

**NEW WESTMINSTER & DISTRICT
LABOUR COUNCIL
BY-LAWS**

Chartered by the Canadian Labour Congress

As amended: December 1997 Article V, Section 8 & 9; August 2001 Article IV, Section 2; September 2004 Full Review & Revision; November 2005 Article X111, Section 15; August 2007 Article I, Section 3 & Article III, Section 1 & 5; November 2014 Article XIV, Section 3 & 4 & Article XV, Section 1; August 2016 Full Review & Revision

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ARTICLE I

JURISDICTION

Section 1

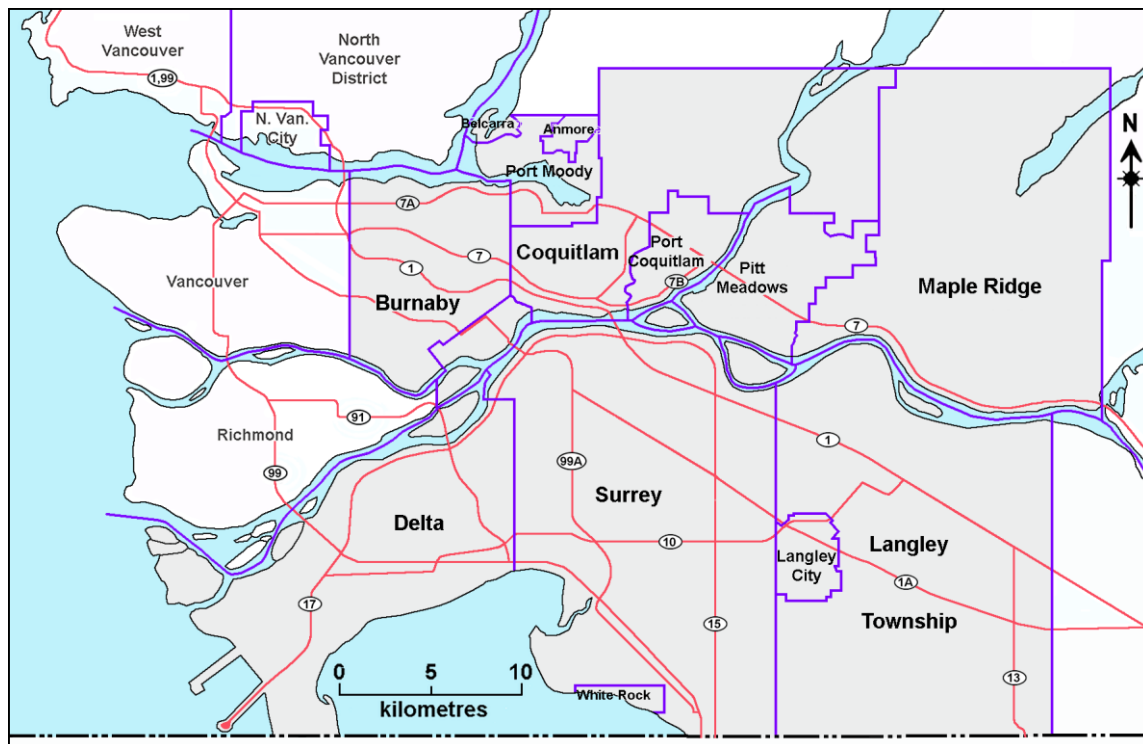
This Labour Council shall be known as the New Westminster & District Labour Council, and is chartered by the Canadian Labour Congress.

Section 2

The Labour Council shall consist of organizations affiliated to the Canadian Labour Congress that become affiliated to this Labour Council.

Section 3

The jurisdiction of this Labour Council shall be all areas bordered by Boundary Road, separating Vancouver and Burnaby, and Indian Arm on the west; then east from the northern tip of Indian Arm to the border between Maple Ridge and Mission; then south along the border between Langley and Abbotsford to the Canada-U.S. border; then west to the Gulf of Georgia and north to the South Arm of the Fraser River; then along the south arm of the Fraser River to the Richmond-New Westminster border and finally north along that border to the North Arm of the Fraser River.



ARTICLE II

OBJECTIVES

Section 1

The objectives of this Labour Council are:

- (a) To promote and support the principles of unionism;
- (b) To support the principles and policies of the Canadian Labour Congress;
- (c) To promote the interests of its affiliates and generally to advance the economic and social well-being of workers;
- (d) To extend to affiliated organizations, the benefits of mutual assistance and solidarity;
- (e) To assist in the organization of unorganized workers into unions for their mutual aid, protection and advancement;
- (f) To encourage all workers without regard to age, race, creed, ethnicity, gender, gender identity, sexual orientation, marital or family status, disability, national origin, or other personal characteristics, to share in the full benefits of union membership;
- (g) To promote and advance legislation which will safeguard the principles of free collective bargaining, the rights of workers, and the security and well-being of all people;
- (h) To promote, protect and strengthen our democratic institutions, and to preserve and enhance our democracy. To secure full recognition and enjoyment of the rights and freedoms to which we are justly entitled;
- (i) 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;
- (j) To promote and support the purchase and use of union made goods and services, and to educate on the benefits of the Union Label, Union advantage, and other symbols;

- (k) To protect the labour movement from any and all corrupt influences and from the undermining efforts of any agencies which are opposed to the basic principles of our democracy and free democratic unionism;
- (l) To safeguard the democratic character of the labour movement, and to observe and respect the autonomy of each affiliated Union;
- (m) To encourage working people to vote for political candidates and policies that support the principles of Unionism, while preserving the independence of the labour movement from political control;
- (n) To encourage workers to exercise their full rights and responsibilities of citizenship, by voting and engaging with political leaders at municipal, provincial, and federal levels;
- (o) To promote the safety of all working people; to support the work of the affiliated Unions and other Labour bodies in the area of workplace health and safety; and to support programs designed to reduce threats, injuries, and deaths in all workplaces.

ARTICLE III

MEMBERSHIP

Section 1

The Labour Council shall be composed of:

- (a) Local unions, branches, and lodges of national and international unions, and regional and provincial organizations affiliated to the Canadian Labour Congress.
- (b) Local unions in the area chartered by the Canadian Labour Congress.
- (c) The BC Federation of Retired Union Members shall be entitled to membership as an affiliated organization upon application by BC FORUM and payment of a \$10.00 annual application fee, and shall be entitled to two (2) delegates.

Section 2

Affiliated organizations shall conform to the By-laws and Regulations of this Labour Council as set forth here.

Section 3

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 that deal with matters within the scope 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;
- (d) Affiliates are encouraged to file, with the Secretary-Treasurer of the Labour Council, copies of their collective bargaining agreements.

Section 4

Any delegate representing a local union affiliated with this Labour Council may be suspended or expelled from membership in the Labour Council for conduct unbecoming a delegate, by a majority roll call vote at a meeting.

- (a) All members use their rights as union citizens. They also loyally support their union. Their right to criticize the policies of unions and the personalities of union officers does not include the right to undermine the Labour Council as an institution, to advocate dual unionism, to destroy or weaken the Labour Council as a union collective, or to carry on slander or libel.
- (b) In such cases, the local union which the delegate represents will be notified and requested to replace the delegate;
- (c) Any decision to expel may be appealed to the Executive Committee of the Canadian Labour Congress within two (2) months of the date of suspension or expulsion;
- (d) The decision shall be in force and effect during appeal.

Section 5

When Canadian Labour Congress Officers, Directors, and Representatives, and BC FORUM delegates attend meetings of this Labour Council, they shall be accorded all rights and privileges of delegates, except the right to vote.

Section 6

This Labour Council shall not be dissolved while there are five (5) affiliated unions maintaining membership.

ARTICLE IV

REGULAR & SPECIAL MEETINGS

Section 1

Regular meetings of this Labour Council constitute the governing body of the Labour Council. Except as provided in XVI (By-law Amendments), and Article VI (n) (Rules Governing Meetings), Labour Council decisions shall be by majority vote.

Section 2

The regular meetings of the Labour Council shall be held on the fourth (4th) Wednesday of each month, except that no regular meeting will be held in July and December. Regular meetings shall commence at 7:00 p.m. sharp and shall adjourn at 9:00 p.m. A motion to extend the time of the meeting must be decided by a majority vote.

Section 3

Quorum for the transaction of business shall require thirty (30) registered delegates representing at least seven (7) of the affiliated unions.

Section 4

Special meetings of the Labour Council may be called at the direction of the Executive Board, or upon written request from affiliated unions representing a majority of delegates eligible to attend Labour Council meetings as evidenced by the records of the Secretary-Treasurer.

- (a) In the event a majority, as provided in Article IV, Section 4 requests a special meeting, the Executive Board shall hold such a meeting within fourteen (14) calendar days from date of notice, and shall give all organizations seven (7) 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.
- (b) Representation for the purpose of voting at special meetings shall be on the same basis as regular meetings.
- (c) A special meeting shall exercise the same authority as regular meetings.

ARTICLE V

DELEGATE REPRESENTATION

Section 1

Representation at meetings shall be on the following basis, from affiliated local unions, branches and lodges:

- 1 to 50 members = 1 delegate
- 51 to 100 members = 2 delegates
- 101 to 200 members = 3 delegates
- 201 to 300 members = 4 delegates
- 301 to 400 members = 5 delegates
- 401 to 500 members = 6 delegates

One (1) additional delegate for each two hundred and fifty (250) additional members or major fraction thereof for organizations over five hundred (500) members.

- (b) Affiliated local unions shall be entitled to credential alternate delegates as per Article V, Section 1 to attend Labour Council meetings for the purpose of substituting for regular delegates when such regular delegates are unable to attend.

Section 2

For the purpose of selecting delegates to the Labour Council, the number of members of each organization shall be the average monthly number on which per capita tax is paid over a twelve (12) month period.

Section 3

The Secretary-Treasurer shall furnish each affiliate with delegate credential forms. These must be signed by an authorized Local Union Officer and forwarded for approval at a regular monthly meeting before new delegates may be seated.

- (b) The Secretary-Treasurer shall update the official delegate records upon approval of delegate credentials, for accurate use by the Sergeant-At-Arms.
- (c) The Secretary-Treasurer shall furnish each affiliate with a Standing Committee Appointment form. These must be signed by an authorized Local Union Officer and forwarded for approval at a regular monthly meeting before members may participate on a committee.

Section 4

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 Labour Council.

Section 5

Any organization in arrears to the Labour Council for per capita tax three (3) months or more, and is in receipt of a notice of non-payment, shall not be entitled to recognition or representation in the Labour Council.

Section 6

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

Section 7

Delegates are expected to have good attendance, but, in the event that they must be absent, they are expected to notify the Labour Council in advance.

Section 8

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, may forfeit their seat.

ARTICLE VI

RULES GOVERNING MEETINGS

Section 1

The rules and order of business governing meetings shall generally follow Bourinot's Rules of Order with these specific additions:

- (a) There shall be no recording, photographing or other media capture of meetings of the Labour Council without prearranged consent of the President.
- (b) The President, or their designate, if they are going to be absent, shall designate an Executive Board member to chair all regular or special meetings of the Labour Council.
- (c) No question of a sectarian character shall be discussed at meetings.
- (d) A delegate wishing to speak shall first be recognized by the Chair. The delegate shall state their name and the organization they represent and shall confine their remarks to the question at issue.
- (e) A delegate shall not speak more than once upon a subject until all first time speakers who wish to speak have had an opportunity to do so.
- (f) A delegate shall not interrupt another except to call to a point of order.
- (g) Proposals for expenditure shall not be approved by the Regular Meeting without the Executive Board first giving consideration to the proposal.
- (h) If any delegate while speaking is called to order by the Chair, the delegate shall be seated until the question of order has been decided.
- (i) Should a delegate persist in un-parliamentary conduct, the Chair shall name the delegate and submit their conduct to the judgment of the meeting. In such case, the delegate whose conduct is in question shall have up to three (3) minutes to provide an explanation and then withdraw from the room, while the meeting determines what course to pursue in the matter.
- (j) Questions may be decided by a voice of "aye" and "nay", 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 vote; names shall be called from the meeting's delegate attendance report.

- (k) Two (2) delegates may appeal a decision of the Chair, stating their reasons for appeal. The question shall not be debatable except that 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?"
- (l) The Chair shall have the same right as other delegates to vote on any question. In case of a tie vote, the Chair shall cast the deciding vote, provided the Chair has not already voted on the question.
- (m) When the previous question is moved or called, 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.
- (n) A motion may be reconsidered, provided the mover of the motion to reconsider voted with the majority and notice of motion is given for reconsideration at the next meeting. The said notice of motion must be supported by two-thirds of the delegates qualified to vote.
- (o) In all matters not regulated by these rules of order, Bourinot's Rules of Order shall govern.

ARTICLE VII

ELECTION OF PRESIDENT & SECRETARY-TREASURER

Section 1

Nominations for the positions of President and Secretary-Treasurer shall occur at the January Labour Council meeting in odd-numbered years. Delegates nominated for office will accept or decline nomination at this meeting. Election of the President and Secretary-Treasurer shall be by secret ballot at the February meeting.

Section 2

The term of office for the President and Secretary-Treasurer shall be of two (2) years' duration and shall commence following the February Labour Council meeting.

Section 3

To be eligible for election to the office of President or Secretary-Treasurer, a delegate must be a member in good standing of an affiliated organization and must have attended at least 50% of the meetings of the Labour Council, including meetings missed for valid reasons, in the previous twelve (12) months.

Section 4

A delegate must, in addition to the other requirements of these By-laws, be present at the meeting to accept the nomination in person or must have forwarded acceptance in writing for presentation at the nomination meeting, in order to be eligible to stand as a candidate for election.

Section 5

Nominees allowing their names to go forward for the office of President or Secretary-Treasurer shall upon nomination, take the following oath: *"In accepting nomination, I will pledge my word and honour that I will faithfully support the Constitution, principles and policies of the Canadian Labour Congress and the By-laws of this Labour Council."*

Section 6

A majority of the votes cast shall be required before any candidate can be declared elected to the position of President or Secretary-Treasurer. Second and subsequent ballots shall be taken if necessary to obtain such a majority. On the second and

subsequent ballots, the candidate receiving the lowest number of votes in the previous ballot shall be dropped.

Section 7

In the event a vacancy occurs in the office of the President or Secretary-Treasurer, the Executive Board will recommend a replacement for the unexpired term, subject to the approval of the Labour Council.

ARTICLE VIII

EXECUTIVE BOARD REPRESENTATION

Section 1

The Executive Board shall consist of the President, Secretary-Treasurer and fourteen (14) Executive Board Members.

Section 2

The term of office for members of the Executive Board shall be of two (2) years' duration and shall commence following the February Labour Council meeting.

Section 3

To be eligible for nomination to the Executive Board, a delegate must be a member in good standing of an affiliated organization. A member in good standing must have attended at least 50% of the meetings of the Labour Council, including meetings missed, as per Article V Section 8, in the previous twelve (12) months.

Section 4

Local unions, branches, or lodges of the twelve (12) unions as defined in Article VIII, Section 4(a), with the largest average membership affiliated with the Labour Council, shall each nominate one (1) member to the Executive Board.

- (a) A "union" shall be defined, for the purposes of this Section, as the total of all local unions, branches, or lodges of an organization affiliated to the Canadian Labour Congress that are also affiliated to this Labour Council. Distinctions recognized by the B.C. Federation of Labour, shall also be recognized by this Labour Council.
- (b) The Secretary-Treasurer shall provide an affiliate membership report to the October Labour Council meeting, for approval, in even-numbered years. Upon acceptance of the membership report, the twelve (12) largest affiliated unions shall be notified in writing of their status, including a list of their delegates and their attendance record.
- (c) Each of the twelve (12) largest affiliated unions shall notify the Labour Council in writing of their Executive Board nominee by December 31st. Nominees shall be selected in accordance with the Constitution, By-laws, or policies of the affiliated union.

- (d) The objective of gender equity shall guide the nomination of Executive Board members. If necessary, the Labour Council shall convene a meeting of these unions for the purpose of achieving gender balance.
- (e) In the event of a vacated Executive Board seat in the representation of an affiliated organization, the union shall nominate a replacement.

Section 5

Local unions, branches or lodges of unions, other than the twelve (12) largest unions as defined in Article VIII, Section 4(a), shall form a Small Union Caucus to elect two (2) Members to the Executive Board.

- (a) The Labour Council shall schedule a meeting of the Small Union Caucus to elect two (2) Executive Board members. At least one (1) of the Executive Board members elected shall be women.
- (b) The Small Union Caucus of the Labour Council shall, in addition to electing two (2) Executive Board members, elect two (2) alternate members in the event a vacancy occurs during the term of office. At least one of the alternates elected shall be a woman.
- (c) The Small Union Caucus nomination meeting will be scheduled prior to the January nomination meeting.
- (d) A minimum of thirty (30) days notice shall be given to each local union, branch or lodge within the Small Union Caucus, of the meeting scheduled for the purpose of electing - two (2) Executive Board members and two (2) Alternate Executive Board members. The notice shall include a list of the union's delegates and their attendance record.
- (e) A Small Union Caucus delegate must, in addition to the other requirements of these By-laws, be present at the meeting to accept the nomination in person, or must have forwarded acceptance in writing for presentation at the nomination meeting, in order to be eligible to stand as a candidate for election.
- (f) Delegates must be properly credentialed and approved no later than the November regular monthly meeting in order to be eligible to vote in the Small Union Caucus meeting.

- (g) The Labour Council's Secretary-Treasurer and Sergeant-at-Arms shall ensure a current list of eligible delegates is available for registration at the meeting.
- (h) The Small Union Caucus meeting shall be conducted by the President or their designate and supervised by the Canadian Labour Congress representative.
- (i) In the event a representative elected by the Small Union Caucus does not complete their term, the President shall appoint an Alternate previously elected within the Small Union Caucus. If no Alternate is available, the President shall appoint an eligible Small Union Delegate subject to approval of the Labour Council. Gender balance must be maintained with such appointments.

Section 6

Any Executive Board member missing three (3) consecutive meetings without giving valid reason shall be considered to have vacated their position.

ARTICLE IX

ELECTION OF TRUSTEES

Section 1

There shall be three (3) Trustees who shall serve for terms of three (3) years each, elected in such a manner that the term of one (1) Trustee shall expire annually.

Section 2

To be eligible for nomination as a Trustee, a delegate must be a member in good standing of an affiliated organization and must have attended at least 50% of the meetings of the Labour Council, including meetings missed for valid reasons, in the previous twelve (12) months.

Section 3

Nominations shall be held annually at the January Labour Council meeting. Delegates nominated for the position of Trustee will accept or decline nomination at the January meeting, and the election will be held at the February Labour Council meeting.

Section 4

A delegate must, in addition to the other requirements of these By-laws, be present at the meeting to accept the nomination in person or must have forwarded acceptance in writing for presentation at the nomination meeting, in order to be eligible to stand as a candidate for election.

Section 5

The election of a Trustee shall be by secret ballot. A majority of the votes cast shall be required before any candidate can be declared elected to the position of Trustee. Second and subsequent ballots shall be taken if necessary to obtain such a majority. On the second and subsequent ballots, the candidate receiving the lowest number of votes in the previous ballot shall be dropped.

Section 6

In the event of a vacancy in the position of Trustee, the Executive Board shall recommend a replacement for the unexpired term, subject to approval of the Labour Council.

ARTICLE X

DUTIES OF THE PRESIDENT

Section 1

The President shall function as the Chief Executive Officer of the Labour Council, and shall exercise supervision over the affairs of the Labour Council, sign all official documents, preside at regular and special meetings and at meetings of the Executive Board, and shall be an ex-officio member of all Committees.

Section 2

Subject to appeal to the Canadian Labour Congress, the President shall have authority to interpret these By-laws, and the President's interpretation shall be conclusive and in full force and effect unless reversed or changed by the Executive Board, a meeting, or the Canadian Labour Congress.

Section 3

The President, in consultation with the Executive Board, shall appoint such Committees as are necessary to conduct the affairs of the Labour Council. Such Committees may include: Education, Political Action, Community & Social Action, Strike Support, and such other Committees as the Labour Council shall at other times require.

Section 4

The President shall appoint, after consultation with the Executive Board, two (2) Executive Board members as co-chairs of each of the Labour Councils' Standing Committees.

Section 5

The President shall appoint, in consultation with the Executive Board, a member of the Executive Board to serve as Sergeant-at-Arms.

ARTICLE XI

DUTIES OF THE SECRETARY-TREASURER

Section 1

The Secretary-Treasurer shall cause the proceedings of all Labour Council meetings and all sessions of the Executive Board, to be recorded. Copies of all proceedings shall be forwarded to the Canadian Labour Congress.

Section 2

The Secretary-Treasurer shall be in charge of books, documents, files, and effects of the Labour Council which shall, at all times, be subject to the inspection of the President, Executive Board, and Trustees.

Section 3

The Secretary-Treasurer shall prepare a financial statement of the Labour Council for a monthly report to the Labour Council.

Section 4

The Secretary-Treasurer shall have the financial records of the Labour Council audited quarterly by the Trustees. The Trustees shall report the results of each audit to the Labour Council and submit their report to the Canadian Labour Congress.

- (b) Audits shall be conducted in compliance with Canadian Labour Congress requirements.

Section 5

The Secretary-Treasurer shall, subject to the approval of the Executive Board, deposit all funds of the Labour Council in a unionized Bank or Credit Union.

Section 6

The Secretary-Treasurer and President shall be the signing officers of the Labour Council and the Executive Board shall select at least one additional signing officer. All signing officers shall be bonded in such amount as may be determined by the Executive Board and the Canadian Labour Congress.

Section 7

The Secretary-Treasurer is empowered to require affiliated organizations to provide statistical data in their possession relating to the number of members of their organizations.

Section 8

The Secretary-Treasurer shall provide a written report annually for each affiliated union local stating the registered delegates, alternate delegates, and delegates appointed to the Standing Committees of the Labour Council.

Section 9

The Secretary-Treasurer shall be Chief Financial Officer of the Labour Council.

ARTICLE XII

DUTIES OF SERGEANT-AT-ARMS

Section 1

It shall be the duty of the Sergeant-at-Arms to receive and record the name of each delegate in attendance at all regular and special meetings of the Labour Council. The delegate attendance, as reported by the Sergeant-at-Arms, shall be the official record of attendance at all regular and special meetings of the Labour Council.

Section 2

In the event of a roll call vote, as in Article VI Section 1(j), the Sergeant-at-Arms shall supply the delegate attendance record to the Chair.

Section 3

The Sergeant-at-Arms may perform other duties as assigned by the President.

ARTICLE XIII

ROLE OF EXECUTIVE BOARD

Section 1

The Executive Board shall consist of the President and Secretary-Treasurer, plus fourteen (14) Executive Board members for a total of sixteen (16).

Section 2

The Executive Board 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 Labour Council meetings, and to enforce the provisions contained in these By-laws.

Section 3

A majority of the members of the Executive Board shall constitute a quorum for the transaction of the business of the Executive Board.

Section 4

The Executive Board shall meet upon the call of the President and hold one (1) regular meeting each month, except in the months of July and December. The President shall call a meeting at the request of three (3) other Executive Board members.

Section 5

The Executive Board shall have the power to conduct an investigation of any situation where there is reason to believe that any affiliated organization:

- (a) may be dominated, controlled or substantially influenced in its conduct by any corrupt influence; or
- (b) that its policies or activities are contrary to the principles or policies of the Labour Council.

Upon the completion of such an investigation, including a hearing if requested, the Executive Board shall have the authority to make recommendations to the organization involved and to the Canadian Labour Congress. It shall have the further authority upon a two-thirds vote of the Executive Board, to suspend any organization. Any action of the Executive Board under this Section may be appealed to the next Executive Board meeting.

Section 6

The Executive Board shall from time to time review the Labour Council's per diem and mileage rates and any changes shall be subject to approval by the Labour Council.

Section 7

The Executive Board is authorized to reimburse members of the Labour Council for the necessary expenses in performing their duties for the Labour Council, upon presentation of valid receipts.

Section 8

Delegates who are performing duties for the Labour Council, as approved by the Executive Board, may have their lost wages reimbursed by the Labour Council through their union.

Section 9

The Executive Board shall have the authority to incur and pay the regular operating costs of running the business of the Labour Council.

Section 10

The Executive Board shall present a recommendation for membership or affiliation in any organization to the Labour Council for approval. They may present the recommendation as a Notice of Motion to the Labour Council at a meeting previous to the meeting where the proposed membership or affiliation is to be considered.

Section 11

The Executive Board may request any of the Standing Committees to meet for the purpose of considering matters placed before the Committee, and the Committee shall prepare a report of its activities for presentation to Labour Council meetings.

Section 12

The Executive Board shall hold title to any real estate of the Labour Council in trust for the Labour Council. They shall have no right to sell, convey, or encumber any real estate, without first submitting the proposal to a Labour Council meeting for approval.

Section 13

The Labour Council shall maintain a full time Secretary-Treasurer who shall receive, as remuneration for their services, an amount designated by the Labour Council.

Section 14

The Secretary-Treasurer's salary and benefit package shall be subject to review every two (2) years immediately following the election of the Executive Board.

- (a) The President shall appoint a Committee of at least four (4) Executive Board members to review the salary and benefit package for the Secretary-Treasurer.
- (b) The Review Committee shall make its' recommendation(s) to the Executive Board for approval no later than June to be effective July 1st of that year.

Section 15

In November, preceding the February election of the Labour Council's Executive Board, the Executive Board shall consider an appropriate time period for the orderly transition of business and job orientation in the event a new full-time officer is elected.

Section 16

The Executive Board shall be empowered to employ support staff and personnel as it deems necessary, and to define duties and set remuneration to be paid, subject to approval of the Labour Council.

- (a) Where a union agreement exists covering employee(s), the Secretary-Treasurer and/or President and/or their designate shall be empowered to negotiate on behalf of the Labour Council, submitting their recommendations accordingly to the Executive Board for final approval.

ARTICLE XIV

PER CAPITA TAX

Section 1

A per capita tax shall be paid based upon the full paid-up membership of each organization within the jurisdiction of the Labour Council.

Section 2

Each affiliated local union, branch, or lodge shall pay their per capita tax on a monthly basis.

- (a) Changes to the per capita tax rate shall be approved by a vote of the Labour Council. This vote shall occur only after a Notice of Motion has been presented at a regular Labour Council meeting previous to the meeting where the proposed amendment is to be considered

Section 3

An affiliated local union that does not pay their per capita tax by the time specified shall be notified in writing by the Secretary-Treasurer of the Labour Council.

- (a) Any local union three (3) months in arrears may become suspended from membership in the Labour Council, as per Article V Section 5, and can be reinstated only after arrears are paid in full.

Section 4

An affiliated local union whose membership has lapsed for a period exceeding 24 months and whose delegates have been suspended as per Article V Section 5, must submit a letter to the Secretary-Treasurer of the Labour Council requesting reinstatement.

- a) The request for reinstatement will provide information, including any extenuating circumstances, for the Executive Board's consideration. The decision of the Executive Board regarding a Local's reinstatement will be communicated in writing to the Affiliated Local Union and will be final.

ARTICLE XV

DONATIONS

Section 1

The Labour Council may approve donations, upon written request, for amounts not exceeding one hundred dollars (\$100.00) to a non-affiliate, and two hundred dollars (\$200.00) to an affiliate of the Labour Council.

Section 2

Donations in excess of the above amounts may be made only after a Notice of Motion has been presented at a regular Labour Council meeting previous to the meeting where the proposed donation is to be considered.

ARTICLE XVI

BY-LAW AMENDMENTS

Section 1

Proposed amendments to these By-laws must conform with the Constitution, principles, and policies of the Canadian Labour Congress.

- (a) All amendments shall first be considered by a By-law Review Committee appointed by the President.
- (b) The Executive Board may present By-law amendments recommended by the Committee to a regular Labour Council meeting by Notice of Motion presented at a regular Labour Council meeting previous to the meeting where the proposed amendment is to be considered.
- (c) Such amendments must be adopted by a two-thirds majority vote of those present and voting at a regular Labour Council meeting.
- (d) Amendments shall only become effective after approval by the Canadian Labour Congress.

ARTICLE XVII
**OBLIGATION FOR EXECUTIVE BOARD MEMBERS &
TRUSTEES**

Section 1

All Officers, Executive Board members and Trustees before assuming their duties, shall be required to take the following obligation:

"I do hereby sincerely pledge my word and honour to perform my duties as an Officer/Trustee of this Labour Council. I will attend, when able to do so, all meetings of the Labour Council of which I shall be a member, and at the end of my term of office, I shall turn over to the Labour Council, or to my successor, all properties or funds in my possession that belong to the Labour Council."

ARTICLE XVIII
OBLIGATION FOR DELEGATES

Section 1

All delegates to this Labour Council, before being seated, shall be required to take the following obligation:

"I, (name), pledge my word to this Labour Council that I will faithfully and truly represent the organization which has sent me here as a delegate, and that I will at all times advance and maintain the principles of unionism as defined by the Canadian Labour Congress and abide by the Constitution and By-laws of this Labour Council."

ARTICLE XIX

OMBUDSPERSON

Section 1

If a delegate from a local union affiliated to the Labour Council has a complaint or grievance against an Officer of the Labour Council that cannot be resolved by the Executive Board in conjunction with the Canadian Labour Congress, the delegate shall have the right to submit the case, with all relevant material and supporting evidence, to the Ombudsperson appointed by the Canadian Labour Congress.

Section 2

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

These By-laws adopted @ the New Westminster & District Labour Council monthly meeting held on August 24, 2016.