



CONSTITUTION OF ONTARIO NETWORK OF INJURED WORKERS GROUPS

ADOPTED SEPTEMBER 29, 1991.

AMENDED OCT. 1997

AMENDED OCTOBER 1, 2000

AMENDED NOVEMBER 24, 2010

AMENDED OCTOBER 2, 2026

ARTICLE 1. NAME

The name of the organization shall be the:

ONTARIO NETWORK OF INJURED WORKERS GROUPS, also known as ONIWG

ARTICLE 2. PRINCIPLES

(1) The Ontario Network of Injured Workers Groups shall be dedicated to helping ~~the~~ injured and ~~disabled- ill workers~~ and their families, past, present and future, obtain their rights to ~~j~~Justice, ~~d~~Dignity, ~~e~~Equality, ~~h~~Health and safety, and ~~s~~Security. The ~~N~~etwork 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 ~~disabled-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.



ARTICLE 3. MEMBERSHIP

a(1) 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~~

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.

b(2) APPLICATION FOR MEMBERSHIP

(a) Membership shall be open to all ~~local~~ injured workers' groups, ~~probationary~~ and ~~associated member groups~~, 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.

(b) (i) ~~An local~~ 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 ~~local~~ injured workers' group or Special Interest Group. Rejected applications are subject to appeal at the ~~annual~~ next Provincial Conference;

(iii) Upon accepting a new member, the Executive Council shall assign the new group to an appropriate Regional Representative.

(3) The ~~Executive Council~~ may reject the application for membership of any ~~injured workers' group~~ for any of the following reasons:



~~(a1) There is no evidence that the~~ applicant has not undertaken to abide by the a constitution and principles of the Ontario Network of Injured Workers Groups;

~~(b2) The group applicant~~ 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;~~

~~(c4) 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.~~

(4e) ASSOCIATE MEMBERSHIPS

~~i(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.

~~(bii)~~ The process for application for associate membership shall be the same as the process outlined in Article 3(~~b2~~)(~~bii~~).

ARTICLE 4. LOCAL ORGANIZATIONS MEMBER GROUPS

~~(1a) The purpose of the local member injured workers' groups shall be to provide support to its membership, and to organize for and educational purposes on a continuing basis and to provide services as required in their particular district to advance the interests of its members.~~

~~(2b) The member groups must be NO FEE FOR SERVICE group where 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 a group organization 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~~

~~(3e) Notwithstanding a~~ Article 4(~~2b~~) 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.

(4d) Local 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.

ARTICLE 5 PROVINCIAL CONFERENCE

(1) The Provincial Conference shall take place once a year at a place and time to be decided by the Executive Council.

(2) The Provincial Conference delegates shall constitute the governing body of ~~the Provincial Organization~~ ONIWG and shall have final authority in all matters of ~~P~~principle, ~~p~~olicies, ~~c~~Constitution and program by majority vote.

(3) At least 60 days' notice of ~~the~~ date and place of ~~the~~ conference shall be given to each ~~Provincial local organization~~ member Injured Workers' Group, ~~A~~associated ~~organization Member, or and~~ any other appropriate group.

(4) ~~The Provincial Organization~~ ONIWG shall adopt such rules and regulations as necessary for the conduct of its —business; ~~i~~n all matters not governed by these rules and regulations, Robert's Rules of Order shall govern.

(5) ~~Probationary members and a~~ associate ~~m~~Members shall have voice but— no vote at the ~~P~~rovincial ~~e~~Conference.

(6) The basis of representation for the seating of delegates at the Provincial Conferences shall be:



(a) All members of the Executive Council

(b) Each ~~Local member~~ Injured Workers' Group shall be entitled to two (2) voting delegates and alternates, plus a youth delegate aged 30 or younger. Such delegates and alternates shall be elected at a general membership meeting of the ~~local organization member group~~ as outlined in their ~~local constitution and group's~~ by-laws. Plus a youth delegate aged 30 or younger

(7) Resolutions may be submitted by ~~Local member~~ Injured ~~w~~Workers' ~~g~~Groups ~~for consideration at the Provincial Conference or Special Interest Injured Workers Groups~~. The deadline and procedure for submitting such resolutions shall be determined by the Executive Council before each conference.

(8) At each Provincial Conference two-thirds (2/3) of the registered voting delegates shall constitute a quorum.

ARTICLE 6. PROVINCIAL EXECUTIVE OFFICERS

(1a) The officers of the Executive Council shall be elected at the Provincial Conference and shall consist of:

President/Chair~~person~~

~~Executive Vice-President~~

Secretary

Treasurer

Communications Officer

~~10 Vice-Presidents~~ 5 Regional Representatives: Northern, Central, Eastern, Southwestern, Greater Toronto Area

~~Vice President chosen by a youth persons caucus and allocated to a y~~ outh Representative delegate

~~i) An Executive Vice-President shall be selected by the Executive Council from among the 10 Vice-presidents.~~

(2b) The position of the Provincial Representatives on the Canadian Injured Workers Alliance (CIWA) and the position of the Injured Workers Representative on the Workers' Compensation Board, Board of Directors (WCB-BOD) shall be ex-officio members of the Executive Council, if they exist.

(3) The Executive Council may decide to create additional Regional Representative positions if needed, for election at the next Provincial Conference.



(4e) The Executive Council shall be empowered to carry on the business of the Ontario Network of Injured Workers' Groups. At each meeting of the Executive Council, fifty percent (50%) + 1 of the voting members of the Executive Council shall constitute a quorum.

(5d) The President/~~Chairperson~~ may receive a salary. The salary shall be subject to funding and shall be at the sole discretion of the Executive Council. The President/~~Chairperson~~ shall have the following duties:

(ai) ~~Shall e~~Chair and co-ordinate all Executive Council meetings:

(bii) ~~The chair shall b~~e an ex-officio member of all committees;

(ciii) Ensure all goals and objectives are formulated and accomplished in the proper manner;

(div) Ensure proper review of all goals and objectives that are, or are not, attainable;

(ev) Ensure where goals and objectives are unrealistic, irresponsible or unattainable, that the proper checks and balances are in place to redirect and establish reasonable and responsible goals and objectives, in order that the ~~n~~Network continues to go forward;

(fvi) Ensure an honest, open relationship with all executive officers and all ~~i~~injured ~~w~~Workers' ~~g~~Groups across the Province of Ontario, to keep the ~~n~~Network moving forward;

(qvii) Along with the rest of the Executive Council, t~~t~~o provide information and support to all ~~i~~injured ~~w~~Workers' ~~G~~Groups across Ontario and ensure appropriate follow-up;

(hviiii) Act as an official signing officer of Ontario Network of Injured Workers' ~~s~~S Groups; and

(iix) Along with the Treasurer, b~~B~~e accountable for the finances of the Ontario Network of Injured Workers' ~~s~~S Groups.

(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.

(7e) The Secretary shall have the following duties:



(a) ~~(i)a. shall~~ kKeep all books and records and files in proper order;
 (ii) ~~b. a~~ Along with the President, handle and approve all press releases;

(b) ~~(i)a. r~~ Record minutes of each meeting;
 (ii) ~~b. d~~ Distribute the minutes to members of the ~~Provincial~~ Executive Councils within two weeks;

(c) ~~(iii) p~~ Prepare all agendas for Executive Council meetings in conjunction with the President;

(d) ~~(iv) b~~ Be a strong voice in support of the Ontario ~~n~~ Network of Injured Workers Groups; and

(e) ~~(v) d~~ Draft reports of the ~~provincial-e~~ Executive Council meetings and provide copies to each injured Workers' gGroup in Ontario.

(8f) The Treasurer shall have the following duties:

(a) ~~shall~~ Along with the President, be accountable for the finances of the Ontario Network of Injured Workers Groups;

(b) ~~shall~~ kKeep all books and journals in proper order;

(c) ~~e~~ Ensure proper financial accountability for trustee audits;

(d) ~~a~~ Act as an official signing officer of Ontario Network of Injured Workers Groups;

(e) ~~p~~ Provide a written financial report at each Executive Council meeting; and ensure that membership is up to date and upon receipt of membership fee (if applicable) that card is forwarded.

(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.

(10g) The ~~Vice-President~~ Regional Representatives shall have the following duties:

(a) ~~b~~ Be a strong voice in support of the Ontario Network of Injured Workers Groups;

(b) ~~v~~ Voice concerns of ~~local-member~~ injured Workers' gGroups that they represent;

(c) ~~r~~ Report all major activities to ~~local-member~~ injured wWorkers' gGroups that they represent;

(d) ~~e~~ Ensure completion of tasks allocated by the ~~Network of Injured Worker Group~~ Executive Council;

(e) ~~e~~ Ensure open relationships and communications with ~~local-member~~ Injured



Workers' Groups represented across Ontario; and
~~(fvi) that the Vice President be obligate to visit~~ Attend a meeting of each ~~local of their~~
assigned member groups on a regular basis at least once per year (in person or
virtual) and contact each ~~local of its~~ groups at least every ~~two-three~~ months.

~~(11h)~~ The Executive Council shall be the governing body of the Ontario ~~n~~ Network of Injured Workers' Groups between Provincial Conferences.

~~(12)~~ The Executive Council shall have full authority to adopt and issue statements in the name of the Ontario Network of Injured Workers' Groups in conformity with and based as far as possible on conference decisions.

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.

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~~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) ELIGIBILITY

(a) Only a person who has been involved with ONIWG or one of its member groups~~injured worker's who are members in good standing of a local Injured Workers' Group~~ may be nominated for office.

(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.~~

(b) For the positions of President and Vice-President, only injured workers or their immediate family members ~~Members of probationary groups or of associate members or members~~ who have been members of an Injured Workers' Group for ~~less than~~ at least one year may ~~not~~ 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(1a) of this constitution and shall be made in writing to the Executive Council.

(5) Election ~~for~~ of officers shall take place at the designated ~~annual~~ Provincial ~~e~~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 8.2 ELECTION OF VICE-PRESIDENTS REGIONAL REPRESENTATIVES

(1) This article applies to the election of the ~~Vice-President~~ Regional Representatives.



~~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 a person who has been involved with ONIWG or one of its member groups and lives injured worker's who are members in good standing of a local Injured Workers' Group in the region that the vice-president~~Regional Representative 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 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 Vice-PresidentRegional Representative and shall be make in writing to the Executive Council.

(5) Election ~~for of Vice President~~Regional Representatives shall take place at the designated ~~annual~~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 ~~Vice-President~~Regional Representative of that region.

(7) Election of ~~Vice-President~~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

(i) The person placing second on the final ballot for the election of the ~~vice-president~~Regional Representative pursuant to Article 8.2(7) shall be appointed Alternate ~~Vice-President~~Regional Representative.

(ii) If the ~~Vice-President~~Regional Representative is elected by acclamation, there shall be an election for alternate. if no-one stands for election for alternate the executive council shall appoint an alternate ~~Vice-President~~Regional Representative.



(iii) The alternate ~~Vice-President~~Regional Representative shall be appointed ~~Vice-President~~Regional Representative if the sitting ~~Vice-President~~Regional Representative is unable to fulfill his or her duties for any reason. In the absence of the ~~vice-president~~Regional Representative, the alternate ~~vice-president~~Regional Representative may also attend meetings of the ~~provincial and Executive~~ Councils with full voice and vote.

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.

ARTICLE 8.10. TERM OF OFFICE

(1). The term of office for all members of the Provincial Executive Officers~~Council~~ shall be three (3) years.

ARTICLE 9 DISCIPLINE

(1) The Executive Council shall have the right to expel, suspend, or discipline any member, organization, executive officer or Vice-President for any conduct contrary to this constitution or the principles of the Ontario Network of Injured Workers' Groups.



- (2) The removal of a member, organization, executive officer or Vice-president must take place at a special meeting of the Executive Council expressly called for the purpose of dealing with the removal of the member, organization, executive officer or Vice-President.
- (3) Notice of this special meeting shall be given to the member, organization-, executive officer or Vice-President facing removal, in writing, not less than seven days prior to the date of this meeting.
- (a) The content of the notice shall specify the reasons for the removal from office of the member, organization, executive officer or Vice-President.
- (4) At the special meeting, the member, organization, executive officer or Vice-President facing removal shall have an opportunity to bring forward whatever information or evidence to rebut any allegations that have been levelled against him or her. This member, organization, executive officer or Vice-President shall also have the right to make representation to the Executive Council on his or her behalf. The member, organization, executive officer or Vice-President facing removal from office also has the right to be represented at the special meeting; this representation shall be at the expense of the said member, organization, executive officer or Vice-President.
- (5) After all representations are made, the Executive Council may remove the member, organization, executive officer or Vice-President from office by a two-thirds majority of the Board members present at the meeting.
- (6) If the member, organization, executive officer or Vice-President fails to attend said meeting a decision shall be made in absentia.
- (7) Any member, organization, executive officer or Vice-President expelled, suspended or disciplined under terms of this article shall have the right to appeal the Provincial Conference.

~~ARTICLE 10. TERM OF OFFICE~~

- ~~1. The term of office for all members of the Provincial Executive Officers shall be three (3) years.~~

ARTICLE 104. CONSTITUTIONAL AMENDMENTS

- (1) This constitution~~a~~ may be amended by a two-thirds majority of the voting delegates present at a Provincial Conference.
- (2) Notice of the proposed amendment to this constitution shall be given to the general



membership in writing, not less than two months prior to the date of the Provincial Conference.

(3) A proposed amendment to this By-Law may only be brought to the Provincial Conference with the approval of the Executive Council.

(4) The approval of the Executive Council may be obtained at a regular scheduled meeting of the Executive Council. This approval for a proposed amendment to the By-Law may be by a simple majority.

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)~~

ARTICLE 113.

WINDING UP OF THE NETWORK

(1) In case of dissolution of the Ontario Network of Injured Workers' Groups, the executive council will be empowered to disburse all assets of the network.