only by members pursuant to Article 3(a) of this constitution who are in the region represented by or assigned to the Regional Representative and shall be make in writing to the Executive Council. (5) Election of Regional Representatives shall take place at the designated Provincial Conference. (6) All voting delegates in a region or assigned to that region shall have the right to vote in any election for the Regional Representative of that region. (7) Election of Regional Representatives shall be by secret ballots. A majority of votes cast shall be required before any candidate can be declared elected, and second and subsequent ballots shall be taken if necessary to obtain such a majority. On the second and subsequent ballots the candidate receiving the lowest number of votes in the previous ballot shall be dropped. In the case of a final tie vote the presiding officer may cast the deciding vote. (8) ALTERNATES

ONIWG 2026 Proposed Constitutional Amendments – Comparison of major amendments

8) (i) The person placing second on the final ballot for the election of the vice-president pursuant to 8.2(7) shall be appointed Alternate Vice-President. (ii) If the Vice-President is elected by acclimation, there shall be an election for alternate. if no-one stands for election for alternate the executive council shall appoint an alternate Vice-President. (iii) The alternate Vice-President shall be appointed Vice-President if the sitting Vice-President is unable to fulfill his or her duties for any reason. In the absence of the vice-president, the alternate vice-president may also attend meetings of the provincial and executive councils with full voice and vote.	(i) The person placing second on the final ballot for the election of the Regional Representative pursuant to Article 8.2(7) shall be appointed Alternate Regional Representative. (ii) If the Regional Representative is elected by acclimation, there shall be an election for alternate. if no-one stands for election for alternate the executive council shall appoint an alternate Regional Representative. (iii) The alternate Regional Representative shall be appointed Regional Representative if the sitting Regional Representative is unable to fulfil his or her duties for any reason. In the absence of the Regional Representative, the alternate Regional Representative may also attend meetings of the Executive Council with full voice and vote.
<i>[Article 8.2 1 a) is currently the only reference to election of a youth representative, above]</i>	ARTICLE 8.3 ELECTION OF YOUTH REPRESENTATIVE (1) This article applies to the election of the Youth Representative. (2) Notice of elections shall be given to members no less than 60 days in advance of the election date. (3) Only Youth Delegates designated pursuant to Article 5(6)(b) may be nominated for office. (4) Election of the Youth Representative shall take place at the designated Provincial Conference. (5) Only Youth Delegates shall have the right to vote in an election for the Youth Representative, unless there are less than three (3) Youth Delegates, in which case all voting delegates shall have the right to vote in that election. (6) Election of Youth Representatives shall be by secret ballots. A majority of votes cast shall be required before any candidate can be declared elected, and second and subsequent ballots shall be taken if necessary to obtain such a majority. On the second and subsequent ballots the candidate receiving the lowest number of votes in the previous ballot shall be dropped. In the case of a final tie vote the presiding officer may cast the deciding vote.

ONIWG 2026 Proposed Constitutional Amendments – Comparison of major amendments

Provincial Council (Articles 7, 8)

<i>Current</i>	<i>Proposed</i>
ARTICLE 7. PROVINCIAL COUNCIL 1. The Provincial Council shall consist of: a) Officers of the Executive Council b) The President of each local organization, or his/her designate. c) One member from each associate group in accordance with Article 3(b) d) One member from the Ontario Federation of Labour in accordance with Article 3(b) e) Vice President chosen by a youth persons caucus and allocated to a youth delegate Organizations entitled to delegates under this section shall elect or appoint alternates who will have full rights in the absence of the regular delegate. Delegates elected pursuant to 1(a) (b) shall voice and vote at provincial council meetings. Delegates elected pursuant to 1(c) & (d) shall have voice but no vote. 2. a) The Provincial Council shall meet at least once a year. b) The Provincial Council shall meet at the request of the Executive Council or on the written request of twenty-five percent (25%) or more of its members. ARTICLE 8. SELECTION OF CANDIDATES 1) All local organizations must elect or appoint their own delegate for office on the Provincial Council. 2) Every person offering himself/herself for nomination shall be a member of the organization as define in Article 3.	[delete]