

CONSTITUTION

of the



SASKATCHEWAN
Federation of Labour

(CLC)

(Chartered by the Canadian Labour Congress)

Amended at Convention— October 26, 2022
Approved by CLC Canadian Council—May 30, 2023



CANADIAN LABOUR CONGRESS

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Article 1 – Name and Definition

Section 1. Name

This Federation shall be known as the Saskatchewan Federation of Labour (SFL), chartered by the Canadian Labour Congress. It shall consist of those organizations in Saskatchewan affiliated to, or chartered by, the Congress which become affiliated to this Federation; and those organizations affiliated to this Federation in accordance with the provisions of the Canadian Labour Congress Constitution.

Section 2. Definition

Affiliated organizations shall include:

- a) Provincial, national and international unions.
- b) Provincial organizations of affiliated unions which include regional, divisions and councils of affiliated unions.
- c) Affiliated locals which includes locals, lodges, and branches of provincial, national, and international unions.
- d) Labour Councils within the province chartered by the Canadian Labour Congress.

The application of the above shall not be deemed in any way to provide or permit dual affiliation in the Federation.

Article 2 – Purpose

The purpose of this Federation shall be:

1. To serve as Saskatchewan's "voice of labour" in speaking on local, provincial, national, and international issues, articulating fundamental union principles and policies.
2. To coordinate and promote the interests of its affiliates and generally to advance the economic and social welfare of workers, including those who are unemployed or retired.
3. To assist affiliated organizations in extending the benefits of mutual assistance and collective bargaining to workers.
4. To assist, wherever possible, in organizing the unorganized into unions for their mutual aid, protection, and advancement.
5. To encourage all workers to share in the full benefits of union organization without regard to race, colour, creed, religion, gender, marital status, disability, age, nationality, ancestry, place of origin,

family status, sexual orientation, or receipt of public assistance.

6. To help create and participate in coalitions with groups which share our aims and principles in the pursuit of social and economic justice.
7. To promote the cause of peace, bread, and freedom throughout the world, and to work to that end with labour movements, and peace groups in other countries.
8. To promote the enactment of provincial 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.
9. 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.
10. To assist in the developing of union education and to promote the labour press in Saskatchewan.
11. To protect and strengthen our democratic institutions, to secure full recognition and enjoyment of civil rights and liberties to which we are justly entitled, and to preserve and perpetuate the cherished traditions of our democracy.
12. To preserve 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.
13. To support the principles and policies of the Canadian Labour Congress.
14. To mobilize against any government, politician, or political party that is anti-worker or attacks the rights of working people.

Article 3 – Membership

Section 1. The Federation shall be composed of affiliated organizations as defined in Article 1.

Section 2. Affiliated organizations shall conform to the Constitution, rules and regulations of this Federation as set forth in this Constitution.

Section 3. Any organization affiliated with this Federation may be expelled from affiliation by a two-thirds (2/3) secret ballot vote of the Convention. Any decision to expel may be appealed to the Canadian Council of the Canadian Labour Congress within the two (2) months immediately following the date on which the decision was made. The decision shall be in force and effect during and pending appeal.

Section 4. Only the Executive Council shall have the power to issue certificates of affiliation to organizations desiring to be affiliated with this Federation.

Article 4 – Conventions

Section 1. The Convention shall be the governing body of the Federation and, unless otherwise specified in this Constitution, its decisions shall be by majority vote.

Section 2. The regular conventions of the Federation shall be held every two (2) years during the last four (4) months of the calendar year. The time and place for holding the regular conventions shall be determined by the Executive Council which shall give at least sixty (60) calendar days' notice.

Section 3.

- a) Special Conventions may be called by order of the Executive Council.
- b) Special Conventions shall be called by the Executive Council:
 - i. On direction of the regular convention.
 - ii. On request of affiliated organizations representing a majority of the total membership of the Federation as evidenced by the audited Secretary-Treasurer's Report to the last convention. When a Special Convention is called in accordance with this subsection, the Executive Council shall issue the call within thirty (30) calendar days of such request.
- c) The Executive Council shall give all affiliated organizations at least thirty (30) days' notice as to time and place for holding special conventions, together with a statement of business for which the Convention has been called.
- d) Representation to Special Conventions shall be on the same basis as regular conventions.
- e) Except as provided in subsection (c), a Special Convention shall exercise the same authority as regular conventions.

Section 4. Representation at conventions shall be on the following basis:

- a) From affiliated organizations:
 - 1 delegate for 1-50 members;
 - 1 additional delegate for the next 50 members, or major portion thereof;
 - and
 - 1 additional delegate for every 100 members, or major portion thereof.

By way of example:

- 1 delegate for 1-75 members;
- 2 delegates for 76-150 members;
- 3 delegates for 151—250 members;
- 4 delegates for 251—350 members;
- 5 delegates for 351—450 members;
- 6 delegates for 451—550 members;
- 7 delegates for 551—650 members;
- 8 delegates for 651—750 members, and so on.

Membership for the purposes of this Section shall mean the average number of members on whom per capita has been paid by the affiliate for the twelve (12) months preceding SFL year end.

- b)** From affiliated Labour Councils, chartered by the Canadian Labour Congress, three (3) delegates each, plus one (1) Young Workers delegate.
- c)** From the Saskatchewan Union Retirees Federation/Congress of Union Retirees of Canada (SURF/CURC), three (3) delegates who are members in good standing of SURF/CURC.
- d)** Affiliated organizations from which an Executive Officer (President, Secretary-Treasurer, Vice-President) is delegated, shall be entitled to an extra credential for such Officer.
- e)** Young Worker delegate entitlement.

As defined in Article 1, Section 2(a).

- i.** Each affiliated union with an average yearly membership of one-thousand (1,000) members or less shall be entitled to one (1) Young Worker delegate credential.
- ii.** Each affiliated union with an average yearly membership of between one-thousand and one (1,001) and five-thousand (5,000) members shall be entitled to two (2) Young Worker delegate credentials.
- iii.** Each affiliated union with an average yearly membership of between five-thousand and one (5,001) and eight-thousand (8,000) members shall be entitled to three (3) Young Worker delegate credentials.
- iv.** Each affiliated union with an average yearly membership of more than eight-thousand (8,000) members shall be entitled to four (4) Young Worker delegate credentials.
- v.** Young Worker delegates are governed by Article 4, Section 5 (b) and (d) and must be no more than twenty-nine (29) years of age

on opening day of Convention.

- vi. Membership for the purpose of this Section shall mean the average number of members on whom per capita tax has been paid by the affiliated union for the twelve (12) months preceding SFL year-end.

Section 5. Convention Credentials

- a) Not less than sixty (60) calendar days prior to the opening of each regular convention and not less than thirty (30) calendar days prior to each Special Convention, the Executive Council shall furnish each affiliate with credential blanks, which must be attested as required on the blanks. The original shall be forwarded to the SFL office, together with the registration fee, c/o the Secretary-Treasurer. Affiliates should retain a photocopy for their records.
- b) A delegate must be a member of the affiliated organization they represent at the Convention, or a full-time representative of the organization. Two (2) or more locals of the same union may combine to send delegates, but each delegate shall be entitled to one (1) vote only at the Convention.
- c) No person may be a delegate to a SFL Convention, or be eligible for election to the Executive Council of the Federation, unless they are a member of an affiliated organization, which is in good standing with the Federation.
- d) No credentials shall be accepted later than thirty (30) calendar days prior to the opening of a regular Convention except when the credentials are accepted and the seating of those delegates is permitted by the Convention on the recommendation of the Credentials Committee.
- e) No registrations will be accepted from affiliated organizations who are in arrears and who have not paid the monies owing within forty-eight (48) hours after the first Call to Order of the Convention.
- f) It is recognized that affiliated organizations can use and distribute their delegate entitlement internally to allow that international, national, regional or provincial elected officers can be credentialed to attend SFL Conventions.

Section 6. A registration fee set by the Executive Council shall be charged to each delegate.

Section 7. Affiliated organizations shall be entitled to representation at the Convention provided they are paid-up in per capita tax for all preceding months up to and including the SFL fiscal year-end (August 31st).

Section 8. Any organization, in order to be allowed representation at this Federation, must apply at least one (1) month prior to the Convention and be accepted for affiliation prior to Convention.

Section 9. Any organization suspended or expelled by the Canadian Labour Congress or this Federation shall not, while under such penalty, be allowed representation at the Federation Convention.

Section 10. Prior to the opening date of the Convention, the Executive Council shall appoint, subject to ratification by the Convention, a Committee on Credentials. Such Committee shall consist of not less than three (3) members chosen from those on whose behalf credentials have been submitted. The Committee shall meet prior to the opening day of the Convention, shall pass on the validity of the credentials which have been received by the Federation and register those approved by the Committee. It shall report to the Convention on the first (1st) day thereof and subsequent days if necessary. The Convention shall be constituted for business and delegates deemed to be seated upon report by the Committee and acceptance thereof by majority of the delegates so reported. Appeals from any decision of the Committee shall be laid before the Convention.

Section 11. The Executive Officers shall be deemed to be delegates to the Convention with all rights and privileges, but shall not be eligible for re-election to any office unless they carry a credential.

Section 12. Resolutions

a) Except as provided in subsection(c) of this Section, all resolutions, petitions, and appeals other than those submitted by the Executive Council or those provided in Section 10 of this Article, to be considered by any convention of the Federation, must be received by the Federation thirty (30) calendar days immediately preceding the opening of the Convention.

b) Any resolution to be accepted must be submitted by the Executive Council, or by an organization affiliated to the Federation and signed by two (2) duly authorized officers. A resolution shall not deal with more than one (1) subject, shall refer to the action which is proposed, and shall contain not more than two-hundred (200) words.

c) Resolutions, petitions and appeals received or submitted contrary to the above shall be returned to the organization submitting them, with an explanation of the violation concerned.

d) Resolutions, petitions, or appeals properly received for consideration by the Convention shall be classified as to content and subject matter and referred to an appropriate Convention Committee, which shall report thereon to the Convention prior to the consideration of any such matter by the Convention.

- e) The Federation shall, not later than ten (10) calendar days prior to the start of the Convention, forward to each delegate registered by the registration date copies of all resolutions received.
- f) Emergency resolutions, petitions and appeals shall be considered only upon receiving two-thirds (2/3) majority consent of the Convention.

Section 13. Prior to the opening date of the Convention, the Executive Council shall appoint, subject to the ratification of the Convention, from those delegates on whose behalf credentials have been submitted, such Committees as are necessary 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.

Section 14. One-half (1/2) of the registered delegates at any convention shall constitute a quorum for the transaction of business.

Section 15. Unless otherwise specified, any decision made by the Convention shall take effect immediately upon adjournment of the Convention.

Section 16. The Rules and Order of Business governing meetings shall be:

1. The President, or in the absence or at the request of the Secretary-Treasurer, one (1) of the Vice-Presidents, shall take the Chair at the time specified, at all regular and Special Conventions. In the absence of both the President or the designated Representative, a Chair shall be chosen by the Executive Council.
2. No question of a sectarian character shall be discussed.
3. When a delegate wishes to speak, the delegate shall proceed to one of the microphones provided for that purpose. When recognized by the Chair, they shall give their full name and the organization represented, and shall confine all remarks to the question at issue.
4. Speeches shall be limited to three (3) minutes.
5. A delegate shall not speak more than once upon a subject until all who wish to speak have had an opportunity to do so.
6. A delegate shall not interrupt another except to call a Point of Order.
7. A delegate upon being called to order at the request of the Chair shall be seated until the question of order has been decided.
8. Should a delegate persist in unparliamentary conduct, the Chair will be compelled to name the delegate and the conduct will be submitted to the judgement of the Convention. In such case, the delegate whose conduct is in question should explain and then withdraw, and the

Convention will determine what course to pursue in the matter.

9. When a resolution is put to Convention for a vote, that vote shall be on the resolution.
10. 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.
11. Questions may be decided by a show of hands, or a standing vote on the basis of one (1) vote per delegate. A secret vote may be demanded by a simple majority of the delegates present. In a secret ballot vote each delegate shall be entitled to one (1) vote.
12. Two (2) delegates may appeal the decision of the Chair. The Chair shall then put the question thus: "Shall the decision of the Chair be sustained?" The question shall not be debatable except that the Chair may make an explanation of the decision.
13. The Chair shall have the same rights as other delegates to vote on any question. In case of a tie vote, the Chair shall cast the deciding vote.
14. 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.
15. Committees may combine resolutions or prepare a composite to cover the intent of the question at issue. Reports of Committees are not subject to amendment except such as is acceptable to the Committee, but a Motion to refer back to the Committee for reconsideration shall be in order.
16. A delegate shall not move a Motion to refer back after having spoken on the question at issue.
17. A Motion to refer back is not debatable and when properly seconded the question shall be immediately put to the Convention.
18. If the report of a Committee is adopted, it becomes the decision of the Convention. If defeated it may be referred back to the Committee for reconsideration.
19. When a question is pending before the Convention, no Motion shall be in order except: (a) to refer, (b) for the previous question, (c) to postpone for a definite time. If any one (1) of the foregoing Motions is negated, it cannot be renewed until after an intermediate proceeding.

20. A Motion to reconsider shall be entertained only if the delegate moving and the delegate seconding voted in the majority on the original motion. The motion to reconsider must receive two-thirds (2/3) majority to be carried. Said motion will only be considered directly following the vote in question, or at the discretion of the Chair.
21. The Executive Council is empowered to establish the hours of Convention.
22. 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 Federation shall be the President, the Secretary-Treasurer, Vice-Presidents pursuant to the rules laid out in this Article, and one (1) representative from each affiliated labour council, and one (1) representative from SURF/CURC chartered by the Canadian Labour Congress.

Section 2. The Convention shall, by secret ballot, elect for a two (2) year term:

- a) President, and a Secretary-Treasurer.
- b) A majority of the votes cast shall be required before any candidate 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 candidate receiving the lowest number of votes in the previous ballot shall be dropped.
- c) Elections shall take place on the last day of the Convention unless otherwise determined by the Convention.
- d) Each union affiliated with the Federation with an average yearly membership of more than eight-thousand (8,000) members shall be entitled to two (2) Vice-Presidents. The union shall ensure that at least one (1) of their nominees for Vice-President shall be a woman. Such union shall caucus and present the name of its nominees to the Convention.
- e) Each union affiliated with the Federation with an average yearly membership of between one-thousand (1,000) members and eight-thousand (8,000) members shall be entitled to one (1) Vice-President. Such union shall caucus and present the name of its nominee to the Convention.
- f) Unions affiliated to the Federation with an average yearly membership of under one-thousand (1,000) shall in combination be entitled to two (2) Vice-Presidents to be elected from their Convention delegates. Such unions shall caucus and present the names of their nominees to

the Convention. The nominees must have received a formal endorsement by their affiliated union. The caucus shall ensure that at least one (1) of their nominees for Vice-President shall be a woman.

- g)** Construction Division Unions affiliated to the Federation with an average yearly membership of under one-thousand (1,000) shall in combination be entitled to one (1) Vice-President to be elected from their Convention delegates. Such unions shall caucus and present the name of their nominee to the Convention. The nominees must have received a formal endorsement by their affiliated union.
- h)** Membership for the purposes of this Sub Section (d) to (g) shall mean the average number of members on whom per capita has been paid by the affiliated union for the twelve (12) months preceding the SFL year-end.
- i)** Indigenous delegates shall be entitled to one (1) Vice-President to be elected from a caucus of Indigenous Convention delegates. Such delegates shall caucus and present the name of their nominee to the Convention. The nominee must have received a formal endorsement by their affiliated union and be a delegate credentialed by that affiliate.
- j)** Solidarity and Pride delegates shall be entitled to one (1) Vice-President to be elected from a caucus of 2SLGBTQ+ (Two-Spirit, Lesbian, Gay, Bisexual, Trans, Queer, and other gender/sexuality diverse identities) delegates. Such delegates shall caucus and present the name of their nominee to the Convention. The nominee must have received a formal endorsement by their affiliated union and be a delegate credentialed by that affiliate.
- k)** Young Worker delegates shall be entitled to one (1) Vice-President to be elected from a caucus of delegates aged twenty-nine (29) and under. Such delegates shall caucus and present the name of their nominee to the Convention. The nominee must have received a formal endorsement by their affiliated union and be a delegate credentialed by that affiliate.
- l)** Workers of Colour delegates shall be entitled to one (1) Vice-President to be elected from a caucus of workers of colour delegates. Such delegates shall caucus and present the name of their nominee to convention. The nominee must have received a formal endorsement by their affiliated union and be a delegate credentialed by that affiliate.
- m)** Workers with Disabilities delegates shall be entitled to one Vice-President to be elected from a caucus of workers with disabilities delegates. Such delegates shall caucus and present the name of their nominee to convention. The nominee must have received a formal endorsement by their affiliated union and be a delegate credentialed by that affiliate.

- n)
- i. Affiliates referred to in (d) and (e) shall elect, by and from their caucus, Alternate(s) who shall take office if the Vice-President from that affiliate is unable to attend an Executive Council meeting. In the event that an affiliate's Vice-President and/or Alternate is unable to complete the term, the affiliated union shall meet and select its replacement and present that delegate to the SFL Executive during the next scheduled meeting of the Executive. The number of Alternates to be elected shall be determined by the number of Vice-Presidents the affiliate is entitled to. Where there is more than one (1) Alternate they shall be put forward in order of taking office, i.e., first (1st) Alternate, second (2nd) Alternate, etc., and their taking office cannot interfere with the gender requirements set down for election of Vice-Presidents from their affiliate.
 - ii. Caucuses referred to in (f) and (g) shall elect, by and from their caucus, Alternate(s) who shall temporarily represent the caucus if the Vice-President from that caucus is unable to attend an Executive Council meeting. In the event that a caucus Vice-President is unable to complete the term, the respective Alternate shall assume the vacant office. Each caucus shall elect an Alternate for each Vice President position entitlement of the caucus. The election of Alternates from the caucus must be consistent with the gender requirements set down for election of Vice Presidents from the respective caucus.
 - iii. Caucuses referred to in (i), (j), (k) and (l) shall elect, by and from their respective committees at the first available committee meeting, an Alternate who shall temporarily represent the caucus if the Vice-President from that caucus is unable to attend an Executive Council meeting. In the event that a caucus Vice-President is unable to complete the term, the Alternate shall assume the vacant office (subject to ratification by the Executive Council).
- o) The terms of office for the Officers shall commence immediately following the adjournment of the Convention.

Section 3.

- a) A Labour Council Representative to the SFL Executive Council, shall be elected at each Labour Council's annual meeting. They shall also elect an Alternate Labour Council Representative who shall take office if the Executive member from that Labour Council is unable to attend an Executive Council meeting or if the Executive Council member permanently vacates that office during their term. The Representative and Alternate shall be members of an SFL-affiliated local.
- b) Where a Canadian Labour Congress Charter has been granted to a Labour Council between Federation Conventions, that Labour Council shall select, in a manner determined by them, a Labour Council Representative and Alternate as identified above to represent them

until their first (1st) annual meeting.

- c) The SURF/CURC shall elect a Representative and Alternate to the SFL Executive Council from delegates to their annual convention. The Representative and Alternate shall have been members of an SFL-affiliated local and shall be a current member in good standing of SURF/CURC.

Section 4. Each Officer and Alternate Officer shall be a member in good standing of an affiliated organization.

Section 5.

- a) Nominees allowing their names to go forward for the offices of President, Secretary-Treasurer, Vice-Presidents and their Alternates and Labour Council and SURF/CURC Representatives and their Alternates shall, upon acceptance of the nomination, agree to take the following Oath:

“In accepting nomination, I make oath and say, if elected I will faithfully support the Constitution, principles and policies of the Saskatchewan Federation of Labour and Canadian Labour Congress.

I declare that I will be faithful to the duties devolving upon me as an Officer of this Federation, attend all meetings of this Federation, if possible, and at the end of my term of office deliver up to the Federation or to my regularly elected successor all books, papers, funds and other property in my possession belonging to the Federation.”

- b) Officers shall be installed by the past President or by any member whose union is affiliated to the Canadian Labour Congress chosen by the Executive Council of the Federation. Each Officer before assuming their duties shall be required to take the following Obligation:

“I, (name) _____, accept my responsibility as an elected Officer of the Saskatchewan Federation of Labour.

I agree to work to improve the lives of working people. I will not knowingly wrong a member or see a member wronged if it is in my power to prevent it.

I will conduct myself at all times so as not to bring reproach upon the Saskatchewan Federation of Labour.

I pledge that I will work to provide effective and responsible leadership to the members of the SFL whom I am privileged to represent.”

Section 6.

- a)** In the event a vacancy occurs in the office of President, or Secretary-Treasurer, such a vacancy shall be filled by the Executive Council from among the remaining Officers.
- b)** In the event of a vacancy occurring in the case of any of the Labour Council Representatives, such vacancy shall be filled upon the selection of the Labour Council affected, provided the Labour Council Representative is also a member of an organization (other than a Labour Council) which is affiliated to the SFL. Before assuming duties, the new member must take the Federation Oath and Obligation.

Section 7.

- a)** Between regular election years, should two (2) or more affiliates merge and the merged union has a combined average yearly membership of one-thousand (1,000) or more members, it shall be entitled to elect a Vice-President and Alternate. Two (2) Vice-Presidents and two (2) Alternates shall be elected if the combined average yearly membership is eight-thousand (8,000) or more. These elections shall be for a one (1) year term and shall follow the requirements under Article 5, Section 2 (b).
- b)** Between regular election years should an affiliated union through growth, increase their average yearly membership to more than one-thousand (1,000), they shall be allowed to elect a Vice-President and Alternate. Two (2) Vice-Presidents and two (2) Alternates shall be elected should an affiliated union through growth, increase their annual yearly membership to more than eight-thousand (8,000) members. These elections shall be for a one (1) year term and shall follow the process outlined in Section 2 (b) or (c), whichever is applicable.
- c)** In the event that a delegate from the union(s) referred to in (a) and (b) above holds a Vice-President position from the unions of under one-thousand (1,000) members, or the Construction Division, they shall be required to relinquish the position.
- d)** Between regular election years should the Federation admit as an affiliate, a union with an average yearly membership of one-thousand (1,000) or more members, it shall be entitled to elect a Vice-President and Alternate. Two (2) Vice-Presidents and Alternates shall be elected if the average yearly membership is eight-thousand (8,000) or more.
- e)** There shall be no changes in Vice-President position entitlements between regular election years for those unions whose average yearly membership decreases to less than one-thousand (1,000), or decreases to less than eight-thousand (8,000).

Article 6 – Duties of the President

- Section 1.** The President shall function as the Chief Executive Officer of the Federation, shall exercise supervision over the affairs of the Federation, sign all official documents and preside at regular and Special Conventions, and at meetings of the Executive Council.
- Section 2.** The President shall have authority to interpret this Constitution and interpretation shall be conclusive and in full force and effect unless reversed or changed by the Executive Council, or the Convention of the Federation, subject to appeal to the Canadian Labour Congress.

Article 7 – Duties of the Secretary-Treasurer

- Section 1.** The Secretary-Treasurer shall be the Chief Financial Officer of the Federation.
- Section 2.** The Secretary-Treasurer shall be in charge of the financial books, documents, files and effects of the Federation which shall, at all times be subject to inspection of the President and Executive Council.
- Section 3.** The Secretary-Treasurer shall cause the proceedings of all Conventions and all sessions of the Executive Council to be recorded. Copies of all proceedings shall be forwarded to the affiliated unions and the Canadian Labour Congress.
- Section 4.** The Secretary-Treasurer shall have prepared a Financial Statement of the Federation for each meeting of the Executive Council. A copy of this Statement shall be forwarded to the Canadian Labour Congress.
- Section 5.** The Secretary-Treasurer shall have the books of the Federation audited at least once a year by a registered firm of chartered accountants selected by the Executive Council. Such audits shall be furnished to the Executive Council and to the Convention, and a copy shall be forwarded to the Canadian Labour Congress.
- Section 6.** The Secretary-Treasurer shall have deposited in a chartered bank or Credit Union in the name of the “Saskatchewan Federation of Labour, CLC” all funds belonging to the Federation and invest in such securities as directed by the Executive Council, any surplus funds of the Federation.
- Section 7.** The Secretary-Treasurer shall be bonded in such amount as may be determined by the Executive Council. The premium therefore shall be paid by the Federation.
- Section 8. Signing Authority**

All cheques shall be signed by the Secretary-Treasurer and the President or by either one (1) of the Secretary-Treasurer or the President together

with one (1) of two (2) other signing Officers responsible to and designated by the Executive Council.

Section 1 The Secretary-Treasurer shall perform such other duties as may be assigned to him/her by the President or the Executive Council.

Article 8 – Executive Council

Section 1. The Executive Council shall consist of the President, the Secretary-Treasurer, the Vice-Presidents, and one (1) Representative from each affiliated Labour Council and one (1) Representative from SURF/CURC chartered by the Canadian Labour Congress.

Section 2. The Executive Council shall be the governing body of this Federation between Conventions. It shall take such action and make such decisions as may be necessary to carry out the instructions of previous Conventions and shall enforce this Constitution. In addition, the Executive Council shall take such action and make such decisions from time to time as may be necessary to further the interests of the Federation.

Section 3. The Executive Council shall have the authority upon two-thirds (2/3) majority vote of the Executive Council, to suspend any affiliated organization. Any affiliated organization suspended by the Executive Council shall have the right to appeal to the Convention.

Section 4. The Executive Council shall meet at least three (3) times each fiscal year.

Section 5. The Executive Council shall present to the Convention, a report of the activities of the Federation between Conventions.

Section 6. A majority of the members of the Executive Council shall constitute a quorum.

Section 7. The Executive Council is authorized to reimburse Officers of the Executive Council and persons authorized to act on behalf of the Federation, for necessary expenses in performing their duties for the Federation.

Section 8. The Executive Council shall have authority to employ or delegate such persons as are necessary to act on behalf and to administer the affairs of the Federation and direct and fix compensation for such persons.

Section 9. The Executive Council shall act as Trustees for any real estate of the Federation. They shall have no right to sell, convey or encumber any real estate without having first submitted the proposition to a Convention and received Convention approval.

Section 10. In the event of a tie vote in the Executive Council, the President shall cast a deciding ballot.

Article 9 – Revenue

- Section 1.** A per capita tax shall be paid upon the full, paid up membership of each affiliated organization.
- Section 2.** Each affiliated organization shall pay, before the last day of each month, for the preceding month, a per capita tax of one dollar and seven cents (\$1.07) per member, of which one cent (\$0.01) per member per month each year will be allocated toward the costs of the SFL Summer Camp effective January 1, 2019.
- Section 3.** Each affiliated organization shall pay, before the last day of each month, for the preceding month, a Labour Issues Reserve Fund tax of 10 cents (\$0.10) per member effective January 1, 2019.
- Section 4.** Per capita tax for members actually on strike or locked-out shall be waived for each affiliated organization when engaged in strike or lockout action for thirty (30) consecutive days or more, until the conclusion of the strike or lockout.
- Section 5.** Each local Labour Council shall pay twenty-five dollars (\$25.00) per year. The fee shall be payable once each year on or before the 31st day of March.
- Section 6.** The SURF/CURC shall pay twenty-five dollars (\$25.00) per year. The fee shall be payable once each year on or before the 31st day of March.

Article 10 – Affiliates in Arrears

- Section 1.** Any organization which does not pay its per capita tax on or before the time specified, may be notified of that fact by the Secretary-Treasurer of the Federation. Any organization which is three (3) months in arrears in payment of per capita tax shall be automatically suspended from membership in the Federation. An organization thus suspended may be reinstated upon a reinstatement fee of not less than three (3) months payment of arrears in per capita tax and such other penalty as the Executive Council may impose. The organization may appeal to the annual Convention the penalty imposed by the Executive Council.

Article 11 – Amendments

- Section 1.** Amendments to this Constitution so long as they do not conflict with the Constitution of the Canadian Labour Congress, nor its principles and policies, may be adopted by a two-thirds (2/3) vote of those present in Convention and voting. Any amendment shall only become effective after approval by the Canadian Council of the Canadian Labour Congress.

Article 12 – Rules and Regulations

Section 1. The Federation may adopt such rules and regulations as it deems necessary so long as they do not conflict with, or are not inconsistent with, the Constitution or policies of the Canadian Labour Congress.

Article 13 – Ombudsman

Section 1. If a member has a complaint or grievance against any Officer of the Federation that cannot be dealt with by the procedures set forth in this Constitution, the aggrieved member represented by their union shall have the right to submit the case with all relevant material to the Treasurer of the Canadian Labour Congress who shall refer the case with all documentation to the Ombudsman appointed by the Congress.

Section 2. The Ombudsman will, under the authority vested in the Office of the Ombudsman by the Canadian Labour Congress, undertake such inquiries, hearings or meetings as deemed advisable and report on the findings, conclusions and recommendations as soon as possible to the parties to the complaint and to the Treasurer of the Congress.

Section 3. In addition to the foregoing, the Ombudsman would, if his or her orders or recommendations are not acted upon and settled within a period of thirty (30) days after the report had been submitted to the parties, have the authority to publicize any decision, award, or other findings made.