

Summary of ONIWG Constitutional Amendments Proposed in 2026

I. Equality, Respect, and Non-Discrimination (Article 2)

Add a commitment to equality, respect, and non-discrimination to ONIWG's Principles.

II. Membership Provisions (Articles 3, 4, 12):

- a. Call all member groups "Injured Workers' Groups", whether they are formed based on location, injury, industry, or another basis.
- b. Remove probationary period for new groups.
- c. Clarify that new groups must be assigned to an appropriate region, which will allow ONIWG to balance out regions and also consider how to assign a group that doesn't have an obvious region, for example an online group.
- d. Remove provision which specifies that a group application can be rejected because there is another group in the same area, and allows existing member groups to object to an application of another member group on that basis. However, the ONIWG Executive still has the power to reject a membership application for "any reason the Executive Council considers fair and just" (so the executive could still consider this – and a group could still raise that concern with the executive if it was seen as a problem – it's just not specified in the constitution). It is worth remembering that injured workers can be members of more than one group in their area, so it's not like union raiding where membership is exclusive.
- e. Update wording of the rules governing member groups, including what their constitution needs to include (remove and incorporate Article 12, which required signed constitutions and by-laws apart from other membership provisions) into article 4). Add an expectation that member groups maintain regular contact and lines of communication with ONIWG.

III. Composition of ONIWG's Executive Council (Article 6)

- a. Amend 10 Vice-Presidents to 5 "Regional Representatives": Northern, Central, Eastern, Southwestern, Greater Toronto Area, but with the ability of add more Regional Representative positions in future if needed.
- b. Amend "Executive Vice-Present" (which is currently a leader of the regional VPs and elected only by them) to be a regular traditional Vice-President, whose role is to support the President, step in for the President when needed, and coordinate/support the Regional Reps.
- c. Add a new Executive Council position of "Communications Officer", with the role of managing ONIWG's communications (e.g. mailing list, website, e-mail address, and produce posters/flyers).
- d. Minor updates to role descriptions.

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IV. Election of Executive Officers (Article 8.1, 8.2, 8.3)

- a. The proposed changes maintain the requirement of having to be a member of a group for at least a year for the President and Vice-President (if passed), but allow anyone who has been involved with ONIWG or a member group to run for the rest of the Executive Council positions.
- b. Instead of all candidates needing to be an injured worker or their spouse, the proposed changes require the President and Vice-President to be an injured worker or their immediate family member (others need to have been involved in a group, as above). An added provision requires that the majority of the Executive Council be injured workers or immediate family members.
- c. The current rules require that the President, Secretary and Treasurer must be nominated in writing 14 days in advance of the elections. The proposal adds this requirement for the rest of the Executive Council positions (other than Youth Representative), but adds a provision allowing nominations at the AGM if no nominations were received by the deadline.
- d. Added a new section to clarify the election of the Youth Representative to Executive Council. Since there are often no or few youth delegates, the proposal adds a provision that if there are less than 3 Youth Delegates at the Provincial Conference, the Youth Representative is elected by all voting delegates at the conference.

V. Removal of Provincial Council (Articles 7 & 8)

In addition to the Executive Council (i.e. our monthly Board meetings) and the annual Provincial Conference (i.e. AGM with delegates from all local groups), the Constitution has a “Provincial Council”, which consists of the ONIWG Executive Committee, the President and additional representative of each local group, and a representative from the OFL. This Provincial Council is apparently supposed to meet at least once a year, but it doesn’t say to do what/vote on what.

It is not clear what purpose the Provincial Council serves which isn’t accomplished by the Executive Council and annual Provincial Council meetings with delegates from each group.

The proposal is to remove this Article/Council from the Constitution. If ONIWG wishes (and is able) to organize such annual meetings in addition to the monthly Board Meetings and Annual Provincial Conference, it can do so without it being a requirement or outlined in the Constitution (with or without making a policy).

VI. Housekeeping

- a. Make terms consistent throughout
- b. Correct typos, capitalization, etc.

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- c. Update the numbers of the articles to make them consistent and sequential (including based on amendments).
- d. Changing language to be consistent and clear (e.g. member “Injured Workers’ Groups” or “Regional Representatives”) with any amendments that are passed.
- e. Occasional grammatical changes to clarify sections (without changing content)