

**CONSTITUTION**

**OF THE**

**REGINA AND DISTRICT**

**LABOUR COUNCIL**

**CLC**

*(Chartered by the Canadian Labour Congress)*

**Motion to amend passed – December 13, 2017**  
**Approved by CLC Canadian Council**  
**February 14, 2019**



**CANADIAN LABOUR CONGRESS**

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## **ARTICLE 1 - NAME**

**Section 1.** This Labour Council, chartered by the Canadian Labour Congress, shall be known as the **“Regina and District Labour Council, CLC.”**

**Section 2.** This Labour Council shall consist of organizations affiliated to, or chartered by, the Canadian Labour Congress, which have members who work within a thirty (30) kilometre radius of the City of Regina; including the community of Lumsden to the north, the community of Balgonie to the east, and the community of Pense to the west, and which are accepted as an affiliate by a regular or special meeting of the Council.

**Section 3.** Affiliated organizations shall conform to the Constitution and rules and regulations of the Labour Council as set forth herewith. This Council shall not be dissolved while there are at least ten (10) organizations remaining in affiliation.

## **ARTICLE 2 - PURPOSE**

**Section 1.** The purpose of this Labour Council are:

1. To support the principles and policies of the Canadian Labour Congress.
2. To coordinate the interests of its affiliates and generally to advance the economic and social welfare of all workers.
3. **(a)** To assist affiliates in extending the benefits of mutual assistance and collective bargaining to workers.  
**(b)** To assist wherever possible in organizing the unorganized into unions for their mutual aid, protection and advancement, giving recognition to the principle that craft, industrial and public sector unions are appropriate, equal and necessary as methods of union organization.
4. To encourage all workers without regard to race, creed, colour, gender, religion, sexual orientation or national origin to share in the full benefits of union organization.

5. To promote legislation, which will safeguard and extend free and unrestricted collective bargaining and to promote the passage of such other labour and social laws, which will provide for social security and welfare for all people.
6. To promote the cause of peace and freedom in the world and to assist and cooperate with free and democratic labour movements throughout the world.
7. To protect and strengthen our democratic institutions, to secure full recognition enjoyment of civil rights and liberties to which we are justly entitled, and to preserve and perpetuate the cherished traditions of our democracy.
8. To aid and encourage the sale and use of union-made goods and services through the use of the Union Label and other services.
9. To protect the labour movement from any and all corrupt influences which are opposed to the basic principles of our democracy and free democratic unionism.
10. To safeguard the democratic character of the labour movement and to observe and respect the autonomy of each affiliate.
11. To assist in the development of union education and to promote the labour press.
12. To promote an environment free of harassment in the workplace and in the labour movement.

### **ARTICLE 3 - MEMBERSHIP**

**Section 1.** This Labour Council shall be composed of:

- (a) Local unions, branches and lodges of national and international unions, regional and provincial organizations affiliated to the Canadian Labour Congress.
- (b) Local unions in the area chartered by the Canadian Labour Congress.

**Section 2.** Any organization affiliated with this Labour Council may be expelled from membership by a two-thirds (2/3's) majority roll call vote at a regular or special meeting, provided a Notice of Motion is provided at the preceding meeting. A decision to expel may be appealed to the Canadian Labour Congress within two (2) months. The decision shall be in force and effect during appeal.

**Section 3.** It shall be the duty of each affiliated organization to furnish this Labour Council with the following:

- (a) A statement of the affiliate's membership in good standing.
- (b) A copy of all affiliate reports which deal with matters within the purview of this Council.
- (c) Such other reports which will facilitate and make more effective the work of this Council.

**Section 4.** One (1) representative elected from the Saskatchewan Union of Retirees Federation (affiliated with the Congress of Union Retirees of Canada) within the jurisdiction of the Regina and District Labour Council shall have ex-officio status at all the Executive meetings; general membership meetings of the Labour Council and at the annual general meeting of the Labour Council. Ex-officio status shall grant the representative voice but no voting privileges in the affairs of the Council.

**Section 5.** The Labour Staff Representative at the United Way Regina and Area shall have ex-officio status at all Executive Meetings, General Membership meetings of the Labour Council and at the Annual General Meeting of the council.

Ex-officio status shall grant the Labour Staff Representative of the United Way Regina voice but no voting privileges in the affairs of the council.

## **ARTICLE 4 - ANNUAL GENERAL MEETING**

### **Section 1.**

- (a) The annual general meeting of this Labour Council shall be the governing body.
- (b) Except as provided in Article 3, Section 2 and Article 13, Section 2 its decisions shall be made by majority vote.
- (c) The annual general meeting shall be held during the first six (6) months of the calendar year. The time and place for holding annual general meetings shall be determined by the Executive

Board, Which shall give at least ninety (90) days' notice.

**(d)** The quorum of this meeting shall be the members in attendance, provided there are members present from five (5) affiliated organizations as provided for in the Constitution.

**(e)** The Rules of Order are as outlined in Appendix I of this Constitution.

**Section 2.** Representation at the annual general meeting shall be on the following basis:

**(a)** From each affiliate in good standing, four (4) delegates for the first one hundred (100) members or fraction thereof.

**(b)** From each affiliate in good standing, one (1) additional delegate for each additional one hundred (100) members or major fraction thereof.

**(c)** From each affiliate in good standing, one (1) youth delegate as defined in Article 8, Section 2(h).

**Section 3.** To be in good standing, an affiliate

**(a)** Shall not have been expelled or suspended from either this Labour Council or the Canadian Labour Congress.

**(b)** Shall have paid in full, at least two (2) weeks prior to the annual general meeting, its per capita tax for the preceding calendar year.

**Section 4.** The number of members of each affiliate for the purposes of selecting delegates to the annual general meeting shall be the average monthly number for which per capita tax is paid.

**Section 5.** The Treasurer of this Labour Council shall provide each affiliate with delegate credential forms which must be signed and returned to the Treasurer before delegates will be recognized.

## **ARTICLE 5 - MEETINGS**

### **Section 1.**

- (a)** Between annual general meetings, the regular meeting shall be the governing body of this Labour Council.
- (b)** Except as provided in Article 2, Section 2 and Article 13, Section 2 its decisions shall be made by majority vote.
- (c)** Unless otherwise directed by this Labour Council, regular meetings shall be held on the second (2nd) Wednesday of each month, excepting July and August.
- (d)** Representation to regular meetings shall be on the same basis as the annual general meeting.
- (e)** The quorum of this meeting shall be the members in attendance, provided there are members present from five (5) affiliated organizations as provided for in the Constitution.

### **Section 2.**

- (a)** Special meetings of this Labour Council may be called by direction of the Executive Board, or upon request of affiliates representing a majority of the total membership of the Council as evidenced by the records of the Treasurer.
- (b)** In the event of a majority as provided in subsection (a) requesting a special meeting, the Executive Board shall call such a meeting within fourteen (14) calendar days, and shall give all affiliates at least seven (7) days notice of the time and place for holding the special meeting, together with a statement of the business to be considered at such meeting.
- (c)** Except as provided in subsection (b), special meetings shall exercise the same authority as regular meetings.
- (d)** Representation to special meetings shall be on the same basis as to a regular meeting.
- (e)** Except as provided in Article 3, Section 2 and Article 13, Section 2, its decisions shall be made by majority vote.
- (f)** The quorum of this meeting shall be the members in attendance, provided there are members present from five (5) affiliated organizations as provided for in the Constitution.

## **ARTICLE 6 - EXECUTIVE BOARD**

**Section 1.** The Officers of this Labour Council shall be the President, Treasurer, Secretary and the Vice-Presidents pursuant to the rules laid out in Articles 8 and 9.

**Section 2.** The table officers of this Labour Council shall be the President, the Secretary, the Treasurer, and the First (1st) Vice-President.

**Section 3.** The Executive Board shall, as Trustees, hold title to any real estate of this Labour Council. They shall have no right to sell, convey or encumber any real estate without prior approval by an annual general meeting, regular meeting, or special meeting of this Council.

## **ARTICLE 7 - DUTIES OF OFFICERS**

### **Section 1.**

**(a)** The President shall function as the chief executive officer of this Labour Council, sign all official documents, and preside at annual general meetings, regular meetings and special meetings.

**(b)** Subject to appeal to the Canadian Labour Congress, the President shall have authority to interpret this Constitution, and this interpretation shall be conclusive and in full force and effect unless reversed or changed by the Executive Board or a meeting of this Labour Council.

**(c)** The President shall be an *ex-officio* member of all committees.

### **Section 2.**

**(a)** The Treasurer shall be the chief financial officer of this Labour Council.

**(b)** The Treasurer shall be in charge of all financial books, documents, files and effects of this Labour Council, which shall at all times be subject to the inspection of the President and of the Executive Board.

**(c)** The Treasurer shall prepare a financial statement of the Labour Council for a monthly report to the Council. A copy of this statement shall be forwarded to the Canadian Labour Congress Regional Office.



**(d)** The Treasurer shall have the books of the Labour Council audited yearly by a professional independent auditor and their report will be presented to the Annual General Meeting. A copy of Audit Report shall be forwarded to the Canadian Labour Congress Regional Office.

**(e)** The Treasurer shall, subject to the approval of the Executive Board, invest surplus funds of the Labour Council in securities or deposit them in a Credit Union, bank or banks.

**(f)** The Treasurer is empowered to require affiliates to provide statistical data in possession relating to the membership of their organization.

**(g)** The Treasurer shall Chair the Finance Committee.

### **Section 3.**

**(a)** The Secretary shall keep a correct record of the proceedings of all meetings of this Labour Council and of the Executive Board.

**(b)** The Secretary shall issue notices of all meetings and attend to all correspondence.

**(c)** The Secretary shall forward copies of the minutes of all Labour Council meetings to the Canadian Labour Congress Regional Office.

**Section 4.** A First (1st) Vice President shall be elected by the Executive Board within sixty (60) days after the annual general meeting and perform the duties of the President in case of the President's absence, and shall discharge the duties of the Chair when called upon by the President.

**Section 5.** An Executive Board member absent from three (3) consecutive meetings of this Labour Council without just cause shall be deemed to have resigned as an Executive Board member, and the position shall be declared vacant.

## **ARTICLE 8 - ELECTION OF OFFICERS**

**Section 1.** Election of Officers shall be by secret ballot. A majority of votes cast shall be required before any candidate can be declared elected, and second (2nd) and subsequent ballots shall be taken if necessary to obtain such a majority. On the second (2nd) and subsequent ballots, the candidate receiving the lowest number of votes in the previous ballot shall be dropped. In case of a

final tie vote, the presiding officer shall cast the deciding vote.

## **Section 2.**

**(a)** The annual general meeting shall elect the following positions, with President elected in even years to a two (2) year term, the Secretary and Treasurer to a two (2) year term elected in odd years, and the remaining positions to be elected to a one (1) year term.

**(b)** Each union affiliated with this Labour Council with an average yearly membership of more than two thousand (2,000) members shall be entitled to two (2) Vice-Presidents to be elected from its annual general meeting delegates. Such union shall caucus and present the names of its nominees to the annual general meeting. The annual general meeting may accept the nominees put forward by the union or nominate alternate candidates— the nominees, however, must be delegates credentialed by the appropriate union.

**(c)** Each union affiliated with this Labour Council with an average yearly membership of between seven hundred fifty (750) and two thousand (2,000) members shall be entitled to one (1) Vice-President to be elected from its annual general meeting delegates. Such union shall caucus and present the name of its nominee to the annual general meeting. The annual general meeting may accept the nominee put forward or nominate alternative candidates— the nominees, however, must be delegates credentialed by the appropriate union.

**(d)** Unions affiliated to this Labour Council with an average affiliated membership of fewer than seven hundred and fifty (750) shall in combination be entitled to two (2) Vice-Presidents to be elected from their annual general meeting delegates. Such unions shall caucus and present the names of their nominees to the annual general meeting. The annual general meeting may accept the nominees put forward or nominate alternative candidates—the nominees, however, must be delegates credentialed by the appropriate union.

**(e)** A majority of the votes cast shall be required before any nominee can be declared elected. Second (2nd) and subsequent ballots shall be taken if necessary to obtain such a majority. On the second (2nd) and subsequent ballots, the nominee receiving the lowest number of votes in the previous ballot shall be dropped.

**(f)** In the event of a tie vote, the President shall cast the deciding

vote.

**(g)** Aboriginal delegates shall be entitled to one (1) Vice-President which may be appointed after the annual general meeting. An Aboriginal delegate who comes forward must have formal endorsement by their affiliated union, be a delegate credentialed by the affiliate and have approval by the Regina and District Labour Council Executive Board.

**(h)** Youth delegates shall be entitled to one (1) Vice-President that may be appointed after the annual general meeting. A youth delegate who comes forward must have formal endorsement by their affiliated union, be a delegate credentialed by the affiliate and have approval by the Regina and District Labour Council Executive Board. The delegate must be twenty nine years (29) of age or younger at the time of the appointment.

**(i)** Solidarity and Pride delegates shall be entitled to one (1) Vice-President which may be appointed after the annual general meeting. A solidarity and pride delegate who comes forward must have formal endorsement by their affiliated union, be a delegate credentialed by the affiliate and have approval by the Regina and District Labour Council Executive Board.

**(j)** Workers of Colour delegates shall be entitled to one (1) Vice-President which may be appointed after the annual general meeting. A worker of colour delegate who comes forward must have formal endorsement by their affiliated union, be a delegate credentialed by the affiliate and have approval by the Regina and District Labour Council Executive Board.

**(k)** Workers with Disabilities delegates shall be entitled to one (1) Vice-President which may be appointed after the annual general meeting. A worker with disabilities delegate who comes forward must have formal endorsement by their affiliated union, be a delegate credentialed by the affiliate and have approval by the Regina and District Labour Council Executive Board.

**Section 3.** Nominees whose names have been put forward for election as an Officer shall be required to state their intentions:

*“With thanks to my nominator, I will accept/decline the nomination.”*

**Section 4.** Officers of this Labour Council shall be installed by the past president or by any other person chosen for that purpose.

**Section 5.** After being elected each Officer shall take the following obligation:

*“I swear and affirm that I will faithfully support the Constitution of the Canadian Labour Congress and the Constitution of this Labour Council. I do hereby sincerely pledge my word and honour to perform my duties as an Officer of this Labour Council of which I shall be a member, and at the end of my term of office, I shall turn over to the Council or to my successor, all properties or funds in my possession that belong to this Labour Council.”*

**Section 6.** The terms of the Officers shall commence upon the completion of elections.

**Section 7.** In the event of a vacancy in the office of President, Treasurer or Secretary:

**(a)** The Executive Board shall choose an Executive Board member to perform the duties of the vacant position until a successor is elected.

**(b)** Notice shall be forwarded to the delegates and affiliates that an election will take place at the next meeting to fill the vacant position.

**Section 8.** In the event of a vacancy in an office of Vice-President, the Executive shall announce the vacancy at the next meeting of the Labour Council. The Vice-President position of the Executive to which has become vacant will be replaced by the affiliated union to which the vacancy exists.

**Section 9.** In the event of an affiliation by a union which affiliates between seven hundred and fifty (750) and two thousand (2,000) members, an election shall take place for a Vice-President to represent that affiliate.

**Section 10.** In the event of an affiliation by a union which affiliates more than two thousand (2,000) members, an election shall take place for two (2) Vice-Presidents to represent that affiliate.

**Section 11.** Changes in affiliated membership by a union shall not be cause for a change in Vice-President eligibility between annual general meetings of this Labour Council unless the change in affiliated membership size would increase the number of Vice-Presidents to which the union would be eligible.

**Section 12.**

**(a)** The term of office for all Executive members elected at the

annual general meeting shall individually be until the elections at the next annual general meeting of this Labour Council, unless any of these positions are declared vacant by this Council.

**(b)** Excepting the President, Treasurer and Secretary, all Executive Members elected at the annual general meeting shall become Vice-Presidents.

**(c)** The term of office for the Auditors shall be three (3) years, elected in alternate years. One (1) alternate shall be elected on an annual basis to cover absences during verification.

## **ARTICLE 9 - COMMITTEES**

**Section 1.** The Standing Committees of this Labour Council shall be:

- (a)** Audit Committee.
- (b)** Community Affairs Committee.
- (c)** Education Committee.
- (d)** Equity and Human Rights Committee.
- (e)** Executive Board Committee.
- (f)** Finance Committee.
- (g)** Labour and Community Services Committee.
- (h)** Legislative and Political Action Committee.
- (i)** Organizing and Strike Support Committee.
- (j)** Public Relations Committee.
- (k)** Resolutions Committee.
- (l)** Youth Committee.

**Section 2.**

**(a)** The chairs of the Standing Committees shall be appointed by the second (2nd) regular Executive Council meeting following the annual general meeting.

(b) All Standing Committees, except the Audit Committee, may establish sub-committees when necessary.

**Section 3.** In addition to the Standing Committees, this Labour Council may elect or appoint further special committees.

## **ARTICLE 10 - DUTIES OF THE STANDING COMMITTEES**

### **Section 1.**

(a) The Audit Committee shall audit the Treasurer's books and accounts semi-annually and shall provide an Audit Report for this Labour Council.

(b) The Committee shall prepare an annual financial statement for distribution to all delegates at the annual general meeting.

**Section 2.** The Community Affairs Committee shall be concerned with community outreach programs such as: Labour Day Picnic, May Day, International Day of Mourning, as well as other items that fall within the jurisdiction of the Regina and District Labour Council.

**Section 3.** The Education Committee shall promote the widest possible understanding of the philosophy, aims and objective of the labour movement amongst members of its affiliates and the public. The Committee shall arrange and conduct seminars, weekend institutes and workshops for the purpose of disseminating union information and educational material. It shall encourage and assist affiliates in developing their own education program.

### **Section 4.**

(a) The Executive Board Committee shall consist of the Officers of this Labour Council.

(b) The Executive Board Committee shall be the governing body of this Labour Council between meetings, and except as provided in Section 4 (g) of this Article, its decisions shall be by majority vote. It shall take such action and render such decisions as may be deemed necessary to carry out the decisions and instructions of the Council and to enforce the provisions contained in this Constitution.

(c) The Executive Board Committee shall meet upon the call of the President, or upon the request of at least three (3) Officers.

**(d)** A majority of the members of the Executive Board Committee shall constitute a quorum for the transaction of business.

**(e)** The Executive Board Committee is authorized to reimburse members of this Labour Council for necessary expenses in performance of their authorized duties for the Council.

**(f)** The Executive Board Committee is authorized to expend Labour Council monies up to and including one hundred and fifty dollars (\$150.00) between meetings of the Council.

**(g)** The Executive Board Committee is authorized to expend Labour Council monies up to and including one thousand dollars (\$1000.00) providing a vote of 2/3 of the Executive Board Members in attendance has been accepted.

**(h)** The Executive Board Committee shall report the expenditure of all monies authorized under subsections (f) and (g) to the next duly constituted regular meeting of this Labour Council.

#### **Section 5.**

**(a)** The Finance Committee shall be chaired by the Treasurer, and shall be responsible for making recommendations to this Labour Council on expenditures which do not fall within the jurisdiction of other Standing Committees.

**(b)** The Finance Committee shall survey the other standing committees for their proposed future financial requirements, and shall advise the Treasurer regarding the investment of surplus funds.

**Section 6.** The Legislative and Political Action Committee shall be responsible for the promotion of the political policies and objectives of this Labour Council and the Canadian Labour Congress. It shall deal with all matters pertaining to municipal, provincial, and federal legislation within the jurisdiction of this Council.

**Section 7.** The Organizing and Strike Support Committee shall be responsible for encouraging new affiliation to this Labour Council, and shall encourage participation on this Council's Committees and activities. The Committee should also support and assist any union facing a difficult bargaining situation, a strike or a lockout, and shall, whenever possible, attempt to build a united front in defence of the right to strike and the right to free collective bargaining.

**Section 8.** The Equity and Human Rights Committee shall look after all equity issues; such as the rights of women, the disabled, Aborigines, gays and lesbians; and shall be responsible for encouraging their participation in all levels and facets of the labour movement and in the community at large as well as any human and civil rights activities within the jurisdiction of the Regina and District Labour Council. The Committee shall be involved in any decisions relating to issues concerning these groups. The Committee will have the mandate to provide information to the general membership.

**Section 9.** The Labour and Community Services Committee shall support the United Way of Regina in fundraising, the United Way Labour Staff position and the programs of the United Way of Regina based on the statement of principles negotiated between the two (2) parties.

**Section 10.** The Public Relations Committee shall assist the Regina and District Labour Council President in the preparation of media releases, letters to the editor and all other correspondence as deemed appropriate by the Executive of the Regina and District Labour Council. The Public Relations Committee will be responsible for reporting on all Regina and District Labour Council activities, news and events on the Regina and District Labour Council website.

**Section 11.** The Youth Committee shall work to promote and bring forward issues of youth members of the Regina and District Labour Council affiliates. The Committee will also work to establish a network of youth among the affiliates who will work with the other Labour Council committees on issues of importance to the Regina and District Labour Council.

## **ARTICLE 11 - PER CAPITA TAX**

**Section 1.** Each affiliate shall pay to the Treasurer, a per capita tax of twenty cents (20¢) on their affiliated membership for the preceding month. These dues shall be paid monthly, quarterly, bi-annually or annually by approval of the Regina and District Labour Council Treasurer.

**Section 2.** All affiliates shall be advised by the Treasurer of the status of their per capita tax payments as of June 30th and December 31st each year.

**Section 3.** Any affiliate more than twelve (12) months in arrears in payment of the per capita tax may become suspended from membership in the Labour Council and can be reinstated only after arrears for the current and previous calendar year are paid in full.

**Section 4.** Any affiliate in a lockout or strike position shall be exempted from the collection of the per capita tax during the term of the lockout or strike, and notwithstanding Article 4, Section 3, subsection (b), shall retain all the rights



and privileges of affiliation to this Labour Council.

## **ARTICLE 12 - APPENDIX**

**Section 1.** Rules of Order and ongoing policy items may be appended to this Constitution.

## **ARTICLE 13 - AMENDMENTS**

**Section 1.** Amendments to this Constitution shall not conflict with the Constitution, principles or policies of the Canadian Labour Congress.

**Section 2.** Amendments to this Constitution shall be adopted by a two-thirds (2/3's) affirmative vote of those present and voting in a duly constituted meeting of this Labour Council.

**Section 3.** Amendments to this Constitution shall be by written Notice of Motion, and shall be dealt with at the subsequent meeting of this Labour Council.

**Section 4.** Excepting Section 5 of this Article, amendments to this Constitution shall only become effective after approval by the Executive Board of the Canadian Labour Congress.

**Section 5.** Amendments to the Appendix of this Constitution shall become effective immediately after adoption.

# APPENDIX I

## RULES OF ORDER

**Section 1.** The Rules and Order of Business shall be:

- (a)** The President, or in the President's absence a Vice-President, shall take the Chair at the annual general meeting and all regular and special meetings.
- (b)** No question of a sectarian nature shall be discussed at a meeting.
- (c)** When a delegate wishes to speak, the delegate shall first be recognized by the Chair, and shall confine all remarks to the question at issue.
- (d)** A delegate shall not speak more than once upon a subject until all who wish to speak have had an opportunity to do so.
- (e)** If a delegate is called to order, the delegate shall withdraw until the question of order has been settled.
- (f)** Should a delegate persist in disruptive conduct, the Chair will be compelled to name the delegate and submit the delegate's conduct to the judgement of the meeting. In such cases, the delegate whose conduct is in question should explain and then withdraw, and the meeting will determine what course to pursue in the matter.
- (g)** When question is put, the Chair after announcing the question shall ask: "Are you ready for the question?" If no delegate wishes to speak, the question shall be put.
- (h)** Questions may be decided by a show of hands or a standing vote, but a roll call vote may be demanded by thirty per cent (30%) of the delegates present. In a roll call vote, each delegate shall be entitled to one (1) vote.

**(i)** Two (2) delegates may appeal the decision of the Chair. The presiding Chair shall vacate the Chair and appoint another Officer to be the acting Chair. The Appellant shall briefly state the reasons for the motion of appeal, followed by an explanation by the presiding Chair for the ruling. Without further debate, the acting Chair shall put the question thus: “Shall the decision of the Chair be sustained?” After the vote, the presiding Chair shall return to the Chair.

**(j)** In case of any tie vote, the Chair shall cast the deciding vote.

**(k)** When the previous question is moved, no discussion or amendment of either Motion is permitted. If the majority vote that “the question be now put,” the original Motion has to be put without debate. If the Motion to put the question is defeated, discussion will continue on the original Motion.

**(l)** A Motion may be reconsidered provided the mover of the Motion to reconsider voted with the majority, and Notice of Motion is given for consideration at the next meeting, and said Notice of Motion is supported by two-thirds (2/3's) of the delegates qualified to vote.

**(m)** In all matters not regulated by these Rules of Order, *Bourinot's Rules of Order* shall govern.

**(n)** If a delegate to the Labour Council has a complaint or grievance against an Officer or delegate to the Council and no procedure for redress of the complaint or grievance is set out in the Council's Constitution, the delegate shall have the right to submit the case with all relevant material to a mediator appointed by the Canadian Labour Congress.

## APPENDIX II

### OFFICERS' EXPENSES

**Section 1.** Expenses and lost time wages incurred by the Officers for attending the annual general meeting, regular, special and Executive Board meetings of this Labour Council shall be reimbursed by this Council.

**Section 2.** One (1) day per month of lost time wages incurred by the Secretary to prepare for meetings of this Labour Council shall be reimbursed by this Council.

**Section 3.** One (1) day per month of lost time wages incurred by the Treasurer to prepare for meetings of this Labour Council shall be reimbursed by this Council.

**Section 4.**

**(a)** An honorarium shall be provided to the table officers and paid quarterly as follows:

<b>(i)</b> .....	President
.....	\$100.00 per month
<b>(ii)</b> .....	Treasurer
.....	\$ 80.00 per month
<b>(iii)</b> .....	Secretary
.....	\$ 80.00 per month
<b>(iv)</b> .....	First (1st) Vice-
President .....	\$ 50.00 per month

**(b)** If during your term as table officer, you are unable to fulfil the duties of the elected position, you will forgo the honorarium for your position until such time that you are able to return to your elected position and fulfil all duties in its entirety.

## **APPENDIX III**

### **EXPENSE POLICY**

**Section 1.** Excepting child care, the expense policy of this Labour Council shall be determined by the Regina and District Labour Council Treasurer and the Finance Committee, and submitted for approval at the annual general meeting of the Regina and District Labour Council.

**Section 2.** This Labour Council shall reimburse parents for the actual and reasonable costs they may incur for child care which is over and above any costs they would ordinarily have incurred had they not been attending a meeting or committee meeting of this Council or acting as an authorized representative of this Council at other functions.

## **APPENDIX IV**

### **SIGNING OFFICERS**

**Section 1.** Three (3) signing officers, of whom two (2) shall be the President and Treasurer, shall be elected from and by the Executive Board following the annual general meeting.

**Section 2.** The signing officers shall be bonded, and the bonding costs shall be paid by this Labour Council.

## **APPENDIX V**

### **REPRESENTATION**

**Section 1.** The first preference as a delegate to the conventions of the Saskatchewan Federation of Labour and the Canadian Labour Congress, as authorized by this Labour Council, shall be the President of this Council.

**Section 2.** The first preference as a delegate to all conventions and conferences, as authorized by this Labour Council and not covered by Section 1 of this Appendix, shall be the Chair of the committee which has the jurisdiction for the convention or conference.

**Section 3.** The first preference as representative to the Executive Council of the Saskatchewan Federation of Labour shall be the President of this Labour Council.

**Section 4.** The Alternate to the Executive Council of the Saskatchewan Federation of Labour shall be elected from the current Executive of this Council at the annual general meeting.

## **APPENDIX VI**

### **STRIKE/LOCKOUT DONATIONS**

**Section 1.** To an affiliate of this Labour Council which is in a strike or lockout position, the standard donation shall be five hundred dollars (\$500.00).

**Section 2.**

**(a)** To a local which is not an affiliate of this Council which is in a strike or lockout position, and which is located in the province of Saskatchewan, the standard donation shall be two hundred and fifty dollars (\$250.00).

**(b)** To a local which is located in Canada outside of the province of Saskatchewan, and which is in a strike or lockout position, the standard donation shall be one hundred dollars (\$100.00) and will only be made available upon request.

**Section 3.** All appeals for donations to support a local in a strike or lockout position will be referred to this Labour Council's Organizing and Strike Support Committee which shall make a recommendation to a meeting of this Council.



## **APPENDIX VII**

### **POLITICAL ACTION FUND**

**Section 1.** Of the per capita tax collected by the Treasurer, three cents (\$0.03) per member per month shall be credited to the Political Action Fund. The remaining portion of the per capita tax shall be deemed as general revenue.

## APPENDIX VIII

### GRANTS TO AFFILIATED LOCALS

**Section 1.** Any affiliate with an affiliated membership of less than one hundred (100) members, or any affiliate that has gone through financial hardship (i.e., strike, lockout, and legal battle) shall be eligible to request an educational grant of up to two hundred and fifty dollars (\$250.00) from the Labour Council. The grant money is only to be used to defray expenses for a member, regardless of race, creed, gender, sexual orientation, or national origin, as long to attend a conference, convention or educational sponsored, sanctioned or recommended by this Council, the Saskatchewan Federation of Labour, or the Canadian Labour Congress.

**Section 2.** All requests under this Section will be reviewed by the Education Committee which will make a recommendation to a meeting of this Labour Council.

**Section 3.** There shall not be more than one thousand dollars (\$1000.00) per year in total grants allocated by this Labour Council under this appendix.

**Section 4.** This Labour Council has established an annual scholarship to send a delegate to the Saskatchewan Federation of Labour's Prairie School for Union Women.