

**First Report  
of the  
UNIFOR  
PUBLIC REVIEW BOARD  
2013 - 2015**

**To the 1<sup>st</sup> Constitutional Convention**



# First Report of the Public Review Board

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Forward – Jerry Diaz, President, Unifor

Sukanya Pillay, Chairperson, Public Review Board

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Our union brings a modern approach to unionism: adopting new tools, involving and engaging our members, and always looking for new ways to develop the role and approach of our union to meet the demands of the 21st century. After three years, our union has accomplished so much to be proud of, far more than we could have imagined. While new structures were developed to bring two unions together, we have also maintained parts of our history.

One cornerstone that has continued is the Public Review Board. Under the leadership of the then United Auto Worker's long-time president Walter Reuther, a Public Review Board was established to allow members to appeal certain internal decisions of the union. To maintain our commitment to be an inclusive, accessible, democratic union that is responsive, accountable and transparent to our membership, we invited outside Canadian citizens who have no connection with our union to serve as board members. These board members address appeals made by members and conduct an internal review. Enclosed is the Report of the Public Review Board.

I want to thank Sukanya Pillay, Chairperson, and the other board members, for all their energy, hard work and commitment to this internal process. Our union is stronger for it.

In solidarity,

Jerry Dias  
National President  
August 2016

Jerry Diaz  
National President  
Unifor  
205 Placer Court  
Toronto, ON  
M2H 3H9

Dear President Diaz:

As you know in May of 2015, we lost our treasured friend and colleague, A. Alan Borovoy. Alan served as the Chair of the CAW Public Review Board for 30 years and was always a passionate supporter of the labour movement. I am saddened by the reason but honoured to have succeeded Alan as Chair of the Public Review Board. I hope to be able to carry on the important work of the PRB for years to come. I am pleased to present to the National Union and its membership the First Report of the Unifor Public Review Board. In addition to short biographies of the Board members and some introductory remarks about the operations of the Board itself, the Report includes a summary of the one appeal decided between August 31, 2013 and December 31, 2015.

I know that I speak for a unanimous Board when I assure you of our commitment to the institution of the Public Review Board as a noble experiment in union democracy. I look forward to seeing you and the delegates in Ottawa.

Sincerely,

Sukanya Pillay  
Chairperson

## INTRODUCTION

This report is submitted to the membership pursuant to Article 18 of the Unifor Constitution. The Public Review Board (PRB) is required to prepare and submit such a report of its activities, and includes a summary of appeals that it has considered for members' reference.

The predecessor to the PRB was created in September of 1985 by the delegates to the Founding Convention of the CAW/TCA that was held in Toronto, Ontario. The current PRB was established on August 31, 2013 by delegates at Unifor’s founding convention that was also held in Toronto, Ontario. The PRB was established “to ensure fairness and democratic practice for all union members and to safeguard the moral and ethical standards set out in the Constitution and the Code of Ethics” (Article 18, Section 1 of the Constitution).

The PRB is modelled after the CAW's Public Review Board which was in turn modeled after the UAW's Public Review Board which was created in 1957 on the urging of UAW President Walter Reuther. The creation of an independent body to monitor the UAW's and CAW's internal practices were bold and innovative ideas in their day, and the concept continued to be relatively unique amongst unions when the delegates to Unifor's Founding Convention included the autonomous board in its Constitution.

## MEMBERS AND STAFF

The PRB consists of five members, including the Chairperson.

As of August of 2016, Chairperson: Sukanya Pillay; Members: H       David, Pradeep Kumar, Marvin Schiff, and Lois M. Wilson. The following is a brief description of the experience each of the members brings to the Board:

**Sukanya Pillay, Chairperson:** Executive Director and General Counsel of the Canadian Civil Liberties Association and Education Trust. Formerly Director of the National Security Program at CCLA. Formerly Professor at University of Windsor Faculty of Law. Formerly Legal Counsel for Hutchison Whampoa Telecommunications and Director of the Law and Human Rights Programme for the International Television Trust for the Environment.

Hélène David: Invited Researcher, Sociology Department, Université de Montréal; Researcher and Consultant on Aging and Work. Formerly: Researcher at the Institut de recherche appliquée sur le travail in Montréal; Director, Groupe de recherche sur les aspects sociaux de la santé et de la prévention, Université de Montréal.

Pradeep Kumar: Professor Emeritus, School of Policy Studies, Queen's University; Formerly: Director of the MIR program and acting Director School Of Industrial Relations and Industrial Relations Centre; Has taught graduate and undergraduate courses and

conducted research on North American unions, collective bargaining, labour relations , labour market analysis and policy, globalization, and the automobile industry; Published several books and articles on a variety of issues relating to labour relations and human resource management; Current research focused on union revitalization approaches and strategies; Member of a number of research networks including CRIMT, located at the University of Montreal.

Marvin Schiff: Freelance Writer, Editor, Researcher, and Artist. Formerly: Journalist, Globe & Mail; Freelance Contributor, Middle East and Africa, for the Globe and Mail and the Canadian Broadcasting Corporation; Founding Director, Nova Scotia Human Rights Commission; Associate Professor, School of Journalism, Carleton University; Consultant on Race Relations and Diversity Management; Board member, Canadian Civil Liberties Association.

Lois M. Wilson: Formerly: President, World Federalist Movement (International); Canada's Special Envoy to the Sudan; Chair, Canada-DPR Korea Association; Board Member, Canadian Civil Liberties Association. Independent Senator, the Senate of Canada; President, World Council of Churches; Moderator of the United Church of Canada; Chancellor, Lakehead University; Chair of Rights and Democracy.

The staff of the PRB includes Rayna Zwibel (Registrar), Ron Franklin (Executive Secretary).

## **OPERATION**

In a number of situations, the PRB is the final body to hear a request on the part of a member to review an action taken or decision made by a deciding authority under the Constitution that the member believes was not given fair and reasonable consideration or lacked a rational basis, and results in injury to him or her. Similarly, the PRB is the final body to hear a request on the part of a member, group of members, local union, or other subordinate body to review a decision made by the National Executive Board regarding one or more charges related to a violation of the procedures and responsibilities established by the Constitution or Code of Ethics.

### **(a) Claims Arising Under the Constitution**

In general, the internal remedy provisions of the Constitution can encompass a wide variety of claims which arise as a result of the day-to-day operation of the Union. Union members or subordinate bodies have a wide right to request that actions, decisions, failures or refusals to act on the part of the National Union, the National Executive Board (NEB), any administrative arm of the National Union, a Local Union, or any of its units, committees, officers, committeepersons or stewards, or any other subordinate body of the National Union be reviewed. The normal route to do so, except where the Constitution makes specific provision otherwise, is first to the Local Union or accountable body, second to the National Executive Board, unless the appeal begins there, and third to the PRB.

Reference should be made to Article 18 of the Constitution for detailed information regarding requests for reviews. In addition, reference may be made to the Public Review Board's Rules of Procedure as included as Appendix A to this Report.

(b) Claims Arising Under the Code of Ethics

The Code of Ethics were adopted by the Founding Convention of Unifor in Toronto, Ontario, August 31, 2013. The Code of Ethics is set out in Article 4 of the Constitution, and reference should be made to Articles 4 and 18 when consideration is being given to filing a complaint and/or requesting that a decision or action involving a charge be reviewed.

(c) Procedural Advice

Members may contact the staff of the PRB for information regarding procedures available for relief under the Constitution in general or the Code of Ethics in particular. The staff will not provide advice, however, with respect to the substance or merits of a member's claim.

## **STATISTICS**

Between August 31, 2013 and December 31, 2015, the Public Review Board decided one (1) request for review. There are currently no requests for review pending.

## **REQUEST FOR REVIEWS CONSIDERED - 2013-2015**

The following is a summary of each of the requests for review considered by the Public Review Board from August 31, 2013 to December 31, 2015. (Please note that, for the purposes of this summary only, the names of parties to these appeals have been deleted. In their place we have substituted pseudonyms, such as "Ms. A" and "Local X".) Please also note that, while such summaries provide a good impression of the nature of a case, any member consulting such materials in preparation for an actual request for review would be wise to review the full text version. (The full text of these decisions is available upon request without charge. Further, any member of the National Union or any of its local Unions may request to be placed on the mailing list which will ensure receipt of all published decisions and Reports of the PRB.)

### **Case No. 01/2015**

#### **Member, Unifor Local X v. Unifor Committee on Constitutional Matters**

#### **Overview:**

Ms. A and Ms. B were candidates in an election for the presidency of an amalgamated local. Ms. B won by 112 votes. Ms. A initially requested that the Local Elections Committee (LEC) overturn the election and order a new one. When that request

proved unsuccessful, she requested that Unifor's Committee on Constitutional Matters (CCM) do the same. When the CCM upheld the election, she requested that the PRB review the CCM's decision. The PRB found that Ms. A had failed to demonstrate that the CCM's decision was unreasonable and upheld the election result.

### **Arguments:**

Ms. A submitted that the CCM's decision was unreasonable. She argued that the election had been compromised by, among other things: inappropriate, unfair and unethical election campaigning, untimely provision of voter information, inconsistent voter information, preferential positioning of candidates' names on ballots, inadequate voting opportunities, spoiled and missing ballots, inadequate security, and interference during vote tabulation. She argued, among other things, that the CCM failed to interview members with relevant information, failed to identify members that it had interviewed, and concluded that poor voter turnout was due to voter apathy without supporting evidence. She submitted that the CCM's inquiry was incomplete and contradictory, ignored or "explained away" pertinent evidence, disregarded constitutional and other election requirements, and took much too long (six months).

The CCM, for its part, denied each of Ms. A's allegations and remained steadfast to its position that, although Ms. A disagreed with the result, its ultimate decision to uphold the election was reasonable.

### **Decision:**

The PRB emphasized that the issue before it was not whether or not it agreed with the CCM but rather whether or not the CCM's decision was unreasonable. It explained that it was unlikely to overturn the election and order a new one unless Ms. A tendered evidence capable of persuading it (i.e., on a balance of probabilities) that there was serious fraud, election practices were so loose that they easily could have facilitated or concealed fraud, or election practices were so loose that they could have led to inadvertent mistakes of such magnitude that they could have affected the outcome.

The PRB pointed to shortcomings in the evidence that Ms. A tendered and concerns that it had about the CCM's analysis in some areas but ultimately concluded that Ms. A had not met her burden of persuading the PRB that the CCM's decision not to overturn the election was unreasonable.



**APPENDIX A**  
**RULES OF PROCEDURE**

# **RULES OF PROCEDURE OF THE UNIFOR PUBLIC REVIEW BOARD**

Made pursuant to Article 18 of Unifor's *Constitution*

## **PREAMBLE**

Effective: May 23, 2014

Last revision: August 21, 2014

The following Rules of Procedure (*Rules*) are promulgated by the Unifor Public Review Board (PRB) pursuant to the authority contained in Article 18 of Unifor's *Constitution*.

The purpose of these *Rules* is to make the services of the PRB available to those within its jurisdiction in a fashion which is orderly, as prompt as justice will permit, and fair to all. Please forward any questions concerning these Rules to the PRB by letter, telephone, fax, email or in person care of the Registrar at:

Rayna Zwibel, Registrar  
Unifor Public Review Board  
Suite 210, 215 Spadina Ave  
Toronto, Ontario M5T 2C7  
Telephone: 416-861-1291  
Fax: 416-861-1291  
E-mail: registrar@uniforprb.ca

## **RULE 1**

## **GENERAL**

### **a) Application and Interpretation**

1. These *Rules* apply to all proceedings before the PRB. They shall be liberally and purposively interpreted and applied:
  - a) to promote the fair and expeditious resolution of requests for reviews of decisions made or actions taken by lower bodies;
  - b) to allow participants to participate effectively in the review process, whether or not they have a representative; and
  - c) in a manner consistent with the principles enshrined in Unifor's *Constitution*.

### **b) Powers**

2. The PRB may exercise any of the powers conferred upon it – implicitly or explicitly – by Unifor's *Constitution* at the request of any participant or on its own initiative.
3. Subject to any restrictions imposed by Unifor's *Constitution*, the PRB may make such orders or give such directions as it considers appropriate to prevent the abuse of its processes and may vary or waive the application of any rule, at the request of any participant or on its own initiative.

**c) Accommodation**

4. Any participant, representative, witness, or support person is entitled to be accommodated as required by the *Human Rights Code*, R.S.O. 1990, c.H.19 and should notify the PRB as soon as possible if such accommodation is desired.

**d) Courtesy, Respect and Representatives**

5. All persons participating in proceedings before and/or communicating with the PRB must do so in a manner that is courteous and respectful of the PRB and other participants in the proceeding.
6. Participants, at their own expense, may be self-represented or represented by a lawyer, paralegal, or another person of their choice.
7. Representatives:
  - a) must provide contact information to the PRB and be available to be contacted promptly;
  - b) are responsible for conveying communications and directions between the participants and the PRB to their respective clients in a timely manner;  
and
  - c) should be familiar with these *Rules* and communicate the PRB's expectations to their respective clients.
8. Where a representative begins or ceases to act for a client, the representative must immediately advise the PRB and the other participants in writing, and

provide up-to-date contact information for the participant and any new representative.

9. The PRB may disqualify a representative from appearing before it where the representative is not adequately respectful towards the PRB and other participants or where their continued appearance would abuse the process.

#### **e) Calculation of Time**

10. Where an Order of the PRB or a rule refers to a number of days, the reference is to calendar days.
11. Where an action is to be done within a specified number of days, the days are counted by excluding the first day and including the last day.
12. When the time for doing an act expires on a holiday (i.e., Saturday, Sunday or on a statutory holiday), the act may be done on the next day that is not a holiday.

### **RULE 2 DESIGNATION OF DECISION MAKING PANELS**

13. The Chair of the PRB shall designate a panel to consider each request for a review of a decision or action and a PRB member to chair that panel. The panel shall be comprised of three or five PRB members.

### **RULE 3 COMMUNICATION BETWEEN THE PARTICIPANTS AND PRB**

#### **a) General**

14. A participant must notify the PRB and all participants in writing of any change or error in their contact information as soon as possible.
15. When a participant has a representative, documents must be sent to the participant care of that representative.
16. Where the PRB is unable to contact a participant in a review proceeding at the location the participant provided, the PRB may decide any relevant issues without further notice to that participant.
17. Participants may communicate with and provide written materials to the PRB and participate in oral hearings before the PRB in either English or French.
18. Participants may, at their own expense, participate in an oral hearing before the PRB in American Sign Language (ASL), Quebec Sign Language (QSL) or in a language other than French or English as long as they are able to provide a court-certified interpreter.

#### **b) Communications in Writing**

19. Any communication from a participant to the PRB with respect to a proceeding that has already begun must be in writing, must be copied to all of the other participants, must be filed with the PRB care of the Registrar, and must include written confirmation of how, when, and to whom the communication was delivered.

20. A Statement of Delivery Form is a form that participants may use to provide written confirmation of when a copy of a communication (e.g., a document) that they intend to file with the PRB has been sent, to whom it was sent, and by what means. A copy of a Statement of Delivery can be found in Appendix A to these Rules and on the PRB's website. Alternatively, participants may provide such written confirmation in a manner of their choosing so long as they do so in writing and include confirmation within (or along with) the communication.
21. A proceeding with respect to a request for a review of a decision or action begins once Unifor has forwarded a copy of the full record of the matter under review, and confirmation of delivery, to the PRB care of the Registrar.
22. Where it appears that the interests of other individuals can be affected, Unifor shall forward copies of any such communications it sends to or receives from the PRB or another participant to the affected individuals so that they may be aware of, and, if they wish, participate in, the proceedings.
23. Individuals who believe that they may be affected by a review proceeding may apply to the PRB for the purposes of becoming participants.
24. Any communication from the PRB to a participant with respect to a proceeding that has already begun must be in writing and must be copied to all of the other participants.

**c) Method of Delivery**

25. A document may be sent by a participant to another participant:

- a) by fax;
- b) by email;
- c) by delivery in person;
- d) by courier
- e) by process server;
- f) by mail; or
- g) as otherwise directed by the PRB.

26. A document may be sent by the PRB to all participants:

- a) by fax;
- b) by email;
- c) by delivery in person;
- d) by courier
- e) by process server;
- f) by mail; or
- g) as otherwise directed by the PRB.



27. A document may be sent to the PRB by sending it to the Registrar – together with confirmation of when, how, and to whom it was sent – using any of the methods of delivery set out in paragraph 25.

28. Where a document is sent, receipt is deemed to have occurred when it is sent:

- a) by fax, when the person sending the document receives a fax confirmation receipt, but if the fax confirmation receipt indicates a delivery time after 5 p.m., delivery will be deemed to have occurred the next day;
- b) by e-mail, on the day sent or if sent after 5 p.m., delivery will be deemed to have occurred the next day;
- c) by hand, when given to the participant or when left with a person at the participant's last known address;
- d) by courier, on the second day after it was given to the courier;
- e) by process server, on the day served or if served after 5 p.m., delivery will be deemed to have occurred the next day;
- f) by mail, on the fifth day after the postmark date; or
- g) as otherwise directed by the PRB.

29. In the event of a dispute as to if or when a document was received, the participant who sent the document bears the onus of proving when the document was received.

30. Where a participant fails to send documents to another participant as required by these *Rules*, the PRB may refuse to consider the documents or may take any other action it considers appropriate.

#### **RULE 4 PRE-HEARING SUBMISSIONS**

##### **a) General**

31. All participants must adhere to the requirements set out in Rule 3 when communicating with each other and/or the PRB.

32. For the purposes of these *Rules*, the act of filing a document refers to a participant sending the document to the PRB and the PRB receiving it together with confirmation of when, how, and to whom the document was sent.

33. Time limits may be extended upon a written request being filed by one or more of the participants prior to the deadline for filing a document.

##### **b) Notice of Pending Review**

34. After the Committee on Constitutional Matters (“Committee”) or National Executive Board (“NEB”) forwards a copy of the full record of the matter to the PRB, the PRB shall provide a Notification of Pending Review to the member seeking redress.

##### **c) Statement of Reasons**

35. Unless the PRB directs otherwise, a member must file a Statement of Reasons with the PRB within 15 days of receiving the Notification of Pending Review.

36. The failure of a member to file a Statement of Reasons in accordance with these *Rules* may provide grounds for the request for a review of a decision or action to be dismissed without a hearing, if, in the opinion of the PRB, the interests of justice so require.

37. In the event that a request for a review of a decision or action relates to a matter that does not involve a charge, the Statement of Reasons may include further submissions concerning the full record.

38. In the event that the request for a review of a decision or action relates to a matter involving a charge, the PRB shall not consider any new information or allegations which were not provided to the National Appeals Committee.

**d) Answer(s)**

39. After the National Union receives a copy of the member's Statement of Reasons, it shall file its Answer to the Statement of Reasons.

40. No Answer is required if a member chooses not to file a Statement of Reasons.

41. Each Answer must be responsive to each argument advanced in the member's Statement of Reasons; provided however, where objection is to be made to PRB's jurisdiction to review the decision or action, a Special Answer may be filed limited to a discussion of the jurisdictional issue; and provided further, upon the decision of the PRB to assume jurisdiction, or at its specific request in lieu of such a decision, an Answer responsive to all of the arguments raised in the Statement of Reasons shall be filed.

42. Unless the PRB directs otherwise, all Answers shall be filed with the PRB within 15 days after a participant or affected individual receives a member's Statement of Reasons.

43. Where an additional Answer may be required following the filing of a Special Answer, it shall be filed within 15 days after receipt of the PRB's request or at such other time that the PRB may direct.

44. If Unifor fails to file its Answer within the prescribed time limits, the PRB may render a decision in favour of the member, if, in the opinion of the PRB, the interests of justice so require.

**e) Reply(ies)**

45. After a member receives a copy of an Answer, such member may file a Reply to that Answer.

46. The restriction against relying on new facts and documents when filing a Statement of Reasons related to a charge applies equally to a Reply.

47. Unless the PRB directs otherwise, a Reply to an Answer shall be filed with the PRB within 15 days of a member receiving that Answer.

**f) Review Record**

48. The Review Record is comprised of the written communications between the participants and the PRB to date.

49. After receipt of a Reply or after the time to file a Reply has passed, the PRB may provide a copy of a Review Record to each participant.

50. Nothing in these *Rules*, however, prevents the PRB from dismissing a request for a review without preparing or distributing a Review Record.

51. Each participant who receives a Review Record shall notify the PRB of any deficiency in the Review Record in writing within 15 days after receipt or at such other time that the PRB may direct.

#### **g) Motions**

52. At any point after the review proceeding has begun, a participant may file a motion in writing seeking an Order from the PRB to require a specific action.

53. Other participants may, but shall not be required to, file a response within 15 days of receiving a motion or at such other time that the PRB may direct.

54. Motions shall be decided by the PRB without oral argument, unless otherwise indicated.

### **RULE 5 THE HEARING**

55. It is in the PRB's discretion, in light of the circumstances, to:

- a) decide a request for review of a decision or action on the basis of written submissions;

- b) decide a request for review of a decision or action by way of an oral hearing; or
- c) decide not to hear a request for review of a decision or action because of jurisdictional reasons.

56. Any participant may request an opportunity to have a review of a decision or action decided by any of the hearing methods set out in paragraph 55. Such a request should be made no later than 15 days after receipt of the Review Record.

57. The PRB may authorize the recording or transcription of its proceedings. Where a participant wants to record a proceeding, it should indicate its desire to do so no later than 10 days after receipt of the Review Record, and, at its own expense, must be prepared to use an officially recognized court reporter and provide the PRB and any other participants with an official transcript of the hearing.

58. Where a participant has been notified of a hearing and fails to attend, the PRB may:

- a) proceed in the participant's absence;
- b) determine that the participant is not entitled to further notice of the proceedings;

- c) determine that the participant is not entitled to present evidence or make submissions to the PRB;
- d) decide the Appeal based solely on the materials before it; and/or
- e) take any other action it considers appropriate.

59. A request for a review of a decision or action will not be finally disposed of without written reasons, regardless of whether or not a hearing is held.

## **RULE 6 SCHEDULING OF HEARINGS AND OTHER EVENTS**

60. The PRB may schedule hearing dates or other dates in a proceeding as the PRB considers appropriate, with or without consulting the participants.

61. The Chair of the PRB shall designate the time and place of hearing of any matter meriting an oral hearing.

62. Written notice of such time and place shall be sent to all of the participants at least 15 days in advance of the hearing, except where such notice is waived by the participants.

## **RULE 7 ADDITIONAL EVIDENCE AT HEARINGS**

63. Additional evidence refers to evidence that a participant wants to rely upon in addition to the evidence contained in the Review Record.

64. Additional evidence cannot be considered by the PRB in requests for reviews of decisions involving charges.

65. Additional evidence may be presented only in the following situations:

- a) On consent of all of the participants or where no participant objects to the admission of such evidence; OR
- b) Where a written request is filed with the PRB at least 15 days before the hearing and the chair of the decision making panel of the PRB is satisfied that there would be no substantial prejudice, there would be no undue delay to the proceedings and it is necessary for the PRB to consider such evidence to reach a just decision.

## **RULE 8 FINAL DECISIONS**

### **a) General**

66. For the purposes of these *Rules*, a final decision refers to the result or outcome of the PRB's resolution of any matter before it.

67. The PRB shall commit all final decisions to writing based on a majority vote of the panel of members designated to participate.

68. Decisions will be reached by way of a hearing or, at the discretion of the PRB, without a hearing where the interests of justice permit it.

69. The PRB's decision shall be sent to all participants. At the PRB's discretion, copies may be sent to various colleges and universities, libraries, news media, private publishing services, and individual subscribers to the decisions of the PRB.



**b) Final decision regarding a request for review not involving a charge**

70. In the case of a request to review a decision not involving a charge, the PRB shall render a written decision which may:

- a) Uphold the decision or action of the Committee or NEB; or
- b) If the decision is unreasonable, refer the matter back to a lower body with instructions, or substitute another decision which is appropriate in all of the circumstances.

**c) Final decision regarding a request for review involving a charge**

71. In the case of a Request to review the disposition of a charge, the PRB shall render a written decision which may:

- a) Uphold the decision of the NEB; or
- b) Overturn the decision if it is unreasonable, and substitute a decision that is appropriate in all of the circumstances including a direction that the matter be reheard by a lower body.

**APPENDIX B**  
**ANNUAL FINANCIAL INFORMATION**  
**2013 – 2015**

**UNIFOR PUBLIC REVIEW BOARD** **2013**  
**(FORMERLY THE CANADIAN AUTOWORKERS PUBLIC REVIEW BOARD)**  
**STATEMENT OF FINANCIAL POSITION**  
**At December 31** **2013** **2012**

**ASSETS**

**Current**

Cash – unrestricted	<b>\$54,538</b>	\$45,358
Prepaid expenses and sundry	<b>3,880</b>	-

	<b>58,418</b>	45,358
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<b>Equipment and leasehold improvements (Note 3)</b>	<b>3,952</b>	<b>3,973</b>
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	<b>\$62,370</b>	\$49,331
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**LIABILITIES**

**Current**

Accounts payable and accrued charges	<b>\$6,605</b>	\$6,146
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**NET ASSETS**

<b>Net assets invested in capital assets</b>	<b>3,952</b>	3,973
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<b>Unrestricted net assets</b>	<b>51,813</b>	<b>39,212</b>
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	<b>55,765</b>	43,185
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	<b>\$62,370</b>	\$49,331
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Note 3

**Equipment and leasehold improvements**

	<b>Cost</b>	<b>Accumulated Amortization</b>	<b>2013 Net Carrying Amount</b>	<b>2012 Net Carrying Amount</b>
Office equipment	\$5,484	\$4,163	<b>\$1,321</b>	\$1,651
Computer equipment	\$4,325	\$4,218	<b>\$ 107</b>	\$ 152
Leasehold improvements	\$2,657	\$ 133	<b>\$2,524</b>	\$2,170
	<b>\$12,466</b>	<b>\$8,514</b>	<b>\$3,952</b>	<b>\$3,973</b>

Amortization expense for the year amounted to \$750 (2012 - \$1,020).

**UNIFOR PUBLIC REVIEW BOARD**  
**(FORMERLY THE CANADIAN AUTOWORKERS PUBLIC REVIEW BOARD)**  
**STATEMENT OF CHANGES IN NET ASSETS**  
**Year ended December 31**

	Net assets invested in capital assets	Unrestricted net assets	<b>Total 2013</b>	Total 2012
Net assets, beginning of year	\$3,973	\$39,212	<b>\$43,185</b>	\$43,360
Excess (deficiency) of Revenues over expenses	(2,678)	15,258	<b>12,580</b>	(175)
Interfund transfers	2,657	(2,657)	-	-
Net assets, end of year	\$3,952	\$51,813	<b>\$55,765</b>	\$43,185

**UNIFOR PUBLIC REVIEW BOARD**  
**(FORMERLY THE CANADIAN AUTOWORKERS PUBLIC REVIEW BOARD)**  
**STATEMENT OF OPERATIONS**  
**Year ended December 31**

	<b>2013</b>	<b>2012</b>
<b>Revenue</b>		
Grant from the Unifor Union	\$100,000	\$100,000
<b>Expenses</b>		
Rent	36,304	28,704
Executive secretary fees	14,597	17,323
Meeting fees	10,550	25,650
Audit fees	6,611	9,249
Administrative and secretarial	5,396	4,819
Board member retainers	4,900	4,900
Printing	2,157	2,947
Loss on disposal of leasehold improvements	1,928	-
Office and miscellaneous	1,785	2,030
Telephone	1,435	2,215
Travel	514	799
Computer services	493	519
Amortization	750	1,020
	<b>87,420</b>	<b>100,175</b>
<b>Excess (deficiency) of revenue over expenses</b>	<b>\$12,580</b>	<b>\$ (175)</b>

**UNIFOR PUBLIC REVIEW BOARD** **2014**  
**(FORMERLY THE CANADIAN AUTOWORKERS PUBLIC REVIEW BOARD)**  
**STATEMENT OF FINANCIAL POSITION**  
**At December 31** **2014** **2013**

**ASSETS**

**Current**

Cash – unrestricted	<b>\$31,139</b>	\$54,538
Prepaid expenses and sundry	<b>3,880</b>	3,880

**35,019** 58,418

**Equipment and leasehold improvements (Note 3)** **3,389** 3,952

**\$38,408** \$62,370

**LIABILITIES**

**Current**

Accounts payable and accrued charges	<b>\$6,008</b>	\$6,605
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**NET ASSETS**

**Net assets invested in capital assets** **3,390** 3,952

**Unrestricted net assets** **29,010** 51,813

**32,400** 55,765

**\$38,408** \$62,370

*Note 3*

**Equipment and leasehold improvements**

	<b>Cost</b>	<b>Accumulated Amortization</b>	<b>2014 Net Carrying Amount</b>	<b>2013 Net Carrying Amount</b>
Office equipment	\$5,484	\$4,428	\$1,056	\$1,321
Computer equipment	\$4,325	\$4,250	\$ 75	\$ 107
Leasehold improvements	\$2,657	\$ 399	\$2,258	\$2,524
	<b>\$12,466</b>	<b>\$9,077</b>	<b>\$3,389</b>	<b>\$3,952</b>

Amortization expense for the year amounted to \$562 (2013 - \$750).

**UNIFOR PUBLIC REVIEW BOARD**  
**(FORMERLY THE CANADIAN AUTOWORKERS PUBLIC REVIEW BOARD)**  
**STATEMENT OF CHANGES IN NET ASSETS**  
**Year ended December 31**

	Net assets invested in capital assets	Unrestricted net assets	<b>Total 2014</b>	Total 2013
Net assets, beginning of year	\$3,952	\$51,813	<b>\$55,765</b>	\$43,185
Excess (deficiency) of Revenues over expenses	(562)	(22,803)	<b>(23,365)</b>	12,580
Net assets, end of year	\$3,390	\$29,010	<b>\$32,400</b>	\$55,765

**UNIFOR PUBLIC REVIEW BOARD**  
**(FORMERLY THE CANADIAN AUTOWORKERS PUBLIC REVIEW BOARD)**  
**STATEMENT OF OPERATIONS**  
**Year ended December 31**

	<b>2014</b>	<b>2013</b>
<b>Revenue</b>		
Grant from the Unifor Union	\$50,000	\$100,000
<b>Expenses</b>		
Rent	43,175	36,304
Executive secretary fees	8,766	14,597
Audit fees	6,611	6,611
Board member retainers	4,900	4,900
Meeting fees	4,851	10,550
Computer services	2,014	493
Telephone	1,109	1,435
Administrative and secretarial	1,043	5,396
Office and miscellaneous	334	1,785
Printing	-	2,157
Loss on disposal of leasehold improvements	-	1,928
Travel	-	514
Amortization	562	750
	<b>73,365</b>	<b>87,420</b>
<b>Excess (deficiency) of revenue over expenses</b>	<b>\$(23,365)</b>	<b>\$12,580</b>

UNIFOR PUBLIC REVIEW BOARD 2015  
(FORMERLY THE CANADIAN AUTOWORKERS PUBLIC REVIEW BOARD)  
STATEMENT OF FINANCIAL POSITION  
At December 31 2015 2014

**ASSETS**

**Current**

Cash – unrestricted	<b>\$45,405</b>	\$31,139
Prepaid expenses and sundry	<b>13,817</b>	3,880

	59,222	35,019
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<b>Equipment and leasehold improvements (Note 3)</b>	<b>2,141</b>	3,389
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	<b>\$61,363</b>	\$38,408
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**LIABILITIES**

**Current**

Accounts payable and accrued charges	<b>\$6,062</b>	\$6,008
Deferred rent	11,766	-

	17,828	6,008
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**NET ASSETS**

<b>Net assets invested in capital assets</b>	<b>2,141</b>	3,389
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<b>Unrestricted net assets</b>	<b>41,394</b>	29,011
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	43,535	32,400
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	<b>\$61,363</b>	\$38,408
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Note 3

**Equipment and leasehold improvements**

	Cost	Accumulated Amortization	<b>2015 Net Carrying Amount</b>	2014 Net Carrying Amount
Office equipment	\$5,484	\$4,639	<b>\$ 845</b>	\$1,056
Computer equipment	\$5,634	\$4,338	<b>\$ 1,296</b>	\$ 75
Leasehold improvements	-	-	-	\$2,258
	<b>\$11,118</b>	<b>\$8,977</b>	<b>\$2,141</b>	<b>\$3,389</b>

Amortization expense for the year amounted to \$2,558 (2014 - \$562).

**UNIFOR PUBLIC REVIEW BOARD**

**(FORMERLY THE CANADIAN AUTOWORKERS PUBLIC REVIEW BOARD)**

**STATEMENT OF CHANGES IN NET ASSETS**

**Year ended December 31**

	Net assets invested in capital assets	Unrestricted net assets	<b>Total 2015</b>	Total 2014
Net assets, beginning of year	\$3,389	\$29,011	<b>\$32,400</b>	\$55,765
Excess (deficiency) of Revenues over expenses	(2,558)	13,693	<b>11,135</b>	(23,365)
Interfund transfers	1,310	(1,310)	-	-
Net assets, end of year	<b>\$2,141</b>	<b>\$41,394</b>	<b>\$43,535</b>	<b>\$32,400</b>



**UNIFOR PUBLIC REVIEW BOARD  
(FORMERLY THE CANADIAN AUTOWORKERS PUBLIC REVIEW BOARD)  
STATEMENT OF OPERATIONS**

<b>Year ended December 31</b>	<b>2015</b>	<b>2014</b>
<b>Revenue</b>		
Grant from the Unifor Union	\$100,000	\$50,000
<b>Expenses</b>		
Rent	46,972	43,175
Meeting fees	11,423	4,851
Executive secretary fees	7,016	8,766
Audit fees	6,611	6,611
Board member retainers	4,200	4,900
Printing	2,985	-
Computer services	2,510	2,014
Administrative and secretarial	2,269	1,043
Telephone	1,037	1,109
Meeting room rental	706	-
Office and miscellaneous	578	334
Amortization	2,558	562
	88,865	73,365
<b>Excess (deficiency) of revenue over expenses</b>	<b>\$11,135</b>	<b>\$(23,365)</b>

**APPENDIX C**  
**INDEX OF APPEALS**  
**2013 - 2015**

**INDEX OF APPEALS CONSIDERED  
2013 – 2015**

**Case Name and Number**

Case No. 01/2015

Member, Local X v. Unifor Committee on Constitutional Matters