(Worker – Share Capital Model)

(Updated August 2017)

(Name of Cooperative) LTD.

### BY-LAWS

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I \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ of \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ in the Province of Manitoba, Secretary of \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ certify that these are the by-laws of the Cooperative as approved by the members on \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.

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Date **Secretary**

**BY-LAWS**

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 **Section One**

 **DEFINITIONS**

**Definitions**

**1.01** The following definitions apply in these by-laws:

**"Act"** means *The Cooperatives Act*, C.C.S.M. c. C223.

**"articles"** are the articles of the Cooperative and has the same meaning as in the Act**;**

**"board"** means the board of directors of the Cooperative;

**"by-laws"** means the by-laws of the Cooperative and all amendments in force and effect;

**"Cooperative"** means \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Ltd.;

**“entity”** means a body corporate, a trust, a partnership, a fund or an unincorporated organization;

**"meeting of members"** means an annual meeting of members or a special meeting of members;

**“member”** means a person with a membership interest in the Cooperative who has complied with by-law 6.01 and the articles;

**“ordinary resolution”** has the same meaning as in the Act, but for clarity means a majority vote of persons present at a meeting who are entitled to vote;

**“patronage loan”** means a patronage return given in the form of a loan by a member to the Cooperative;

**"patronage return"** means an amount that is allocated by the Cooperative to its members based on the business done with the Cooperative;

**“person”** means an individual or an entity, and includes a legal representative;

**"recorded address"** means, in the case of a member, the address (postal or electronic) of the member as recorded in the members' register; and in the case of a director, officer, auditor or member of a committee of the board, the latest address (postal or electronic) of such persons as recorded in the records of the Cooperative;

**“special resolution”** has the same meaning as in the Act, but for clarity means at least a 2/3rds vote of persons present at a meeting who are entitled to vote;

**“surplus”** means, for any financial year of the Cooperative, the amount that remains after deducting from revenue all operating expenses (see section 1 of the Act for the technical definition).

**“worker”** means an individual who works in the operation of the Cooperative, whether for remuneration or as a volunteer.

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 **Section Two**

 **GENERAL**

**Financial Year**

**2.01** The Cooperative’s financial year end is December 31.

**Signing Authority & Policies of the Board**

**2.02** The president, vice-president, secretary and treasurer of the Cooperative have signing authority. The board may by ordinary resolution designate another person(s) as having signing authority or the right to vote on behalf of the Cooperative. The board must record any resolution under this section in the board’s minutes. The board may adopt policies related to purchasing, borrowing, confidentiality, and execution of instruments that must be complied with at all times.

**Information Available to Members**

**2.03** Subject to section 29 of the Act:

(a) Members are entitled to view or copy information or documents respecting the Cooperative's business unless, in the opinion of the board, such information should be kept confidential.

(b) The board may decide whether it will disclose or make available to inspection an account, record or document of the Cooperative. The board may decide the extent of the disclosure and the time, place, conditions or rules of disclosure.

**Amendments to By-laws**

**2.04** The by-laws may be amended by the directors. The amendment must then be ratified by ordinary resolution at the next meeting of members.

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**Section Three**

**DIRECTORS**

**Number of Directors**

**3.01** After the first annual meeting of members, the board may, by ordinary resolution, establish the number of directors within the minimum and maximum stated in the articles. The resolution must be recorded in the board’s minutes. Once the number of directors is set, the number must not be reduced to meet quorum.

**Quorum**

**3.02** The quorum for the transaction of business at any meeting of the board is a majority of the number of directors.

**Director Qualifications**

**3.03** A person cannot be a director if that person:

(a) is less than 18 years of age;

(b) is of unsound mind and has been so found by a court of law;

(c) is not an individual; or

(d) is bankrupt.

**Most Directors Must be Members and Workers**

**3.04** At least 80% of the directors must be a member or a representative of an entity that is a member of the Cooperative. At least 80% of the directors must be a worker.

**Election and Term**

**3.05** *Directors are elected by members*

(a) Directors are elected by secret ballot at the first meeting of members and at each subsequent annual meeting of members. The candidates for director who receive the highest number of votes cast are declared elected until all vacancies are filled.

*First and subsequent meeting of members*

(b) The members must elect \_\_\_\_\_ (\_) directors at the first meeting of members. The ­­­\_\_\_\_ (\_) candidates who receive the most votes are elected to \_\_\_-year terms. The \_\_\_ (\_) candidates who receive the next highest number of votes are elected to \_\_\_-year terms. The \_\_\_ (\_) candidates who receive the next highest number of votes are elected to \_\_\_-year terms. At each subsequent annual meeting, directors elected to replace those whose term of office has expired shall hold office for \_\_\_ years.

**Nominating Candidates for Director**

**3.06** Candidates for director may be nominated both by a nominating committee appointed by the board, if any, before the meeting of members, or at the time of the meeting of members by any member present. For clarity, members may declare their own candidacy.

**Tie Votes**

**3.07** In the case of a tie among candidates on the first ballot, those candidates’ names must be submitted to a second ballot organized by the chairperson of the meeting. The same rule applies to subsequent ballots that must be held in the event of a tie.

**Ceasing to Hold Office**

**3.08** A director ceases to hold office when the director:

(a) dies or resigns;

(b) ceases to be a member by withdrawal or termination of membership;

(c) is removed from office by the members at a special meeting under by-law 3.09;

(d) per by-law 3.03, is disqualified from being a director; or

 (e) is absent from three (3) consecutive regular meetings of the board, unless in the opinion of the other directors one or more of the absences were justified.

**Removal of Directors by Members**

**3.09** Subject to the Act, the members may, by ordinary resolution at a special meeting, remove any director from office. The vacancy created by such removal may be filled by ordinary resolution of the members present at the same special meeting or, if not so filled, may be filled by the directors in accordance with the Act.

**Vacancies**

**3.10** Subject to section 194 of the Act,

*Vacancy where board* ***can*** *meet quorum*

(a) If the board can meet quorum and a vacancy on the board arises, the directors may either fill the vacancy by ordinary resolution or continue to run the board without filling the vacancy. This subsection does not apply if the vacancy resulted from either the board’s decision to increase the number of directors under by-law 3.01 or from a failure of the members to elect the required number of directors.

*Vacancy where the board* ***cannot*** *meet quorum*

(b) If the board cannot meet quorum, or if the vacancy resulted from a failure of the members to elect the required number of directors, the board must call a special meeting of members to fill the vacancy. If the board fails to call the special meeting or if there are no directors, any member may call the special meeting.

*Limited term of the replacement director*

(c) A person who fills a vacancy may only serve the balance of the term of the director whose departure created the vacancy.

**Exercise of Authority**

**3.11** *Resolutions*

(a) The board or a committee of the board may exercise the powers of the Cooperative, including the borrowing of money, and the provision of security for such borrowing, by passing ordinary resolutions (majority vote) at their meetings. In the event of a tie, the ordinary resolution fails. This is subject to subsection 202(3) of the Act.

 *Vacancies*

(b) In the case of a vacancy, the remaining directors of the board or committee of the board may exercise the powers of the Cooperative so long as there is a quorum at their meetings.

**Resolutions in Writing**

**3.12** An ordinary or special resolution of the board must be in writing and the decision must be recorded in the minutes of the Cooperative.

**Meetings by Telephone or Other Electronic Means**

**3.13** Directors may participate in committee or board meetings by telephone, electronic or other means. All participants, however, must be able to communicate adequately with each other. Directors participating in such meetings are deemed to be present at the meetings.

**Time and Place of Meetings**

**3.14** Board meetings must be held in Manitoba at a time and place of the board’s choosing.

**Notice of Meeting**

**3.15** Notice of the time, place and purpose of each board meeting must be given to each director not less than three (3) days before the meeting. A director may waive the three-day notice period. This by-law is subject to section 200 of the Act.

**Regular Meetings**

**3.16** The board may set a day, time and place for regular meetings of the board. A notice to that effect must be given to each director. Subject to the Act, no other notice is required.

**Chairperson**

**3.17** The chairperson of any meeting of the board is the president or vice-president. Another director may be appointed chairperson by the directors at the meeting.

**Conflict of Interest**

**3.18** A director or officer who has a conflict of interest as described in section 207 of the Act must declare their conflict of interest in accordance with that section. The following rules apply:

(a) All officers, directors or committee members must carry out their duties honestly, in good faith and in the best interests of the Cooperative rather than in their own best interest.

(b) Directors and officers serve without payment of any kind. However, they may be paid for travel or other expenses while doing business for the Cooperative. The board must authorize these expenses. Directors and officers cannot receive compensation for lost income while doing business for the Cooperative.

(c) A conflict of interest is when someone benefits personally in any way from a decision of the Cooperative or has an interest in a contract that the Cooperative may enter into.

(d) When a director has or may have a conflict of interest:

• The director should declare the conflict of interest at the board meeting considering the matter.

• If a director does not declare a conflict of interest, but another director is aware of one, the other director can bring it up at a meeting.

• The board then decides whether there is a conflict of interest.

• If there is a conflict of interest, the director cannot vote on the matter and must not be present while the matter is discussed.

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### Section Four

**COMMITTEES** **AND OFFICERS**

**Committees of Directors**

**4.01** The board may appoint committees of directors (minimum of three (3) directors per committee) whose members hold office at the will of the board. The board must determine the functions and duties of each committee. However, the committee may set out its own procedure in accordance with the Act.

**Officers**

**4.02** The officers of the Cooperative include the president, vice-president, secretary, treasurer and any other officers as determined by the board. The board may specify the duties, powers, term, and remuneration of the officers to manage the business and affairs of the Cooperative.

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 **Section Five**

**DUTY OF CARE AND INDEMNITY OF DIRECTORS AND OFFICERS**

**Duty of Care of Directors and Officers**

**5.01** Directors and officers of the Cooperative must:

(a) act honestly and in good faith with a view to the best interests of the Cooperative;

(b) exercise the care, diligence and skill that a reasonably prudent person would exercise in comparable circumstances; and

(c) not disclose confidential information about the affairs of the Cooperative, its members or employees.

**Indemnity**

**5.02** Subject to the Act, the Cooperative must indemnify directors and officers, former directors and officers, and persons who undertake or have undertaken any liability on behalf of the Cooperative, and their heirs and legal representatives, against all costs, charges and expenses, including an amount paid to settle an action or satisfy a judgement, reasonably incurred by them in any proceeding to which they are made a party by reason of being or having been directors or officers of the Cooperative, if:

(a) they acted honestly and in good faith with a view to the best interests of the Cooperative; and

(b) in the case of a criminal or administrative action or proceeding that is enforced by a monetary penalty, they had reasonable grounds for believing that their conduct was lawful.

**Dissent**

**5.03** Directors are deemed to have consented to any resolution passed or action taken at a meeting of the board or a committee of the board unless they record their dissent within the time and in the manner provided by subsection 213(1) of the Act.

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**Section Six
MEMBERSHIP SHARES, MEMBERSHIPS AND TRANSFERS**

**Membership Qualifications**

**6.01** No person can become a member of the Cooperative unless that person:

(a) if an individual, is at least 18 years of age;

(b) has submitted a written application for membership that has been approved by the board or a person authorized by the board to approve membership applications;

(c) has purchased and paid for a minimum of \_\_\_\_\_ membership shares; and

(d) has completed a period of probation of at least \_\_\_\_\_ days.

**Member’s Obligations**

**6.02**

(a) a member shall support and promote the business and the affairs of the Cooperative and shall be bound by the by-laws and policies of the Cooperative and a unanimous agreement of the members.

(b) where a member is required to provide capital to the cooperative this obligation will be applied fairly to all members.

(c) a member shall properly carry out their duties as an employee. Membership in the cooperative does not prevent the cooperative from taking any disciplinary action it may take under any employment contract with the member, including immediate termination of employment for cause.

**Membership Share Certificate**

**6.03** The Cooperative is not required to issue formal certificates for membership shares. The Cooperative must, if requested by a member, provide a receipt for the purchase of membership shares.

**Transfer of Membership Shares or Memberships**

**6.04** No transfer of a membership or membership share is valid unless it is completed in accordance with the Articles.

**Lien for Indebtedness**

**6.05** If a member owes a debt to the Cooperative, the Cooperative has and may enforce a lien on:

 (a) the member’s shares in the Cooperative;

 (b) any interest of the member in the property of the Cooperative; and

 (c) any sum payable by the Cooperative to the member.

**Withdrawal of Membership**

**6.06** A member may withdraw their membership in the Cooperative by giving the Cooperative **\_\_\_\_\_** days notice of their intention to withdraw. The board or a person authorized by the board may, in writing, accept the member’s withdrawal on shorter notice.

**Automatic Withdrawal**

**6.07** *Death or Dissolution*

(a)An individual’s membership in the Cooperative is deemed to be withdrawn on their date of death. By ordinary resolution, the board may deem a body corporate’s membership in the Cooperative to be withdrawn if that body corporate has commenced dissolution proceedings or is dissolved by its corporate regulator.

*Resignation or Retirement*

(b) By ordinary resolution, the board may deem a person’s membership in the Cooperative to be withdrawn if the member resigns or retires as an employee of the Cooperative, or the member withdraws his or her services to the Cooperative that were provided on contract.

**Termination of Membership for Cause**

**6.08** Without prejudice to a member’s rights under an employment contract or similar contract with the Cooperative, the board may by special resolution at a meeting of the board terminate the membership of a member for cause.

**Meaning of “for Cause”**

**6.09** For the purpose of by-law 6.07, “for cause” means:

(a) termination by the Cooperative of any employment contract or similar contract with the member or the long-term lay-off of a member under by-law 6.15;

(b) the failure of the member to meet any contractual or debt obligation owing to the Cooperative;

(c) the conduct of the member that is detrimental to the welfare of the Cooperative; or

(d) the failure of the member to transact business with the Cooperative for a period of at least two years.

**Notice of the Board Meeting to Terminate**

**6.10** The member must be given at least seven (7) days' written notice of the board meeting under by-law 6.07 and the notice must include a statement of the grounds for termination. Notice must be given in a manner that enables the Cooperative to prove delivery. The member is entitled to appear at the board meeting and must be given an opportunity to be heard, including through an agent or counsel.

**Notice of Termination Following Decision of the Board**

**6.11** The Cooperative must give written notice to the person whose membership is terminated within seven (7) days of the board resolution. Notice must be given in a manner that enables the Cooperative to prove delivery.

**Right of Appeal**

**6.12** Within seven (7) days of receiving the notice of termination under by-law 6.10, the person whose membership was terminated may file a written notice of appeal with the Cooperative. The appeal must be heard at the next meeting of members in accordance with sections 244 and 292 of the Act.

**Repurchase of Membership Shares or Repayment of Member Loans**

**6.13** Within a reasonable time, but no later than one (1) year after a person’s withdrawal or termination of membership, the Cooperative must repurchase the person’s membership shares that were bought as a condition of membership or acquired as dividends issued by the Cooperative or repay to the person any member loans (paid as a condition of membership in the Cooperative) in accordance with section 246 of the Act.

**Repayment of Patronage Returns (Loans or Shares)**

**6.14** As of the date of termination or withdrawal of a person’s membership, the Cooperative must repurchase the person’s membership shares acquired as part of an earlier patronage return or repay to the person any patronage loans in accordance with section 246 of the Act and by-law 7.07.

**Lay-offs**

**6.15** *Temporary Lay Off of Members*

1. If it becomes necessary to lay off members due to a lack of work members will be laid off as follows;

 *Recall of Laid Off Members*

1. Members laid off in accordance with subsection (a) will be recalled to work as follows;

*Lay Off Longer than Two Years*

1. The temporary lay-off of a member due to a lack of work is not a cause for termination of the member’s membership and is not to be deemed a withdrawal from membership. A lay-off that exceeds two (2) years time can be considered a cause for termination of membership.

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**Section Seven
GENERAL RESERVE AND ALLOCATION OF SURPLUS**

**General Reserve**

**7.01** The Cooperative must establish and maintain a general reserve to retain the surplus, if any, for a financial year.

**Minimum Reserve**

**7.02** The general reserve of the Cooperative must accumulate to a minimum of \_\_\_\_\_\_% of the total assets of the Cooperative as reported in the year-end financial statements. No patronage return is payable to members if the general reserve is or would, as a result of a payment, fall below the minimum percentage of assets.

**Allocation of Surplus**

**7.03** At the end of a financial year, after allocation of any surplus into the general reserve, if any, the board may credit the balance of that surplus in the financial year either in the form of a patronage return paid in proportion to the business done by members or by non-member workers with the Cooperative or in the form of a dividend on shares. Patronage returns or dividends can be paid in the form of cash or shares in the Cooperative.

**Computation of Business Done**

**7.04** At least 50% of a patronage return must be allocated to members of the Cooperative. The board must compute the business done by a member or by non-member workers with the Cooperative in a financial year in relation to:

(a) the quantity, quality, kind and value of the goods bought, sold, handled, marketed or dealt in by the Cooperative; and

(b) the services rendered

(i) by the Cooperative on behalf of or to the member, whether as principal or agent of the member or otherwise, or

(ii) by the member on behalf of or to the Cooperative with appropriate differences for the different classes, grades or qualities of the goods and services.

**Patronage Returns Under $2.00**

**7.05** A patronage return that is calculated to be under $2.00 does not have to be paid or allocated to the member or non-member worker. That patronage return is reallocated to the Cooperative’s general reserve.

**Patronage Returns Applied as Membership Shares**

**7.06** If a patronage return is paid to a member in the form of membership shares, notice of the payment must be provided to the member in accordance with section 58 of the Act. The board may, by ordinary resolution, repurchase a percentage of the membership shares allocated in a prior year as patronage returns. The shares may be repurchased in an order of priority set out in by-law 7.07.

**Priority of Payment – Repurchasing Membership Shares or Repaying Patronage Loans**

**7.07** If the Cooperative resolves to repurchase membership shares from or repay patronage loans to members, they must do so in the following order of priority:

 (i) to deceased members whose death has been reported to the Cooperative;

 (ii) to members who have reached the age of 65 years;

 (iii) to members who have moved out the area served by the Cooperative;

 (iv) to members whose membership has been withdrawn or terminated; and

 (v) to the remaining members on a proportionate basis.

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**Section Eight
MEETINGS OF MEMBERS**

**Annual Meetings**

**8.01** The directors of the Cooperative must hold an annual meeting of members in each financial year of the Cooperative. The annual meeting is held for the purpose of considering the directors’ annual report, the financial statements, the appointment of auditors, the election of directors, and other business as permitted by the Act.

**Special Meetings**

**8.02** A special meeting may be called by the board at any time, or by 5% of the members who sign and send a written requisition to the board.

**Place of Meetings**

**8.03** Meetings of members are held in Manitoba at a place determined by the Board.

# Electronic Meeting

**8.04** Where the Cooperative has adequate facilities and at the discretion of the Board, members may participate in meetings of members by telephone or electronic means. All participants, however, must be able to communicate adequately with each other. Members participating in such meetings are deemed to be present, including for the purposes of quorum.

**Notice of Meetings**

**8.05** Notice in writing of the time, place, and purpose of each meeting of members must be given to the members between twenty-one (21) and fifty (50) days in advance of the meeting. This is subject to sections 225 and 226 of the Act.

**Chairperson (and Secretary)**

**8.06** The chairperson of the meeting of members is the president or, in the president’s absence, the vice-president. By ordinary resolution, another person may be appointed chairperson. Where the secretary is not present, the chairperson may appoint another person to be secretary for the meeting.

**Persons Entitled to be Present**

**8.07** Only members and the Cooperative’s auditors are entitled to be present at a meeting of members. The chairperson may invite other attendees.

**Quorum**

**8.08** Quorum at a meeting of members is the lesser of either the majority of members or the number of directors plus five (5).

**Voting at the Meeting**

**8.09** A person that is on the members' register at the time notice of a meeting is sent is entitled to vote. Voting is governed by these rules:

(a) votes are counted on a one-member, one-vote basis;

(b) votes, other than on special resolutions, are passed by a majority of members present who are entitled to vote;

(c) an ordinary resolution or motion fails in case of a tie vote;

(d) votes are decided by show of hands, other than votes taken by secret ballot, and the results are reported in minutes of the meeting; and

(e) a member entitled to vote at the meeting may demand a ballot vote before or after a vote takes place.

**Voting by Mail-In or Electronic Ballot**

**8.10** Where the Cooperative has adequate facilities and at the discretion of the Board, voting (excluding the election of directors) may take place in advance of the members meeting by mail-in or electronic ballot. A person that is on the members’ register at the time notice of a meeting is sent is entitled to vote by mail-in or electronic ballot. Voting is governed by these rules:

(a) votes are counted on a one-member, one-vote basis;

(b) votes, other than on special resolutions, are passed by a majority of members who are entitled to vote and have actually voted within the time period set by the board;

(c) an ordinary resolution fails in case of a tie vote; and

(d) votes are counted on the day of the members’ meeting and the results are reported at that meeting.

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**Section Nine**

 **NOTICES IN WRITING**

**Method of Giving Notices in Writing**

**9.01** Where written notices are required to be given to members, officers, directors or committee members, those notices must be sent to the person’s recorded address. Additional notices can be sent or published using any type of media as determined by the board. Notice can be waived by the recipient in accordance with the Act.

**Undelivered Notices**

**9.02** If a notice in writing to a member is returned undelivered on three (3) consecutive occasions, the Cooperative does not need to give further notice until the member provides a new recorded address.