

BY-LAWS

OF THE

**CALGARY AND DISTRICT
LABOUR COUNCIL**

(CLC)

(Chartered by the Canadian Labour Congress – July 27, 1956)

Motion to amend passed – May 25, 2015
Approved by CLC Canadian Council – September 9, 2015



Canadian Labour Congress

Congrès du travail du Canada

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Article 1 – Name

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

Section 2 It shall consist of organizations affiliated to the Canadian Labour Congress which become affiliated to this Labour Council and which are situated in the area bounded by and including on the north, the City of Airdrie; on the south, the Town of High River; on the east, the Saskatchewan border; and on the west, the British Columbia border.

Section 3 These organizations shall conform to the Constitution and the rules and regulations of this Labour Council as set forth herewith. The Labour Council shall not be dissolved while there are five (5) organizations remaining in affiliation.

Article 2 – Objectives

Section 1 The purposes of this Labour Council are:

1. To support the principles and policies of the Canadian Labour Congress.
2. To promote the interests of its affiliates and to liaise and join with affiliates and community groups to advance the economic and social welfare of workers.
3. **(a)** To assist affiliated organizations in extending its benefits of mutual assistance and collective bargaining to workers.
(b) To assist in the organization of the unorganized into unions for their mutual aid, protection and advancement, giving recognition to the principle that both public and private sector unions are appropriate, equal and necessary as methods of union organization.
4. To encourage all affiliates to extend union membership and organization to workers regardless of race, colour, creed, gender, sexual orientation, age or national origin.

5. To secure legislation which will safeguard and promote the principle of free collective bargaining, the rights of workers and the security and welfare of all people.
6. To protect and strengthen our democratic institutions, to secure full recognition and enjoyment of the rights and liberties to which we are justly entitled, to preserve and perpetuate the cherished traditions of our democracy.
7. 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.
8. To aid and encourage the sale and use of union-made goods and union services through the use of the Union Label and other symbols.
9. To promote the labour press and other means of furthering the education of the labour movement.
10. To safeguard the democratic character of the labour movement and to observe and respect the autonomy of each affiliated union.
11. While preserving the independence of the labour movement from political control, to encourage workers to vote, to exercise their full rights and responsibilities of citizenship and to perform their rightful part in the political life of the municipal, provincial and federal governments.
12. As the voice of labour, to speak out against injustices wherever, and whenever possible.

Article 3 – Membership

Section 1

The Calgary and District Labour Council shall be composed of:

1. Local unions, branches, and lodges of national and international unions, regional and provincial organizations affiliated with the Canadian Labour Congress; and
2. 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 in the Council by a majority roll call vote at a meeting. Any decision to expel may be appealed to the Canadian Council of the Canadian Labour Congress within two (2) months. The decision shall be in force and effect during appeal.

Section 3 Any delegate representing a union organization affiliated with this Labour Council may be suspended or expelled for conduct unbecoming a delegate, from membership in the Council by a majority roll call vote at a meeting. In such cases, the union organization which the delegate represents will be notified and requested to replace him or her. Any decision to expel may be appealed to the Canadian Council of the Canadian Labour Congress within two (2) months. The decision shall be in force and effect during appeal.

Section 4 The Canadian Labour Congress and the Alberta Federation of Labour Officers, Directors and Representatives shall be accorded all rights and privileges to delegates except the right to vote when they attend meetings of this Labour Council.

Section 5 It shall be the duty of each affiliated organization to furnish the Secretary-Treasurer of the Labour Council with the following:

- (a) All official reports which deal with matters within the purview of the Labour Council.
- (b) Such other reports as will facilitate and make more effective the work of the Labour Council.
- (c) A statement of their membership in good standing.

Article 4 – Meetings, Representation

Section 1 The regular meetings of this Labour Council shall be the governing body of the Council except as provided in Article 11, its decisions shall be by majority vote.

Section 2 (a) The regular meetings of the Labour Council shall be held on the third (3rd) Monday of each month except July and August. The meeting in December shall be held on the second (2nd) Monday of the month. Meetings shall commence at 7:00 P.M. sharp and the Council shall stand adjourned at 9:00 P.M. unless

two-thirds (2/3) of the delegates present agree to extend the meeting beyond the time limit.

(b) Regular meetings shall be automatically re-scheduled if they fall on a holiday weekend.

Section 3

(a) Special meetings of the Labour Council may be called by direction of the Executive Council, or on request of affiliated organizations representing a majority of the total membership of the Council as evidenced by the records of the Treasurer.

(b) In the event a majority as provided in subsection(a) requests a special meeting, the Executive Council shall call such meeting within five (5) calendar days and shall give all organizations five (5) calendar 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) Representation to special meetings shall be on the same basis as regular meetings.

(d) Except as provided in subsection (b), a special meeting shall exercise the same authority as a general meeting.

Section 4

(a) Representation at meetings shall be on the following basis:

1. From affiliated union organizations, three (3) delegates for one hundred (100) or less members and one (1) additional delegate for each additional one hundred (100) members or major fraction thereof.

(b) If approved by the Labour Council, honorary delegates may be represented with seat and voice only.

(c) Upon presentation of proof, members of organizations affiliated with the Labour Council, in good standing with their organizations, shall be entitled to attend Council meetings as guests.

(d) 1. Once an affiliate has named their delegates in accordance with Article 4, Section 4(a) of these By-Laws, they shall be entitled to name alternates.

2. Alternate delegates that attend meetings shall give the Sergeant-at-Arms the name of the regular delegate replaced for that meeting.

3. Alternate delegates shall be accorded seat, voice, and vote, but shall not be eligible to hold an Executive position.
- (e)
1. Lifetime membership shall be available to people who have served the Calgary and District Labour Council with distinction.
 2. Lifetime members must be nominated by a delegate or affiliated union of the Calgary and District Labour Council.
 3. A selection committee will be formed to review nominations. The selection committee shall be composed of the President, a member of the executive council and a delegate from the floor.
 4. The selection committee shall forward its decision to the general membership for final ratification.

Section 5 Delegates to the Labour Council shall be selected based on the average monthly number of members on which per capita is paid.

Section 6 Each affiliate shall be furnished with credential blanks which must be attested as required and returned to the Treasurer before new delegates may be seated in Labour Council.

Section 7 All delegates to this Labour Council, by way of Motion, shall be given seat, voice and vote.

Section 8 Any organization suspended or expelled by the Canadian Labour Congress or this Labour Council shall not, while under such penalty, be allowed representation in the Council. Any organization which is in arrears to the Council for per capita tax three (3) months or more shall not be entitled to recognition or representation in the Council.

Section 9 Any person suspended by or expelled from any organization affiliated to this Labour Council shall not be seated as a delegate.

Section 10 Any delegate being absent from four (4) consecutive meetings of this Labour Council (as per record kept by the Sergeant-at-Arms) without good and sufficient reason, in writing, having been previously presented to the Secretary-Treasurer from the delegate or his or her organization, shall forfeit his or her seat and immediate

notice sent to this organization by the Secretary-Treasurer requesting a new credential for the vacant seat. The Secretary-Treasurer shall also revise the official records accordingly.

Section 11

- (a)** The President, in consultation with the Executive Council, shall appoint such committees as are necessary to conduct the affairs of the Labour Council.
- (b)** Wherever possible, a Co-Chair shall preside over all Committee meetings and at least one (1) Co-Chair shall be an Executive Officer.
- (c)** Gender parity shall be maintained within the Co-Chairs of all Committees excluding the Women's Committee.
- (d)** Committees may include Constitution, Education, Environment, Finance, Newsletter, Occupational Health and Safety, Political Action, Privatization/Contracting Out, Social, Strike Support, Union Label, Women's and such other committees as the President shall at other times appoint.
- (e)** Committees shall meet on a regular schedule to consider issues within the guidelines of their Committee and, further, to deal with matters which may, from time to time, be referred by the Labour Council.
- (f)** Committees shall prepare and present written reports of their activities to regular Labour Council meetings.

Section 12

Ten (10) delegates representing at least seven (7) of the affiliated union organizations shall constitute a quorum for the transaction of business.

Section 13

The Rules and Order of Business governing meetings shall be:

- 1.** The President shall take the Chair at the time specified at all regular and special meetings of the Labour Council; or in the President's absence or request, the First (1st) or Second (2nd) Vice-President shall assume these duties. In the absence of both the President and the First (1st) and Second (2nd) Vice-President, the Treasurer shall assume these duties.
- 2.** No question of a sectarian character shall be discussed at meetings.

- 3.** When a delegate wishes to speak, the delegate shall be recognized by the Chair, then shall give a suitable identification, including the organization represented and confine all remarks to the question at issue.
- 4.** A delegate shall not speak more than once upon a subject until all who wish to speak have had an opportunity to do so. First comments shall be limited to three (3) minutes. A delegate speaking for a second (2nd) time on a subject shall be limited to one (1) minute.
- 5.** A delegate shall not interrupt another, except it be to call a Point of Order.
- 6.** A delegate who has been called to order shall, at the request of the Chair, be seated until the question of order has been decided.
- 7.** Any delegate persisting in unparliamentary conduct, shall be named by the Chair, and the conduct shall be submitted to the judgement of the meeting. In such case, the delegate whose conduct is in question shall explain and then withdraw, while the meeting determines what course to pursue in the matter.
- 8.** When a 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.
- 9.** Questions may be decided by a show of hands, or a standing vote, but a roll call vote may be demanded by thirty percent (30%) of the delegates present. In a roll call vote, each delegate shall be entitled to one (1) vote.
- 10.** Two (2) delegates may appeal the decision of the Chair. The Chair shall then put the question. The question shall not be debatable except by the mover of the appeal who may state his or her reasons and the Chair may make an explanation of the decision. The Chair shall then put the question thus: "Shall the decision of the Chair be sustained?"
- 11.** The Chair shall have the same right as other delegates to vote on any questions. In case of a tie vote, the Chair shall cast the deciding vote.
- 12.** 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.

- 13.** 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) of the delegates qualified to vote.
- 14.** In all matters not regulated by these Rules of Order, *Bourinot's Rules of Order* shall govern.

Article 5 – Officers

- Section 1** The Officers of the Labour Council shall consist of a President, First (1st) and Second (2nd) Vice-Presidents, Secretary, Treasurer, Sergeant-at-Arms and eight (8) Executive members. Wherever possible, gender parity shall be maintained.
- Section 2**
- (a)** Each Officer shall be a member in good standing of an affiliated organization. No delegate shall be eligible for election unless he or she has attended five (5) of the meetings of the Labour Council in the previous twelve (12) meetings.
 - (b)** Any delegate that is unable to attend a general membership meeting shall be excused and credited with one (1) meeting attended, in the previous twelve (12) meetings, if there is notice provided prior to the meeting to the Calgary and District Labour Council office.
- Section 3**
- (a)** The Officers shall be elected by the Labour Council at the annual meeting which will be held on the third (3rd) Monday in January, commencing at 7:00 P.M.
 - (b)** One-half (1/2) of the Officers will be elected in even years, and the other half (1/2), in the odd years. The President, Second (2nd) Vice-President, Secretary and four (4) Executive members will be elected in odd years. The First (1st) Vice-President, Treasurer, Sergeant-at-Arms and four (4) Executive members will be elected in even years.

- Section 4** 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 of votes in the previous ballot shall be dropped. In case of a final tie vote, the presiding officer may cast the deciding vote.
- Section 5** Delegates accepting nomination for the position of President shall have up to five (5) minutes to address the Labour Council before balloting begins. Delegates accepting nomination for the positions of Vice-President(s), Secretary and Treasurer shall have up to three (3) minutes to address Council before balloting begins.
- Section 6** The election of each office shall be completed before nominations may be accepted for any subsequent office.
- Section 7** The term of Officers of the Labour Council shall be two (2) years commencing upon the completion of election.
- Section 8**
- (a) In the event of a vacancy in the office of the President, the First (1st) Vice-President shall perform the duties of the President until a successor is elected. If the First (1st) Vice-President is unable to act in this matter, then the Second (2nd) Vice-President shall perform the duty.
 - (b) In the event of a vacancy in the office of either Vice-President or Treasurer, the President shall perform the duties of the vacant office until a successor is elected.
- Section 9** In the event of a vacancy in any office of the Labour Council, the vacancy shall be filled at the next regular meeting.
- Section 10** The Executive Officers shall hold title to any real estate of the Labour Council as Trustees for the Council. They shall have no right to sell, convey or encumber any real estate without first submitting the proposition to a meeting and such proposition is approved.
- Section 11** **Obligation for Officers**
- After being elected, each Officer before assuming the duties of office, shall be required to take the following obligation:

“I do hereby sincerely pledge my word and honour to perform my duties as an Officer of this Labour Council. I will attend, when able to do so, all meetings of the 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 successors, all properties or funds in my possession that belong to the Council.”

Article 6 – Duties of the President

- Section 1** The President shall be the chief executive officer of the Labour Council, and will work full-time for the Council, subject to the terms and conditions herein, as noted within the objectives of the Calgary and District Labour Council Vision Statement. The President shall exercise supervision over the affairs of the Council, sign all official documents, prepare agendas, and preside at regular and special meetings.
- Section 2** Subject to appeal to the Canadian Labour Congress, the President shall have authority to interpret these By-Laws and such interpretation shall be conclusive and in full force and effect unless reversed or changed by the Executive Council, or a meeting of the Canadian Labour Congress.
- Section 3** The President shall have charge of the Seal and records of the Labour Council. The President shall conduct all correspondence on behalf of the Council, acknowledge all communications promptly, and write all letters, as directed by the Council meetings. The President shall inform the Canadian Labour Congress Regional Office of all changes of Officers of the Council, and the time and place of meetings. The President shall also forward copies of all Council minutes to the Canadian Labour Congress Regional Office, as well as carry out assignments and duties, as assigned by the Executive Council.
- Section 4** The President shall be the Labour Council’s automatic representative to serve on the Executive Council of the Alberta Federation of Labour.
- Section 5** **Compensation**
- (a)** The President shall receive a compensation package as defined by the Labour Council effective January 1, 2009.

- (b) Each January thereafter, the annual wage for the position of President shall be increased by the same percentage as the average wage increase for unionized workers in the Calgary area for the previous twelve (12) months. The amount of the wage increase shall be calculated and applied as soon as the wage increase data for the previous year becomes available and shall be retroactive to the first (1st) of January.

Article 7 – Duties of the Vice-President(s)

- Section 1** The Vice-President(s) shall aid the President in the duties of chief executive officer of the Labour Council and act on behalf of the President when required to do so.
- Section 2** The First (1st) Vice-President, or designate, shall Chair all meetings of the Executive Council. The agenda of the Executive Council meetings shall be prepared by the President, in consultation with the First (1st) Vice-President.
- Section 3** The Vice-President(s) shall render assistance to affiliates, committees, and to members of the Executive Council as directed by the Labour Council.
- Section 4** If the President is absent or incapacitated, the First (1st) Vice-President shall perform all the duties of the President.
- Section 5** If the office of the President falls vacant, the First (1st) Vice-President shall be the acting president until a new President is elected.

Article 8 – Duties of the Treasurer

- Section 1** The Treasurer shall be responsible for all books, documents, files and effects of the Labour Council which shall, at all times, be subject to inspection of the President, the Executive Council and the Trustees. The Treasurer shall maintain a list of all affiliates of the Council, and the reported number of members of each one, as provided by the affiliates.
- Section 2** The Treasurer shall ensure a Financial Statement is prepared for a monthly report to Labour Council.

Section 3 The Treasurer shall have the books of the Labour Council audited semi-annually by the Trustees elected under the provisions of Article 12. A copy of the Audit Report shall be forwarded to the Canadian Labour Congress Regional Office.

Section 4 The Treasurer shall, subject to the approval of the Executive Council and the final approval by a meeting of the Labour Council, invest surplus funds of the Council in securities or deposit them in unionized financial institutions where possible.

Article 9 – Duties of the Secretary

Section 1 The Secretary shall keep a full, accurate and impartial account of the proceedings of all regular or special membership and Executive Council meetings, ensuring that these records include a copy of the full financial report presented by the Treasurer.

Section 2 Record all alterations in the By-Laws, and ensure they are forwarded to the Canadian Labour Congress Regional Office.

Article 10 – Duties of the Sergeant-at-Arms

Section 1 It shall be the duty of the Sergeant-at-Arms to receive the name of each delegate upon entering the meeting room and shall keep a correct record of attendance. The Sergeant-at-Arms shall perform such other duties as may be assigned by the President.

Article 11 - Executive Council

Section 1 The Executive Council shall consist of the President, Vice-President(s), Treasurer, Secretary, Sergeant-at-Arms and Executive members.

Section 2 The Executive Council shall be the governing body of this Labour Council between meetings. It shall take such action and render such decisions as may be necessary to carry out fully the decisions and instructions of the Council meetings and to enforce the provisions contained in this Constitution. Any such action taken or decisions rendered shall be reported to the next regular meeting of the Council for endorsement.

- Section 3** The Executive Council shall meet at least once between the regular meetings of the Labour Council, time and date to be decided by the Executive Council. In case of emergent business arising, the President shall call a special meeting.
- Section 4** Seven (7) or more members of the Executive Council shall constitute a quorum for the transaction of the business of the Executive Council.
- Section 5** Any Officers being absent for two (2) consecutive meetings of the Executive Council without acceptable excuse, the office shall be declared vacant and the Labour Council shall at once proceed to elect a successor. An Officer so elected shall assume the duties of office immediately thereafter.
- Section 6**
- (a) The Executive Council is authorized to reimburse members of the Labour Council for necessary expenses in performing duties for the Council provided such duties would necessitate the members going away from home or losing time from regular employment. Such members shall be paid lost time wages per day. In addition, the members shall be paid for transportation and hotel room plus not less than ninety dollars (\$90.00) per day expenses or a rate set by the Finance Committee, whichever is greater. Car transportation shall be paid at the Revenue Canada rate per kilometre both ways. The Executive Council shall be empowered to advance necessary expense money when requested.
 - (b) Delegates attending meetings, conventions or other functions in the City of Calgary shall be reimbursed on an in town per diem of thirty dollars (\$30.00).
- Section 7**
- (a) The Executive Officers shall have the authority of ordering payment of all bills and expenditures for the normal operation of the Labour Council.
 - (b) The President, Vice-President(s), and Treasurer shall be the signing officers, on behalf of the Labour Council, and all cheques, drafts and documents shall be signed by the Treasurer, and either the President or Vice-President(s).
 - (c) All signing officers of the Labour Council shall be bonded through the office of the Canadian Labour Congress.

- Section 8.**
- (a) No donations shall be considered unless requested in writing.
 - (b) If, by way of Motion, the Labour Council endorses a financial appeal for a strike, the appeal shall be circulated to the affiliates and, further, it shall be referred to the Strike Support Committee for direct and immediate action in support of the request.
 - (c) If, by way of Motion, the Labour Council endorses a financial appeal from a non-affiliated organization, it shall circulate the appeal on a once per calendar year basis. Non-affiliated organizations shall be requested to provide sufficient copies of their appeal for distribution to the affiliates and shall be requested to ensure the use of the Union Label.

Article 12 - Trustees

- Section 1** A total of three (3) Trustees shall be elected by the Labour Council in the same manner as the Officers. The Trustees shall be elected to a three (3) year term and one (1) Trustee shall retire each year. The retiring Trustee(s) shall be eligible for re-election.
- Section 2** The Trustees shall not be members of the Executive Council.
- Section 3** The Trustees shall conduct an audit of the books and accounts of the Labour Council semi-annually as of June 30th and December 31st, based on actual verification of the Treasurer's records as outlined on the appropriate Canadian Labour Congress Audit Report. They shall see that all Audit Reports are posted for the information of all delegates and copies forwarded to the Canadian Labour Congress Regional Office.
- Section 4** Should the Trustees be unable or otherwise fail to audit the books of the Labour Council, it shall be the duty of the Executive Council or the President to have the books checked and properly audited by a firm of chartered accountants or some equally qualified party.
- Section 5** The Trustees shall certify to the Canadian Labour Congress that all financial officers of the Labour Council are bonded in accordance with the provisions of these By-Laws.

Article 13 - Ombudsperson

Section 1

- (a)** 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 these By-Laws, the aggrieved member shall have the right to submit the case with all relevant material to the Ombudsperson appointed by the Canadian Labour Congress.

- (b)** The Ombudsperson will, under the authority vested by the Canadian Labour Congress, undertake such inquiries, hearings or meetings as deemed advisable and report the findings as soon as possible to the parties to the complaint.

Section 2

In carrying out the duties assigned the Ombudsperson by the Canadian Labour Congress, the Ombudsperson is empowered:

- 1.** To receive inquiries concerning the rights of members and to advise them on the procedures open to them for the redress of complaints.

- 2.** To receive complaints, to investigate them, to hold hearings if the Ombudsperson decides the complaint warrants it and to issue written reports, determinations or findings on the individual cases.

- 3.** To decide whether or not allegations are sufficiently serious and substantial to justify a hearing and, if not, to dismiss a complaint without a hearing.

- 4.** To order, in cases where the decision favours the complainant, such remedies as in the opinion of the Ombudsperson are warranted.

- 5.** To recommend, based upon the cases handled, changes in the constitutions of bodies concerned which, in the judgement of the Ombudsperson, would eliminate the causes of the complaints.

- 6.** To submit to the Canadian Labour Congress before March 31st of each year, a statistical report of the cases handled during the previous calendar year and the disposition thereof including such comments and recommendations as may be of assistance to the Congress in determining future policy with respect to the functions of the office of the Ombudsperson.

7. To recommend, for the approval of the Canadian Labour Congress:
 - (a) Procedures for the handling of correspondence and written records relative to complaints received.
 - (b) Procedures to be followed at meetings, hearings and inquiries including the appearance and testimony of individuals.
 - (c) Procedures for obtaining access to relevant files and other documentation.
 - (d) Procedures for reimbursement of complainants, defendants and witnesses for travel and other expenses.
8. In addition to the foregoing, the Ombudsperson would, if his or her recommendations were not acted upon and grievances settled within a period of thirty (30) days after the report has been submitted to the parties, have the authority to publicize any decision, award or other findings the Ombudsperson has made.

Article 14 - Revenue

Section 1

A per capita tax shall be paid on the full, paid-up membership of each organization.

Section 2

Each affiliated union organization shall pay, before the last day of each month, for the previous month:

- (a) Effective January 1, 2008, a per capita tax of sixty cents (\$0.60) per member per month.
- (b) Effective on January 1, 2005, and on each succeeding January 1st, the per capita shall be increased one cent (\$0.01) per member per month. The per capita increase shall be subject to the approval of the Executive Council. The automatic increase shall be reviewed by the Executive Council prior to implementation on an annual basis. The Executive shall have the right to freeze the increase for the following year.

Section 3 Any organization which does not pay its per capita tax on or before the time specified shall be notified of that fact by the Treasurer of the Labour Council, with the delegates from such organization to be also notified of the notice given. Any organization three (3) months in arrears in payment of per capita tax may become suspended from membership in the Council and can be reinstated only after arrears are paid in full or the case is brought before the Executive Council for consideration and disposition and the action of the Executive Council is approved by the Labour Council.

Section 4 Notice of the Executive Council decision shall be sent to the affiliates no later than thirty (30) days prior to the implementation of the increase.

Article 15 - Amendments

Section 1 Proposed amendments to these By-Laws must conform with the Constitution, principles and policies of the Canadian Labour Congress and must be submitted to the Labour Council by Notice of Motion at least thirty (30) days before the proposed amendments are to be considered. Such amendments may be adopted by a two-thirds (2/3) majority vote of those present and voting. However, amendments shall only become effective after approval by the Canadian Council of the Canadian Labour Congress.

Section 2 The Calgary and District Labour Council Executive shall conduct a review of its By-Laws once per year and shall, in conformity with Article 15, Section 1, make a Notice of Motion with any proposed changes to the By-Laws. Such reviews will begin in 2013.

Article 16 - Order of Business

The business of the Labour Council in each regular meeting shall be conducted in the following order:

1. Roll Call of Officers.
2. Applications for affiliation.
3. Credentials.

- 4.** Minutes of the previous meeting.
- 5.** Correspondence.
- 6.** Nominations/Elections/Installations.
- 7.** Executive recommendations.
- 8.** Guest speakers.
- 9.** Reports of Delegates/Unions (in writing).
- 10.** Committee Reports (in writing).
- 11.** Public and Private Boards and Commission Reports (in writing).
- 12.** Unfinished business.
- 13.** Roll call of delegates and observers.
- 14.** New business.
- 15.** Good and welfare/announcements.
- 16.** Adjournment.

Calgary and District Labour Council Vision Statement

Purpose

1. To act as the prime motivator in bringing social and economic justice for all working people.
2. To apply all available resources in responding to:
 - the day-to-day challenges and struggles of workers;
 - the crisis faced as a result of strikes or lockouts, layoffs, plant closures, privatization and contracting out; and
 - government attacks on workers' rights.

Objectives

1. To continue to work toward bringing all organized labour into affiliation with the Labour Council.
2. To be a vocal alternative in promoting labour's social, political and economic agenda to the public through the media, in the schools, and in the community.
3. In cooperation with both affiliated unions and coalition partners, to further the education of all working people.
4. To be directly involved in electoral action including lobbying and publicly opposing detrimental government policies and to actively encourage trade unionists to seek elective office on Civic Boards, Council, and all other levels of government.
5. To provide the education and tools to eliminate barriers which prevent workers from fully participating in the labour movement.