

The Canadian Congress of Labour

Established 1940

Constitution

**Including By-Laws of Local Chartered
Unions, Labour Councils and
Provincial Federations**

Adopted at Toronto, September, 1940

Amended at Hamilton, September, 1941

Amended at Ottawa, September, 1942

PRICE TEN CENTS

Constitution

Including By-Laws of Local Chartered Unions, Labour Councils and Provincial Federations

PREAMBLE

WHEREAS the workers of Canada are entitled to freedom of organization, full rights of collective bargaining, and economic security for themselves and their dependents;

AND WHEREAS, for the attainment of these objectives, effective organization of the workers is essential in both the economic and legislative fields;

AND WHEREAS division of the forces of the workers and ineffective forms of organization retard their efforts to accomplish their purposes;

AND WHEREAS all Canadian workers, organized into unions of their own choice, Local, National, or International, should be afforded the fullest opportunity to unite for their common benefit, so that by their full participation and co-operation in one central body the economic and social welfare of the workers of Canada may be secured and protected:

BE IT THEREFORE RESOLVED that we, in Convention assembled, establish for the benefit of all Canadian workers a central Labour body to be known as

THE CANADIAN CONGRESS OF LABOUR.

ARTICLE 1. — Name

This organization shall be known as
THE CANADIAN CONGRESS OF LABOUR

ARTICLE 2. — Purposes

SECTION 1.—The purposes of the Congress shall be to promote the interests of its affiliates and generally to advance the economic and social welfare of the workers of Canada.

SECTION 2.—It shall seek to accomplish this in the economic field by developing the widest and the most effective organization of the workers, establishing wherever necessary, Organizing Committees for this purpose, and assisting existing unions to organize the unorganized workers in their respective industries. It shall, at all times, promote the principle of organization within an industry. It shall, co-operating with its affiliates, establish special funds and furnish other assistance for the purpose of carrying out the organizing objectives of the Congress.

SECTION 3.—In the legislative field the Congress shall promote the enactment of suitable legislative measures, Municipal, Provincial or Federal, in furtherance of the purposes of the Congress and of the interests of its affiliates. It shall exert and concentrate its influence in the promotion of its legislative programme, or in opposition to any legislation contrary thereto. It shall make appropriate studies of legislation, and of associated matters, bearing upon the purpose and objects of the Congress. It shall take all suitable steps to inform its affiliates and their membership, and also legislators and the public, with regard to its legislative programme.

SECTION 4.—The economic and legislative policies to be advanced by the Congress shall be determined in accordance with the industrial, economic and legislative conditions from time to time prevailing in the Dominion of Canada.

ARTICLE 3. — Membership

SECTION 1.—Any bona-fide organization of Canadian workers, whether Local, National or International in character, shall be eligible for membership in the Congress.

SECTION 2.—Any body of ten or more workers, not a part of any National or International union, may be chartered directly by the Congress as a Local union.

SECTION 3.—Any National union or Locals thereof, the Canadian Locals of any International union, and any union temporarily functioning as an Organizing Committee, or local branches thereof, may affiliate with the Congress, either directly or through the appropriate executive or other Canadian central body of such National or International union or Organizing Committee.

SECTION 4.—Any five or more units within any geographical area may apply to the Congress to be chartered as a District Labour Council, and the Executive Committee upon such application, accompanied by application fee as hereinafter provided, shall have the right to grant such charter for the purposes set forth in Article 15 herein and subject to its provisions; and to fix and designate the boundaries of the geographical area in which such charter is granted.

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SECTION 5.—The Congress units in any province, by a majority vote of such units, may apply to be chartered as a Provincial Federation of the Congress, and upon such application, accompanied by application fee, as hereinafter provided, the Executive Committee shall charter such applicants as a Provincial Federation for the purposes and subject to the conditions and provisions set forth in Article 16.

SECTION 6.—The Congress shall be composed of its Chartered Local unions, affiliated unions, affiliated Organizing Committees, affiliated Locals or Branches, District Labour Councils, and Provincial Federations.

SECTION 7.—No charter or affiliation shall be granted to any group of Canadian workers in any industry in which any other union affiliated with the Congress is then functioning, unless such charter or affiliation is approved by the Executive Committee.

SECTION 8.—No affiliation of a local branch or unit of any National or International union affiliated with the Congress shall continue in force in the event that the charter of such local branch or unit is suspended or cancelled by such National or International union.

SECTION 9.—The Executive Council shall have authority to suspend any charter issued by it to any local union and the affiliation of any unit in arrears of per capita tax for three months or longer, or for conduct in violation of the provisions of the Constitution or the purposes of the Congress, subject to appeal to the next Convention, at which the suspended union may be represented, solely for the purpose of hearing the appeal. Appeals from any decision of the Executive Council suspending a charter or

affiliation shall be the first order of business at a Convention, subsequent to the appointment of Committees. Provided that no charter or affiliation for any reason other than non-payment of per capita tax, shall be suspended unless:

(a) The reason or reasons upon which it is proposed to suspend such charter or affiliation are reduced to writing and a copy thereof furnished to the local union involved and to each member of the Executive Council.

(b) The notice calling the Executive Council meeting at which the suspension is to be dealt with shall contain reference to such proposed suspension.

(c) After compliance with (a) and (b) above, the Executive Council shall sit as a trial tribunal on the proposed suspension.

(d) Any such union shall be entitled to be represented at such trial.

SECTION 10.—The charter or the affiliation of a unit, chartered by or affiliated with the Congress, may be terminated by any Regular Convention, or of any Special Convention if the notice calling such Convention refers to the proposed termination.

ARTICLE 4. — Convention and Representation

SECTION 1.—The supreme authority of the Congress shall be the Congress in Convention.

SECTION 2.—A Regular Convention of the Congress shall be held annually at the time and place determined by the previous Regular Convention. Notice of such Convention shall be forwarded to all chartered and affiliated units at least three months prior to the date of such Convention.

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SECTION 3.—With the approval of a majority of the units affiliated with or chartered by the Congress, the Executive Council may alter the place of a Regular Convention, and may, without extending the same for more than three months, alter the time of meeting of such Regular Convention.

SECTION 4.—A Special Convention may be called by the Executive Council on at least thirty days' notice:

(a) If the Executive Council so determines by a two-thirds majority of those present at a meeting of the Council, the notice whereof specifies that the proposal for such Special Convention is to be considered.

(b) If a request for a Special Convention has been received from a majority of the units affiliated with or chartered by the Congress, in which event the notice calling the Convention shall be issued within fifteen (15) days of the receipt of such request and the Convention held within thirty days from the date of notice.

SECTION 5.—In the event that a Special Convention is held, the notice thereof shall state the purposes, objects or reasons for the holding of the Convention, and no other business shall be transacted thereat except with unanimous consent of the Convention.

SECTION 6.—Representation at any Convention of the Congress shall be as follows:

(a) Each chartered local union or affiliated Local, and each Local of any union or Organizing Committee affiliated with the Congress, one delegate for each 100 members or less, and one additional

delegate for each additional one hundred members or major fraction thereof.

(b) Each affiliated National union, or Organizing Committee, two delegates representing the General Executive Board of such union or Committee.

(c) The central or administrative body in Canada of an International Union, whose Locals in Canada are affiliated with the Congress, two delegates.

(d) Each District Labour Council chartered by the Congress, two delegates.

(e) Each Provincial Federation chartered by the Congress, two delegates.

SECTION 7.—The average paid-up per capita tax to the Congress over a period of six months, ending one month prior to the Convention, shall determine the membership of a unit for the purpose of representation at a Convention, provided that any union chartered or affiliated within four months of the holding of a Convention may be represented upon the basis of the per capita tax paid to the Congress during the month or months previous to the Convention. No unit in arrears of the payment of per capita tax to the Congress for a period of three or more months shall be permitted representation at any Convention of the Congress.

SECTION 8.—Any delegate to a Convention must be a member of the unit represented by such delegate, provided, however, that two or more chartered Local unions or Locals may be represented by one delegate, in which event such delegate must be a member of one of the units so represented.

SECTION 9.—The members of the Executive Committee need not be credentialed to a Conven-

tion, but must be members in good standing of their respective unions. They shall be accorded all the rights of delegates, until their successors are elected and installed in office. Provided, however, that, with the exception of the President, the Vice-President, and the Secretary-Treasurer, no member of the Executive Committee shall be eligible for re-election to the Committee or to any office unless he is a credentialed delegate from some union, Council, or Federation chartered by or affiliated with the Congress, of which he or she is a member.

SECTION 10.—Each delegate to a Convention, each member of the Executive Council and of the Executive Committee, with the exceptions in Section 9 above provided, shall be required to produce a credential signed by the presiding officer and the Secretary of his union, Council or Federation, and bearing the imprint of its seal. A delegate representing two units, as specified in Section 8 hereof, must produce a credential from each unit. No proxy voting will be allowed.

SECTION 11.—The Secretary-Treasurer, not later than three months prior to the Convention, shall supply each chartered and affiliated unit with a Convention Call and sufficient delegate Credential Forms in triplicate, which shall be signed and sealed by the President and Secretary of the unit. The original form to be presented by the delegate to the Convention Credential Committee; the duplicate copy to be received by the Secretary-Treasurer not later than fifteen days prior to Convention; and the triplicate copy to be retained by the unit. In the case of unions becoming affiliated or chartered by the Congress within fifteen days prior to the Convention, the credentials of their delegates may be handed to the Credential Committee on arrival at the

Convention. Alternate delegate credentials shall be accepted on verification of original delegate's withdrawal by his unit.

SECTION 12.—The quorum at a Convention shall consist of a majority of the delegates seated and in attendance when the report of the Credential Committee is adopted.

SECTION 13.—Voting shall be by a show of hands unless a roll call vote is demanded by one-fourth of the delegates present, in which event a roll call vote shall be taken.

SECTION 14.—The rules and order of business governing the preceding convention shall be in force from the opening of any convention of the Congress unless new rules are adopted by the convention. In the absence of any applicable rule, Bourinot's Rules of Order shall govern.

SECTION 15.—All resolutions shall be received by the Secretary-Treasurer not later than fifteen days prior to the date of a Convention, and no other resolution shall be introduced at a Convention except by a two third's majority vote of the delegates present.

SECTION 16.—The proceedings of Convention may be conducted in the two official languages of Canada, English and French.

SECTION 17.—On or before the opening date of the Convention, the Executive Council shall meet and constitute itself, or a special committee of itself, or a special committee of three members for whom credentials have been received; as a Credential Committee for the forthcoming Convention. The Convention shall be constituted for business and dele-

gates deemed to be seated upon report by the Credential Committee and acceptance thereof by the delegates so reported. Appeals from any decision of the Credential Committee shall be laid before the Convention so constituted.

SECTION 18.—The Executive Council shall appoint prior to the opening date of the Convention, and subject to the approval of the Convention, with the power to the Convention to add to the same, the following Committees, namely:

Executive Council's and Officers' Reports,	9 members
Constitution	7 members
Resolutions	9 members
Education and Publicity	5 members
Organization	7 members
Legislation	5 members
Ways and Means	5 members

and such additional committees as may be necessary in the opinion of the Executive Council or the Convention, to conduct the affairs of the Convention. The Executive Council may request any such Committee to meet prior to the Convention, for the purpose of considering matters placed before it, in which event the members thereof shall be paid by the Congress such amount for wages and expenses for such extra days as the Executive Council shall determine.

ARTICLE 5. — Officers of the Congress, Executive Council and Executive Committee

SECTION 1.—The Officers of the Congress shall consist of a President, two Vice-Presidents, and a Secretary-Treasurer, to be elected at a Regular Convention.

SECTION 2.—The Officers of the Congress and five additional members elected by the Regular Convention, shall constitute the Executive Committee of the Congress.

SECTION 3.—The members of such Executive Committee, together with one representative elected by each National union and by the Canadian Locals of each International union affiliated with the Congress, shall constitute the Executive Council of the Congress.

SECTION 4.—All officers of the Congress and Executive Council members shall retain their positions until their successors are elected, provided that they retain their good standing in their respective unions, and that such unions remain chartered by or affiliated with the Congress. Provided, however, that the Executive Council shall have power to suspend any member of the Council for conduct which it considers to be contrary to the policy or interests of the Congress, subject to the right of the suspended member to appeal to the next Convention, which he shall attend solely for the purpose of making his appeal.

ARTICLE 6. — Duties and Powers of the Executive Council

SECTION 1.—The Executive Council shall enforce the Constitution and generally carry out between Conventions the purposes and programme of the Congress.

SECTION 2.—The Executive Council may establish bureaus and departments, and may create such Committees as may be necessary to conduct any of the affairs of the Congress. It shall select a Director of Organization and may appoint or engage general

organizers or other personnel as may be required for the advancement of the aims of the Congress.

SECTION 3.—The decision of the Executive Council of the Congress on all matters pertaining to the organization shall be binding between conventions, subject to appeal to the next Regular Convention. Notice of any appeal shall be given to the Secretary-Treasurer of the Congress at least fourteen days prior to such Convention.

SECTION 4.—Members of the Executive Council and Officers of the Congress, while engaged on business of the Congress specially authorized by the Secretary-Treasurer or the Executive Committee shall be entitled to receive such compensation for the loss of wages and expenses incurred thereby as the Executive Council may determine.

SECTION 5.—The Executive Council shall prepare a report of its work for submission to each Regular Convention of the Congress.

SECTION 6.—The Executive Council shall meet at least twice in each year and otherwise as it shall determine. It shall also meet at the call of the President or on the written request of a majority of its members.

SECTION 7.—Any dispute between two or more affiliated or chartered unions may be submitted by either union to the executive council which shall make such recommendations to the parties in dispute as it shall deem advisable. If the dispute remains unsettled the executive council shall report the situation with its recommendations to the next regular convention.

SECTION 8.—The Executive Council shall have authority to investigate any situation involving an affiliated or chartered unit if it considers that such unit is conducting its affairs and activities contrary to the provisions of this Constitution, or the purposes or welfare of the Congress, and shall make recommendations to the unit involved. In the event that such recommendations are not accepted and acted upon by the unit the Executive Council shall refer the matter, with its recommendations, to the next regular convention.

SECTION 9.—The Executive Council may delegate any of its powers or duties to the Executive Committee or to any other Sub Committee of the Executive Council, and may from time to time assign to members of the Executive Council such duties as it may determine.

SECTION 10.—Decisions of the Executive Council or of any Sub-Committee thereof, including the Executive Committee, may be effected by letter or by telegram, and in the event of a decision of a majority of the members of the Executive Council or Executive Committee shall be respectively the decision of the Council or the Committee.

SECTION 11.—A quorum for the purpose of a meeting of the Executive Council other than as set forth in the preceding Section 10, shall consist of a majority of its members.

SECTION 12.—Notice of any meeting of the Executive Council shall be forwarded to each member thereof.

SECTION 13.—No expenses or other compensation for, or in connection with attendance at meetings of the Executive Council, shall be paid to Exe-

cutive Council members who are not also members of the Executive Committee.

SECTION 14.—In the event of a vacancy in any office by death, resignation or otherwise, the Executive Council shall choose a successor to serve the unexpired term and for that purpose the Council shall meet at the call of the remaining officers.

ARTICLE 7. — Duties of the Executive Committee

SECTION 1.—The Executive Committee shall receive, consider, and grant or reject, subject to the approval of the next Regular Convention, all applications for charters or affiliation.

SECTION 2.—The Executive Committee shall select a public or chartered accountant to audit the books and accounts of the Secretary-Treasurer at least once a year.

SECTION 3.—The Executive Committee shall perform such other duties as may be delegated to it by the Executive Council.

SECTION 4.—A Quorum of the Executive Committee shall consist of four members thereof.

SECTION 5.—Meetings of the Executive Committee may be called on reasonable notice, by the President, the Secretary-Treasurer, or three members thereof.

ARTICLE 8. — Duties of the President

SECTION 1.—The President shall preside at Conventions of the Congress and at meetings of the Executive Council and Executive Committee.

SECTION 2.—The President shall sign all official documents or other instruments as instructed

by the Congress in Convention or the Executive Council.

SECTION 3.—The President shall have sole authority to interpret this Constitution, subject to appeal to the Executive Council.

ARTICLE 9. — Duties of a Vice-President

A Vice-President shall preside at Conventions of the Congress or meetings of the Executive Council, or the Executive Committee at the request of or in the absence of the President, and shall perform such other duties as the Executive Council shall determine.

ARTICLE 10. — Duties of the Secretary-Treasurer

SECTION 1.—The Secretary-Treasurer shall be the executive officer of the Congress, working under the direction of the Executive Council. He shall receive for his services such compensation as the Convention shall determine. He shall have charge of all books and documents of his office, conduct the correspondence and act as Secretary at Conventions and at Executive Council and Executive Committee meetings. He shall submit to each Regular Convention a financial statement of the income and expenditures, the assets and liabilities of the Congress for the previous fiscal year. He shall receive all fees and per capita tax of the Congress and give receipts therefor, deposit all income in the name of the Congress in a bank chosen by the Executive Council, and withdraw such funds only for the liquidation of the legitimate expenses of the Congress. Checks drawn on such account shall be signed by him, and by the President, or, in the absence of either officer from headquarters, by such other officer or member as the Executive Council may de-

termine. He shall give a bond for such sum as may be fixed by the Executive Council. Such bond shall be executed on his assuming office and be placed in the custody of the President, the cost thereof to be borne by the Congress.

SECTION 2.—He shall employ such assistants as may be necessary to conduct the affairs of his office and the Executive Council shall decide the amount of their remuneration.

SECTION 3.—He shall have authority, either personally or through a representative authorized by him, to examine the books and records of any Local union, or Labour Council, chartered by this Congress:

ARTICLE 11. — Revenue

SECTION 1.—The revenue of the Congress shall be derived from a per capita tax as follows:

(a) Local unions directly chartered by the Congress, 25c. per member per month, and 50c. for each initiation fee, which will cover per capita for the month of initiation.

(b) Affiliated National Unions or Locals of any unaffiliated National Unions, or affiliated Canadian Locals of any International Unions, or of any affiliated Organizing Committee, 2 cents per member per month.

SECTION 2.—The per capita tax and initiation fees referred to in Section 1 hereof shall be remitted to the Secretary-Treasurer of the Congress monthly, within fifteen days after the first day of the succeeding calendar month, on forms to be supplied to such units.

SECTION 3.—There shall be paid to the Congress with any application for a charter for a local union the sum of \$15.00 for a Provincial Fed-

eration, the sum of \$25.00, and for a District Labour Council the sum of \$10.00 (which sums respectively shall be returned if such application is not granted). In the case of a Local union the amount so paid with such application shall be deemed to cover the per capita of the charter members for the month in which the charter is granted, and in the case of Provincial Federations and District Labour Councils, the membership fee for the fiscal year during which such charter is granted. Thereafter, within thirty days after the first day of each fiscal year, each Provincial Federation chartered by the Congress shall pay to the Congress an annual fee of \$10.00 and each District Labour Council chartered by the Congress shall pay to the Congress an annual fee of \$5.00.

SECTION 4.—The fiscal year of the Congress shall be from the first day of July until the 30th day of June.

ARTICLE 12. — Headquarters of the Congress :

The General Office of the Congress shall be located in Ottawa.

ARTICLE 13. — Official Publication

A publication or publications giving expression to the policies and activities of the Congress and its affiliates shall be issued at such periods and in such manner as the Executive Council shall determine.

ARTICLE 14. — Local Chartered Unions

Local unions chartered by the Congress shall be governed by the following By-Laws:

1. **MEMBERSHIP**—Any body of ten or more workers may form a local union and apply to the Congress for a charter as such. No local union may

surrender its charter while there are five dissentient members.

2. JURISDICTION.—The jurisdiction of a union with respect to scope of membership and territory, shall be determined by the executive committee. In the event of a dispute regarding jurisdiction, the labour council in the territory shall endeavour to adjust the dispute, failing which it shall be settled by the executive council, subject to appeal to the next convention.

3. MEETINGS.—Regular meetings shall be held at least once each month, at a time and place agreed upon by the union. Special meetings shall be called by the President or by the Secretary-Treasurer of the union, upon receipt of a request therefor from five members in good standing. Notice of such special meeting shall be posted in a conspicuous place, or, where that is not possible, a written notice shall be given to each member, at least five days before the date of such special meeting. Such notice shall state the nature of the business to be transacted at such special meeting, and no business other than that specified in the notice shall be transacted at such special meeting.

4. QUORUM.—Each Local union shall decide the number of members to constitute a quorum for the transaction of business.

5. OFFICERS.—Each Local union comprising forty or more members shall have the following officers, namely, a President, a Vice-President, a Secretary-Treasurer, a Recording Secretary, a Warden, a Guard, a Reporter and three Trustees, all of whom shall be elected by the union, and, with the exception of the Trustees, each officer shall hold office for one year. At the first meeting of the union, three Trus-

tees shall be elected, one to hold office for three years, one for two years, and one for one year, so that at the end of each year thereafter one Trustee shall be elected to replace the retiring Trustee. Each Local Union comprising less than forty members may have the following officers, namely, a President, a Vice-President, a Secretary-Treasurer, a Reporter and three Trustees. These officers may also act as the Executive Committee of the Local union. A Guard may be appointed at the meeting of the Local union.

6. EXECUTIVE COMMITTEE.—The Executive Committee shall be composed of the President, the Vice-President, the Secretary-Treasurer, and two other members to be elected by the Local union.

7. DUTIES OF OFFICERS.

PRESIDENT. It shall be the duty of the President to preside at all meetings of the union, to preserve order, to enforce the Constitution and By-Laws and generally to exercise supervision over its affairs. It shall also be his duty to ensure that the other officers of the union perform their duties strictly in accordance with the Constitution; he shall sign all orders on the Secretary-Treasurer for the disbursement of the union's funds, and, with the Secretary-Treasurer, sign all cheques on the union's account in the bank. He shall be entitled to a vote on all matters before the union, including the election of officers, and to a casting ballot when his vote, on any matter, would change the result.

VICE-PRESIDENT. It shall be the duty of the Vice-President to assist the President in the discharge of his duties as presiding officer, and in the absence of the President, to preside over meetings of the union.

SECRETARY-TREASURER. The Secretary-Treasurer shall receive and give receipt for all moneys due the union, and deposit such moneys in such bank as the union may direct, in the name of the union. He shall pay all bills authorized for

payment by the union, but only when presented with an order to do so signed by the President and the Recording Secretary to which the seal of the union has been affixed. He shall keep a correct account between the union and its members, and between the union and the Congress. He shall forward the per capita tax each month regularly to the Secretary-Treasurer of the Congress, for each member of the union in good standing, and at the same time report the number of members admitted, suspended, unemployed, and expelled during the preceding month. He shall make a financial report to the union at the first meeting in each quarter. He shall submit to the Trustees all books and vouchers whenever he is requested to do so, by either the Trustees or the union. He shall file a bond with the Trustees for such amount as the union may direct as security for the funds and property of the union and for the faithful performance of his duties. He shall furnish to the Trustees duplicates of all receipts issued by him to the members of the union for the period under audit, and receipts covering all expenditures during the same period.

RECORDING SECRETARY. It shall be the duty of the Recording Secretary to keep a correct, full, and impartial account of the proceedings of each meeting of the union, to receive all communications for the union except those from the Secretary-Treasurer of the Congress with respect to the financial affairs of the union, to conduct the correspondence of the union and to have charge of the seal

and the records of the union. He shall notify applicants for membership of their acceptance or rejection, and inform the Secretary-Treasurer of the Congress of all changes of officers of the union, or in the time and place of its meetings.

WARDEN. It shall be the duty of the Warden to examine all present at the meetings of the union and ascertain whether they are in good standing and entitled to be present, to conduct candidates through the initiation ceremony, and to perform such other duties as the union may direct.

GUARD. It shall be the duty of the Guard to see that no one enters the meetings of the union while business is being transacted unless in possession of dues receipt for the current month, or on the order of the union.

TRUSTEES. It shall be the duty of the Trustees to exercise general supervision over the property of the union, subject to such instructions as they may from time to time receive from the union. They shall audit the books of the officers of the union at the end of every three months of the calendar year and make a report to the union thereon, also an annual report at the beginning of each year. They shall require the Secretary-Treasurer to deposit all monies belonging to the union in such bank as the union may designate; and they shall require the Secretary-Treasurer, or any other officer of the union handling the funds of the union, to file a bond with them in such amount as the union may direct, such to be paid for by the union.

8. SALARIED REPRESENTATIVE.—The union shall have the authority to employ a salaried representative whenever the union may find this necessary. The employment of such representative shall

be for no particular time. He may at any time be dismissed by a majority vote of the union, but shall be given notice of such contemplated dismissal and provided with a fair opportunity to defend himself against any charges that may be made. The amount of his remuneration shall be set by the union. The duties of such representative shall be defined by the union in a by-law which shall provide for executive supervision between meetings of the union.

9. ELECTION OF OFFICERS.—The election of officers shall take place at the last regular meeting of the union in December of each year (or, in the case of a newly-organized union, at the first meeting). Candidates for office may be nominated by a member in open meeting. Election shall be by ballot, and a majority of the votes cast shall be necessary to elect. If one candidate only is nominated, one ballot cast by the presiding officer shall be sufficient to declare the election. The President shall appoint two Tellers to distribute the ballot papers, collect them and count the votes, and report to the presiding officer, who shall announce the result. The officers of the union shall hold office until the end of December, and their elected successors shall assume their duties on the first day of January.

10. INSTALLATION OF OFFICERS.—Officers shall be installed by a past President or by any other member of the union chosen for the purpose. Each officer, before assuming his duties, shall be required to take the following obligation:

"I sincerely promise and declare that I will be faithful to the duties devolving upon me as an officer of this union, attend all meetings of the union, if possible, and at the end of my term of

office deliver up to the union, or to my regularly-elected successor, all books, papers, funds or other property in my possession belonging to the union."

11. VACANCIES.—All vacancies in office caused by resignation, suspension, expulsion, or by any other cause, shall be filled at the meeting at which the vacancy takes effect. This rule shall not apply to the office of President, to which, when a vacancy occurs, the Vice-President shall immediately succeed. Should any officer fail to answer the roll call for three consecutive meetings without a good reason for his absence, his office shall be declared vacant and shall be filled at the next meeting. Temporary vacancies shall be filled by the presiding officer.

12. COMMITTEES.—The union shall appoint such committees as it deems necessary. The members of such committees shall be elected by the union, and no committee shall assume any obligations or responsibilities on behalf of the union except those specifically mentioned in the by-law creating the committee or committees.

13. APPLICATION FOR MEMBERSHIP.—Any worker within the territorial jurisdiction allotted by the Congress shall be eligible for membership in the union of his own trade or industry. He must make application on the regular form of the union provided for the purpose, sign his name to it, and be recommended by a member in good standing. The application of the candidate must be accompanied by the full amount of the initiation fee. The candidate shall be admitted or rejected by a majority vote; in the event of his rejection his fee shall be returned to him. Applicants who have been voted upon and accepted by the Local union shall be required to take an obligation in the following form:

"I solemnly promise and declare that I will

support and obey the Constitution of the Canadian Congress of Labour and of this union; that I will, if within my power to do so, assist my fellow members, or their families, when they are in distress; that I will not purposely or knowingly wrong a member of the union or assist others in wronging him; that I will not recommend any person to become a member of the union whom I believe unworthy to be a member."

14. WITHDRAWAL CARD.—The union shall grant a withdrawal card to members when leaving their place of employment to take up an occupation elsewhere or in another shop or industry in the jurisdiction of another affiliated or chartered union. Such withdrawal card shall be evidence of the fact that the holder was in good standing in the union when he transferred his employment from the jurisdiction of the union, and shall entitle him to take up membership in the same union at a future date should he again work within its jurisdiction, without the payment of a new initiation fee.

15. TRANSFER CARD.—The union shall issue a transfer card to members who transfer their employment from the jurisdiction of one union to the jurisdiction of another. Such transfer card shall be issued only to a member in good standing at the time the transfer is made; it shall be immediately deposited with the Secretary of the union embracing the workers in the locality or the industry, etc., wherein the holder takes up employment.

16. INITIATION FEE.—The union shall have the authority to set its own initiation fee. Fifty cents of such initiation fee shall be forwarded to the Secretary-Treasurer of the Congress during the month in which the member is initiated in the union.

No dues shall be charged for the month in which the initiation fee is paid.

17. MONTHLY DUES.—The union shall have the authority to set the dues charged to its members. Twenty-five cents of each member's dues per month shall be remitted to the Secretary-Treasurer of the Congress, each month and accounted for on forms provided for the purpose. Monthly dues shall be chargeable for the calendar month, beginning the month following that in which the members application has been accepted by the union. When a union releases its unemployed or ill members from the payment of dues, no per capita tax shall be required for such members by the Congress.

18. SUSPENSION AND EXPULSION FOR NON-PAYMENT OF DUES.—Any member who is in arrears for dues and assessments for a period of three months shall be automatically suspended from membership. A member thus suspended may be readmitted upon payment of a readmission fee of not less than the initiation fee and such other penalty as the local union may impose. Fifty cents of the re-admission fee shall be forwarded to the Secretary-Treasurer of the Congress.

19. TRIAL OF MEMBERS CHARGED WITH OFFENCES.—Any member of a chartered local union adjudged guilty in a manner below described of any conduct unbecoming a member of such union or contrary to the policy of the union or of the Congress may be fined, suspended or expelled in the manner following, that is to say:

1. A charge against any member or officer of a union shall be filed in writing by an officer or member of the Local or an officer of the Congress, with the Secretary of the Local union, and a copy shall

be served personally on the member so charged or forwarded to him by registered mail, at least one week prior to the meeting of the Local in which such charge will be filed.

2. At the meeting at which the charges are presented to the Local it shall appoint a trial committee and a time and place for the holding of the trial. Said trial shall be fixed for a date not less than ten days nor more than thirty days from the date of the meeting at which the charges were presented. Within three days after the date on which the charges were presented, the Secretary of the Local shall forward a true written copy of the same under seal of the Local union, and notice of the date and place set for trial, to the accused by registered mail to his last known post office address. Within the same time he shall also notify the member preferring the charges of the time and place set for the trial.

3. The Executive of the Local union, pending the trial and disposition of any charge aforesaid, may in its discretion suspend the member so charged, and in that event such member shall be suspended until disposition of the charge in the manner herein provided.

4. The verdict of the trial committee, together with its recommendation for penalty, shall be reported in writing, signed by the Committee or a majority thereof, to the next regular meeting of the Local, provided that at least five days before such meeting a copy of such verdict and recommendation shall be served either personally or by registered mail upon the member charged and the member who laid the charge.

5. Such meeting of the Local may either adopt or reject or amend the verdict and recommenda-

tions, and the decision of the Local, whether such adoption, rejection or amendment, shall constitute the disposition of such charge, subject to the right of the member so charged or the member who preferred the charges to request a review of such disposition by the Executive Committee of the Congress for such recommendation or action as it shall decide.

20. FUNDS AND PROPERTY.—The funds and other property of the union shall not be divided in any manner among the members individually, but shall remain the property of the union for all legitimate purposes while five members retain their good standing therein. When the union becomes defunct, its funds and other property shall revert to the Congress.

21. BY-LAWS.—Each union shall have authority to adopt by-laws not in conflict with the By-Laws or the Constitution of the Congress. All such by-laws must be approved by the Executive Committee of the Congress.

22. ORDER OF BUSINESS.—At the opening of a meeting the President shall take the Chair and shall conduct the business in the following order:

1. Opening.
2. Roll Call of Officers.
3. Reading of Minutes.
4. Communications and Bills.
5. Applications for Membership.
6. Voting on Candidates for Admission.
7. Initiation.
8. Reports of Delegates and Committees.
9. Unfinished Business.
10. New Business.

11. Nomination, Election and Installation of Officers
12. "Are any members out of work, or is help wanted?"
13. Good of the Union.
14. Receipts and Expenses.
15. Adjournment.

23. In all matters not regulated by these by-laws, Bourinot's "Rules of Order" shall govern.

ARTICLE 15. — Labour Councils

Labour Councils chartered by the Congress shall be governed by the following By-Laws:

ONE: Name

The name of the Council shall be "The Labour Council of the Canadian Congress of Labour."

TWO: Purposes

The purposes of the Council shall be to afford an opportunity for closer co-operation in the city and district of between the chartered local unions of the Congress and the Locals, lodges or branches, unions or Organizing Committees affiliated with the Congress, to the end that greater service may be rendered to the members of these unions and the general welfare of workers promoted and generally to promote and advance the interests, objects and activities of the unions chartered by or affiliated with the Congress, and to aid and advance from time to time the policy and programme of the Canadian Congress of Labour.

THREE: Representation

SECTION 1.—The Council shall be composed of delegates from chartered Local unions of the Congress and Local unions, lodges or branches of any

affiliated union or Organizing Committee affiliated with the Canadian Congress of Labour containing membership in the said city and district of

SECTION 2.—Representation shall be in the proportion of two delegates from each Local union, division, lodge or unit for each 100 members or less and one additional delegate for each 100 additional members or major fraction thereof, but no Local union, division, lodge or unit shall be allowed more than seven delegates on each Labour Council. No delegate shall be seated in the Council who is not a member in good standing in one of the chartered unions of, or a member in good standing of a local union, lodge, or unit of any union or Organizing Committee affiliated with the Canadian Congress of Labour.

SECTION 3.—Delegates must be credentialed by the Local union, division, lodge, or unit they represent. All credentials must be properly filled out and filed with the Secretary-Treasurer of the Council. Roll-call of delegates will be taken prior to the opening of each session.

SECTION 4.—Members of the Executive Committee or the Executive Council of The Canadian Congress of Labour shall be delegates ex officio of the Council, and shall have a voice but no vote in the proceedings, unless elected as delegates by a local Labour body affiliated with the Council.

SECTION 5.—Any delegate representing a Local union, division, lodge, or unit, who is absent from this Council for two successive meetings, shall be so reported to the organization he represents by the Secretary-Treasurer of the Council, unless such delegate notifies the Council prior to the time of meeting of his inability to attend.

SECTION 6.—For the regular transaction of business seven (7) delegates shall constitute a quorum, providing not less than two (2) affiliated organizations are represented by such delegates.

SECTION 7.—All questions coming before the Council shall be determined by a majority vote of the delegates present. In case of doubt, a standing vote may be demanded by any delegate.

FOUR: Meetings

The regular meetings of the Council shall be held at least once a month.

FIVE: Revenue

The funds for the support of the Council shall be derived from an affiliation fee of an amount to be determined by the Council from time to time in accordance with its needs.

SIX: Officers

SECTION 1.—The officers of the Council shall be a President, a Vice-President, and a Secretary-Treasurer.

SECTION 2.—The election of officers shall take place at the regular meeting of the Council in January of each year. Candidates for office may be nominated by a member in open meeting. Election shall be by ballot, and a majority of the votes cast shall be necessary to elect. If one candidate only is nominated, one ballot cast by the presiding officer shall be sufficient to declare election. The President shall appoint two Tellers to distribute the ballot papers, collect them and count the votes, and report to the presiding officer, who shall announce the result. The officers of the Council shall hold office

until the end of January, and their elected successors shall assume their duties on the first day of February.

SECTION 3.—Officers shall be installed by a Past President or by any member of the Council chosen for the purpose. Each officer, before assuming his duties, shall be required to take the following obligation:—

"I sincerely promise and declare that I will be faithful to the duties developing upon me as an officer of this Council, attend all meetings of this Council, if possible, and at the end of my term of office deliver up to the Council or to my regularly-elected successor all books, papers, funds, or other property in my possession belonging to the Council."

SECTION 4.—All vacancies in office caused by resignation, suspension, expulsion, or by any other cause shall be filled at the meeting at which the vacancy takes effect. This rule shall not apply to the office of President, to which, when a vacancy occurs, the Vice-President shall immediately succeed. Should any officer fail to answer the roll-call for three successive meetings without a good reason for his absence his office shall be declared vacant, and shall be filled forthwith. Temporary vacancies shall be filled by the presiding officer.

SEVEN: General

SECTION 1.—The Council may make such representations to the municipal or provincial authorities as may be deemed necessary, provided that the approval of the Executive Committee of The Canadian Congress of Labour be first obtained in all cases before making representations to the provin-

cial government or legislature on questions involving policy.

SECTION 2.—The Council may, subject to the approval of the Executive Committee of The Canadian Congress of Labour, issue or endorse the publication of such literature or other printed matter as may be deemed desirable in the interests of the Labour movement.

EIGHT: Order of Business

At the opening of a meeting the President shall take the Chair and shall conduct the business in the following order:

- (a) Roll Call of Delegates.
- (b) Installation of New Organizations.
- (c) Reading of Minutes.
- (d) Communications and Bills.
- (e) Reports of Committees.
- (f) Unfinished Business.
- (g) New Business.
- (h) Election of Officers.
- (i) Good and Welfare.
- (j) Notices of Motions.
- (k) Reports of Receipts and Disbursements.
- (l) Inquiries.
- (m) Adjournment.

In all matters not regulated by these by-laws Bourninot's "Rules of Order" shall govern.

ARTICLE 16. — Provincial Federations

Provincial Federations chartered by the Congress shall be governed by the By-Laws applicable to Labour Councils, and any other By-Laws which they may adopt, subject to the approval of the Executive Committee of the Congress. Representation shall, however, be as follows: one delegate from each local chartered union, and each lodge or unit of an affiliated union or organizing committee, and two delegates from each district council, within the Province. Their purpose shall be similar to those of district councils, except that they shall give special attention to Provincial legislation, and make representations to Provincial governments, subject to the approval of the executive committee of the Congress with respect to matters of policy.

ARTICLE 17. — Amendments to Constitution

The Constitution may be altered, amended or repealed at any Regular Convention of the Congress in the following manner:

Proposed amendments shall be submitted in writing by any affiliated or chartered unit, or by any officer of the Congress, and be received by the Secretary-Treasurer at least fifteen days prior to the date of the Convention, provided, however, that by unanimous consent any Regular Convention may receive and deal with any proposed amendments submitted during the Convention.

MEMORANDUM