



**ONTARIO
FEDERATION OF
LABOUR**

CONSTITUTION

Motion to amend passed—January 30, 2023

Approved by CLC Canadian Council—July 27, 2023



CANADIAN LABOUR CONGRESS

Ontario Federation of Labour (CLC)

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ARTICLE I

This Federation shall be known as the Ontario Federation of Labour and is chartered by the Canadian Labour Congress. It shall consist of organizations affiliated to or chartered by the Canadian Labour Congress. These organizations shall conform to the Constitution and the rules and regulations of this Federation as set forth herewith. This Federation shall not be dissolved while there are ten (10) affiliates of five (5) organizations remaining in affiliation.

ARTICLE II

The purposes of this Federation are:

1. To support the principles and policies of the Canadian Labour Congress.
2. To promote the interests of its affiliates and generally to advance the economic and social welfare of the workers of Ontario.
3.
 - (a) To assist affiliated organizations in extending the benefits of mutual assistance and collective bargaining to workers.
 - (b) To assist wherever possible in the organization of the unorganized into unions for their mutual aid, protection and advancement, giving recognition to the principle that both craft and industrial unions are appropriate, equal and necessary as methods of union organization.
4. To encourage without discrimination all workers to share in the full benefits of union organization.
5. To secure provincial 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, and to preserve and perpetuate the cherished traditions of our democracy and working people.
7. To promote the cause of peace, bread and freedom in the world to assist and co-operate with free and democratic labour movements throughout the world to that end.
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 protect the labour movement from all corrupt influences and from the undermining efforts of all totalitarian agencies which are opposed to the basic

democratic principles of democracy and free and democratic unionism.

10. 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 Municipality, Province and the Dominion of Canada.
11. To promote the labour press and other means of furthering the education of the labour movement.
12. To promote labour representations on Government and public boards and commissions.
13. To promote employment equity for workers of colour, women, gays and lesbians, First Nations, Métis, Inuit, the disabled and Francophones and to work for the elimination of all unfounded and illegitimate barriers to employment of all persons.

ARTICLE III – MEMBERSHIP

Section 1. The Federation shall be composed of (1) local unions, branches and lodges of national and international unions, regional and provincial organizations *affiliated to the Canadian Labour Congress*, (2) local unions within the province chartered by the Canadian Labour Congress, (3) labour councils within the province chartered by the Canadian Labour Congress.

Section 2. Any organization affiliated with this Federation may be expelled from affiliation by a two-thirds roll call vote of the convention. Any decision to expel may be appealed to the Executive Council of the Canadian Labour Congress within two months. The decision shall be in force and effect during appeal.

Section 3. Any organization controlled or dominated by any totalitarian agencies, or whose policies are consistently directed toward the achievement of the program or purposes of any totalitarian movement shall not be permitted as affiliates of this Federation.

Section 4. It shall be the duty of each affiliated organization to furnish the Secretary-Treasurer with a statement of their membership in good standing.

ARTICLE IV – CONVENTIONS

Section 1. The convention shall be the governing body of the Federation subject to Article IX, Section 4 and, except as provided in Section 13(c) of this Article and Article XIII, its decisions shall be by a majority vote.

Section 2. The regular biennial conventions of the Federation shall be held during the last four months of the year. The time and the place for holding the regular conventions

shall be determined by the Executive Board which shall give at least 90 calendar days' notice.

Section 3.

- (a) Special convention may be called by direction of a regular convention, by order of the Executive Board, or on the request of affiliated organizations representing a majority of the total membership of the Federation, as evidenced by the records of the Secretary-Treasurer to the last convention.
- (b) In the event a majority as provided in Subsection (a) requests a special convention, the Executive Board shall issue the call for the special convention within thirty (30) calendar days of such request and shall give all organizations at least thirty (30) days' notice of the time and place for holding the special convention, together with a statement of the business to be considered at such convention.
- (c) Representation to special conventions shall be on the same basis as regular conventions.
- (d) Except as provided in Subsection (b) a special convention shall exercise the same authority as regular conventions.

Section 4. Representation at conventions as approved by the Executive Council of the Canadian Labour Congress shall be: from affiliated local unions, branches and lodges, one delegate for one hundred (100) or fewer members, and one additional delegate for each additional three hundred (300) members or major fraction thereof and two (2) delegates from each local labour council, plus a young worker delegate aged thirty (30) or younger.

Where an Affiliate union (inclusive of all Affiliate local unions, branches or lodges) is granted representation at convention, they shall be entitled to five (5) additional credentials, provided directly to the Affiliate union, for distribution to their local unions, branches or lodges, for the exclusive use by, their young worker members.

The following calculations shall be used in determining new affiliate representation at convention: the average number of members on which the per capita tax has been paid to the Federation, averaged over the twelve (12) month period immediately preceding the credential deadline.

That where an organization affiliates and pays per capita tax on all of its membership in *the province* through a central provincial organization, such organization shall be allowed two delegates to the Federation convention.

Section 5. Not fewer than ninety (90) calendar days prior to the opening of each regular convention and not fewer than thirty (30) calendar days prior to each special

convention, the Secretary-Treasurer shall furnish each affiliate with credential blanks in duplicate, which must be attested as required on the blanks. The original shall be retained by the delegate, and the duplicate sent to the Secretary-Treasurer. A person must be a member of the local union, branch or lodge he/she represents at convention. Two (2) or more local unions, branches or lodges may combine to send a delegate. No credentials shall be accepted later than fifteen (15) calendar days prior to the opening date of a regular convention, and ten (10) calendar days prior to a special convention. Conventions may permit seating of delegates upon recommendations of the credentials committee.

Any full-time union representative may be a delegate from an affiliate other than that in which personal membership is held. Such delegate must be credentialed by an affiliate of the National or International Union of which he/she is a member.

Section 6. A registration fee shall be charged to each delegate. The amount of the registration fee shall be determined by the Executive Board.

Section 7. Any organization suspended or expelled by the Canadian Labour Congress or this Federation shall not, while under such penalty, be allowed representation in the Federation. Any organization which, at the opening date of the convention, is in arrears to the Federation for per capita tax for three months or more, shall not be entitled to recognition or representation in the convention.

Section 8. Any person suspended by or expelled from any organization affiliated to this Federation shall not be seated as a delegate nor allowed representation or recognition in this Federation.

Section 9. Any organization which has become affiliated to the Federation at least three months prior to the opening date of convention shall be allowed convention representation in accordance with Article IV Section 4 (representation).

Section 10. Prior to the opening date of the convention the President, on the authority of the Executive Board, shall appoint a Committee on Credentials subject to the ratification of the convention. Such committee shall consist of not less than three members chosen from those on whose behalf credentials have been submitted. The committee shall meet prior to the opening date 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 day thereof and subsequent days if necessary. The convention shall be constituted for business and delegates deemed to be seated upon a report by the committee and acceptance thereof by the delegates so reported. Appeals from any decision of the committee shall be laid before the convention so constituted.

Section 11. Executive officers shall be deemed to be delegates to the convention with all rights and privileges.

Section 12. Officers of the Canadian Labour Congress and invited fraternal delegates attending conventions of the Federation shall be entitled to all the rights of delegates other than voting or standing for office.

Section 13.

- (a) Except as provided in Subsections (c) and (d) of this Section, all resolutions, petitions and appeals to be considered by any convention of the Federation must be received by the Secretary-Treasurer thirty (30) calendar days immediately preceding the opening of the convention.
- (b) Any resolution to be accepted shall be received by the Federation via mail, in person, or email and must be submitted by the Executive Board, Standing Committees of the Federation, in accordance with Article IX – Executive Board, Section 4 (c) (iv) related to work of said Standing Committee(s) or by an organization affiliated to the Federation and signed by the presiding officer. A resolution shall not deal with more than one subject, shall refer to the action which is proposed, and shall contain not more than one hundred and fifty (150) words exclusive of the words “whereas”, “therefore be it resolved” and “therefore be it further resolved.”
- (c) Resolutions, other than emergency, petitions, and appeals received or submitted contrary to the above shall be referred to the Executive Board and the Board may refer such proposals or proposal to the convention with the understanding that consideration is dependent upon two-thirds majority consent of the convention.
- (d) An affiliate may submit an emergency resolution to the convention resolutions committee, who shall refer such emergency resolution to the convention with the understanding that consideration is dependent upon a two-thirds majority consent of the convention. An emergency resolution must deal with a subject matter that has arisen during the thirty days immediately preceding the opening of the convention.
- (e) Resolutions, petitions or appeals properly received for consideration by the convention shall be classified as to nature, contents and subject matter and referred to an appropriate convention committee, which shall report thereon to the convention prior to consideration of any such matter by the convention.

Section 14. Prior to the opening date of the convention the President, on the authority of the Executive Board, shall appoint such committees as are necessary to conduct the affairs of the convention. The Executive Board may request any such committee to meet prior to the convention for the purpose of considering matters placed before it, in which event the members thereof shall be paid by the Federation such amount for wages and expenses for such extra days as the Executive Board shall determine.

Section 15. One fourth ($\frac{1}{4}$) of the registered delegates at any convention shall constitute a quorum for the transaction of business.

Section 16. The rules of order of the Federation shall be:

1. The President or, in the absence of the President or at the President's request, a Vice-President 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 person to chair the convention shall be chosen by the Executive Board.
2. No question of sectarian character shall be discussed.
3. A delegate wishing to speak shall proceed to one of the microphones provided for that purpose. When recognized by the Chair delegates shall give their name and the organization they represent and shall confine their remarks to the question at issue.
4. Speeches shall be limited to five minutes except in moving a resolution, when the delegate shall be allowed ten (10) 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 it be to call to a point of order, or question of privilege.
7. If a delegate is called to order he/she shall, at the request of the Chair, 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 such delegate and submit the delegate's conduct to the judgment 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 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.
10. Questions may be decided by a show of hands, or a standing vote on the basis of one vote per delegate. A roll call vote may be demanded by one-third of the delegates present. In a roll call vote, each delegate shall be entitled to one vote.

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11. A delegate may appeal the decision of the Chair. The question is not debatable. The delegate challenging the Chair may briefly state reasons for the challenge. The Chair may make an explanation of the ruling. The question shall then be put, thus, "Shall the decision of the Chair be sustained?"
 12. The Chair shall have the same rights as other delegates to vote on any question. In case of a tie vote, the person chairing shall cast the deciding vote.
 13. When the previous question is moved, no discussion or amendment of either motion is permitted. If the majority votes 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.
 14. 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.
 15. A delegate shall not move a motion to refer back after they have spoken on the question at issue.
 16. A motion to refer back is not debatable and when properly seconded the question shall be immediately put to the convention.
 17. 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.
 18. When a question is pending before the convention, no motion shall be in order except - to refer - for the previous question - to postpone for a definite time. If any of the foregoing motions is negated, it cannot be renewed until after an intermediate proceeding.
 19. A motion may be reconsidered providing the mover and seconder of the motion to reconsider voted with the prevailing side and notice of motion has been given for reconsideration at the previous sitting. A motion to reconsider shall require a two-thirds majority to pass.
 20. The Executive Board is empowered to establish the hours of convention.
 21. In all matters not regulated by these rules of order, Roberts Rules of Order shall govern.

Section 17. Unless otherwise specified, any decision taken by the convention shall take effect immediately upon the adjournment of the convention.

ARTICLE V – OFFICERS

Section 1. The Officers of the Federation shall be: a President, a Secretary-Treasurer, an Executive Vice-President, and thirty-four (34) Vice-Presidents as described in Sections 1.1 and 1.2.

- Section 1.1**
- fifteen (15) Vice-Presidents designated by the largest fifteen (15) affiliates,
 - eight (8) Vice-Presidents designated by the four (4) largest private and four (4) largest public-sector affiliates as affiliate affirmative action and allocated to women,
 - one (1) Vice-President chosen by the women’s caucus and allocated to a delegate who identifies as a woman,
 - one (1) Vice-President chosen by a smaller affiliate delegate caucus and allocated to a smaller affiliate delegate,
 - one (1) Vice-President chosen by the First Nations, Métis, Inuit Circle caucus and allocated to a First Nations, Métis, Inuit, delegate
 - one (1) Vice-President chosen by persons with a disability caucus and allocated to a delegate with a disability,
 - one (1) Vice-President chosen by a lesbian, gay, bisexual or transgender persons caucus and allocated to a lesbian, gay, bisexual or transgender delegate,
 - two (2) Vice-Presidents chosen by a worker of colour caucus and allocated to workers of colour delegates at least one (1) of whom must be a woman,
 - one (1) Vice-President chosen by a young workers caucus and allocated to a young worker delegate.

The Vice-Presidents representing the fifteen (15) largest affiliates and the eight (8) affiliate affirmative action and allocated to women seats shall be determined by examination of OFL per capita records for the previous twelve (12) months on each November 1.

A smaller affiliate is an affiliate who did not attain a Vice-President’s position through the mechanism provided for the allocation of the fifteen (15) largest affiliates.

The Vice-Presidents representing smaller affiliates, First Nations, Métis, Inuit persons, women, persons with a disability, gay, lesbian or bisexual persons, workers of colour and young workers will be selected by their respective caucuses at convention in addition to an alternate to serve as a Vice-President on the Executive Board in the event that the first selected individual(s) is/are unable to complete their respective term of office.

In the event of a new affiliation to the Federation by a union that would qualify as one of the fifteen largest affiliates, the Executive Board has the authority to add representative(s) of such union to the Board. Such a decision, however, will not affect the position of any current vice-president(s) until the application of Article V, Section 1.1 (paragraph 2).

Section 1.2 - three (3) Vice-Presidents, one of whom must be a woman and one of whom must be from Northern Ontario, who are labour council presidents and representing labour councils at convention. These representatives must be chosen at a labour council caucus at convention by labour council presidents or their designates.

Any member of the Executive Board absent from two successive meetings, without a reasonable excuse, shall be deemed to have vacated the office.

Where a Vice-President ceases to occupy the office of President of their respective labour council, such Vice-President will be replaced at the next regularly scheduled Executive Council meeting by a successor Vice-President, selected by the labour councils in attendance at that meeting. Such Vice-President will fulfil the remaining term of office provided such Vice-President retains the office of President of their respective labour council otherwise a vacancy will be declared and will be filled again in the manner prescribed in this section.

Section 2. Each officer shall be a member in good standing of an affiliated organization.

Section 3. The full-time officers shall be elected by the convention every second year by a majority vote. Such election shall take place on the second day of the convention, unless otherwise determined by the convention.

Section 4. Election of full-time officers shall be by secret ballot. A majority of votes cast shall be required before any candidate can be declared elected, and 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. In case of a final tie vote the presiding officer may cast the deciding vote.

Section 5. The election of each office shall be completed before nominations may be

accepted for any subsequent office.

Section 6. All Officers before assuming office in this Federation shall take the following oath:

"I, do hereby, sincerely pledge my word and honour to perform my duties as an Officer of the Ontario Federation of Labour. I will attend, when able to do so, all meetings of the Executive Board or Council of which I shall be a member, and at the end of my term of office I shall turn over to the Ontario Federation of Labour or to my successor, all properties or funds in my possession that belong to the Federation. I will faithfully support the Constitution, principles and policies of the Ontario Federation of Labour and the Canadian Labour Congress."

Section 7. The term of officers of the Federation shall commence within thirty days following the adjournment of the convention.

Section 8.

- (a) If the office of the President becomes vacant, the Secretary-Treasurer performs the President's duties until a successor is elected by the Executive Board.

Within fifteen (15) days of the vacancy, the Secretary-Treasurer will call an Executive Board meeting, giving thirty (30) days' notice, to fill the vacancy.

- (b) If there is a vacancy in the offices of Executive Vice-President or Secretary-Treasurer, the President performs the duties of the office until a successor is elected.

Within fifteen (15) days of the vacancy, the President will call an Executive Board meeting, giving thirty (30) days' notice, to fill the vacancy.

- (c) If an Executive Board meeting or convention is scheduled within sixty (60) days of the vacancy, a majority of Board members may agree to postpone the decision until that meeting.

Section 9. In the event of a vacancy in any office of the Executive Board the vacancy shall be filled at the next regular meeting.

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

Section 11. The Executive Board may cause to be incorporated a corporation or corporations for the purpose of acquiring, administering, and disposing of real property on behalf of the Federation. If no such corporation exists, or as otherwise determined by

the Executive Board, the Executive Officers of the Federation shall hold title to any real property of the Federation as trustees for the Federation.

Section 12.

- (a) All Officers, former Officers and employees of the Federation, and their heirs, executors and administrators, and estate and effects, respectively, shall at all times be indemnified, out of the funds of the Federation, from all costs whatsoever incurred by the person in any proceeding to which the person is made a party by reason of being or having been an Officer or employee of the Federation, for anything whatsoever, made, done or permitted by the person in the execution of his or her duties as an Officer or employee of the Federation, or as an Officer or Director of any corporation to which office the person is appointed for the purpose of representing the Federation, provided that:
 - (i) the person acted honestly and in good faith with a view to the best interests of the Federation; and
 - (ii) in the case of a criminal or administrative action or proceeding that is enforced by a monetary penalty, he or she had reasonable grounds for believing that his or her conduct was lawful, or as otherwise determined by the Executive Board.
- (b) The Federation may purchase and maintain insurance for the benefit of any Officer or employee of the Federation against any liability incurred by him or her in his or her capacity as an Officer or employee, or as an Officer or Director of any corporation to which office the person is appointed for the purpose of representing the Federation, except where the liability relates to his or her failure to act honestly and in good faith with a view to the best interests of the Federation.

ARTICLE VI – DUTIES OF THE PRESIDENT

Section 1. The President shall function as the chief executive officer of the Federation. The President 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 Board. The President shall appoint Directors and any staff engaged in the carrying out of Federation affairs, subject to the approval of the Executive Committee concerning budget allocation for staff. The President may delegate his or her authority under this section in writing to another Officer, and such authority shall be good for the remainder of the Officer's term unless it is revoked by the President.

Section 2. Subject to appeal to the Canadian Labour Congress, the President shall have authority to interpret this Constitution, and his/her interpretation shall be conclusive and in full force and effect unless reversed or changed by the Executive

Board or a convention.

Section 3. The President shall make a report on the administration of his/her office and on the affairs of the Federation to the convention through the report of the Executive Board.

Section 4. The President shall be a full-time officer of the Federation and shall receive a salary of \$65,680.54 effective October 1, 1989, and in addition a cost of living allowance adjusted quarterly, plus expenses. There will be a three percent increase on the salary of the President effective October 1, 1990, and every two years thereafter with the Cost-of-Living adjustment folded in on September 30, 1990, and every two years thereafter. The Federation shall provide a pension and other fringe benefits as determined by the Executive Board.

ARTICLE VII – DUTIES OF THE SECRETARY-TREASURER

Section 1. The Secretary-Treasurer shall be the chief administrative and financial officer of the Federation.

Section 2. The Secretary-Treasurer shall be in charge of books, documents, files and effects of the Federation which shall at all times be subject to the inspection of the President and Executive Board.

Section 3. The Secretary-Treasurer shall prepare a financial statement of the Federation for each meeting of the Executive Board. Copy of this statement shall be forwarded to the Canadian Labour Congress.

Section 4. The Secretary-Treasurer shall have the books of the Federation audited at least once each year by a registered firm of chartered accountants selected by the President and approved by the Executive Board. Such audits shall be furnished to the Executive Board and to the convention, and a copy shall be forwarded to the Canadian Labour Congress.

Section 5. The Secretary-Treasurer shall, subject to the approval of the Executive Board, invest the surplus funds of the Federation in securities or deposit them in a bank or banks.

Section 6. The Secretary-Treasurer shall be bonded in such amount as may be determined by the Executive Board.

Section 7. The Secretary-Treasurer is empowered to require affiliated organizations to provide statistical data in their possession relating to the membership of their organizations.

Section 7.1. The Secretary-Treasurer shall work to achieve full affiliation to the Federation. The Secretary-Treasurer shall also provide to each convention a list of all

locals, branches and lodges which are affiliated to the Federation.

Section 8. The Secretary-Treasurer shall issue the call for and act as secretary at conventions, and shall cause the proceedings of all conventions and all sessions of the Executive Board to be recorded. Copies of all proceedings shall be forwarded to the Canadian Labour Congress.

Section 9. The Secretary-Treasurer shall appoint administrative and support staff subject to the approval of the Executive Committee concerning budget allocation for staff.

Section 10. The Secretary-Treasurer shall report to the convention of the Federation through the report of the Executive Board.

Section 11. The Secretary-Treasurer shall be a full-time officer of the Federation and shall receive a salary of \$62,373.14 effective October 1, 1989, and in addition a cost of living allowance adjusted quarterly, plus expenses.

There will be a three percent increase on the salary of the Secretary-Treasurer effective October 1, 1990 and every two years thereafter with the Cost-of-Living adjustment folded in on September 30, 1990, and every two years thereafter. The Federation shall provide a pension and other fringe benefits as determined by the Executive Board.

ARTICLE VIII – DUTIES OF THE EXECUTIVE VICE-PRESIDENT

Section 1. The Executive Vice-President shall aid the President in his/her duties as chief executive officer of the Federation and act on his/her behalf when requested to do so.

Section 2. The Executive Vice-President shall report to the convention of the Federation through the report of the Executive Board.

Section 3. The Executive Vice-President shall be a full-time officer of the Federation and shall receive a salary of \$60,873.14 effective October 1, 1989, and in addition, a cost of living allowance adjusted quarterly, plus expenses. There will be a three percent increase on the salary of the Executive Vice-President effective October 1, 1990, and every two years thereafter with the Cost-of-Living adjustment folded in on September 30, 1990, and every two years thereafter. The Federation shall provide a pension and other fringe benefits as determined by the Executive Board.

ARTICLE IX – EXECUTIVE BOARD

Section 1. The Executive Board shall consist of the President, Secretary-Treasurer, Executive Vice-President, and Vice-Presidents.

Section 2. The Executive Board shall meet at least four times each year.

Section 3. It shall be the duty of the Executive Board to initiate provincial legislative action in the interests of working people.

Section 4.

- (a) The Executive Board shall be the governing body of this Federation between conventions. It shall have power to conduct all of the operation and affairs of this Federation. Subject to Article XIII (Amendments), no action taken by the Executive Board shall require confirmation or ratification by convention in order to become valid or to bind this Federation.
- (b) The Executive Board shall take such action and render such decisions as may be necessary to carry out fully the decisions and instructions of the conventions and to enforce the provisions of this Constitution.
- (c) Without limiting the generality of the foregoing paragraphs (a) and (b), the Executive Board shall have the following powers:
 - (i) to pass without any confirmation by convention all necessary rules and regulations related in any way to the operation and affairs of this Federation, provided that such rules and regulations are not inconsistent with the provisions of the Constitution and policies of the Canadian Labour Congress;
 - (ii) To approve an annual budget proposed by the Executive Committee;
 - (iii) to conduct an investigation of any situation in which there is reason to believe that any affiliated organization may be dominated, controlled or substantially influenced in the conduct of its affairs by any corrupt influence, or that its policies or activities are contrary to the principles or policies of the Federation. 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 the Canadian Labour Congress. It shall have the further authority upon a two-thirds vote of the Board to suspend any organization. Any action of the Executive Board under this Section may be appealed to the Canadian Labour Congress and if necessary to the following convention.

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- (iv) to appoint standing and special committees of the Federation, determine their composition and term of office, and to direct their activities, provided that unless otherwise empowered by the Executive Board, such committees shall have only the power to make recommendations to the Executive Board, and shall have no executory power or other power to bind this Federation;
 - (v) to cause to be incorporated any corporation for any purposes deemed appropriate by the Executive Board; and
 - (vi) to reimburse members of the Board for actual expenses in performing their duties for the Federation.
- (d) The Executive Board shall make recommendations to the Executive Council concerning campaigns and activities of the Federation.

Section 5. A majority of the members of the Executive Board shall constitute a quorum for the transaction of the business of the Board.

Section 6. The Canadian Labour Congress shall hear appeals from decisions of the Executive Board.

Section 7. The Executive Board shall present to the convention a report of the activities of the Federation between conventions.

ARTICLE X – EXECUTIVE COMMITTEE

Section 1. The Executive Committee shall consist of:

- (a) The President, Secretary-Treasurer and the Executive Vice-President.
- (b) 8 Vice-Presidents designated from the four largest private sector unions and four largest public sector unions.
- (c) Two Vice-Presidents, at least one of whom must be a woman, elected by and from the equity vice-presidents on the Executive Board.
- (d) One (1) Vice-President elected by the members of the Executive Board from an affiliate which is not otherwise represented on the Executive Committee.
- (e) The Vice-President from the largest building and construction trade union, unless a Building Trades representative is a VP according to 1(a) or 1(b).
- (f) One (1) representative from a Labour Council to be elected by the Labour Council delegates on Executive Council.

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- (g) No more than two (2) of the Vice-Presidents and Labour Council Representatives on the Executive Committee shall be members of the same affiliate.
 - (h) All members of the Executive Committee must be members of the Executive Board.

Section 2. The Executive Committee shall meet at least four times a year.

Section 3. The Executive Committee is responsible for the administration and activities of the Federation.

The duties of the Executive Committee shall include:

- (a) Oversight of the implementation of OFL policies and procedures.
- (b) Review and approval of all expenditures of the Federation.
- (c) Recommendations to the Executive Board concerning policies, adoption of annual budgets and approval of financial statements.
- (d) Approval of collective bargaining settlements with OFL staff and terms and compensation for excluded staff.

Section 4. All decisions made by the Executive Committee shall be subject to the approval of the Executive Board.

ARTICLE XI – EXECUTIVE COUNCIL

The Executive Council shall meet at least three times each year and shall be composed of:

- the Federation Executive Board;
- one (1) delegate from each Labour Council;
- two (2) representatives of the Ontario Federation of Union Retirees (Congress of Union Retirees of Canada).
- one (1) representative from the Ontario Network of Injured Workers Groups (ONIWG)
- one (1) seat shall be created on the OFL Executive Council for the Ontario Common Front Community Co-Chairperson.

ARTICLE XII – REVENUE

Section 1. A per capita tax shall be paid upon the full paid-up membership of each organization excluding labour councils.

Section 2. Each affiliated local union, branch or lodge shall pay, before the first day of each month, for the preceding month, a per capita tax for each member as follows: fifty-eight (58) cents per member effective **December 1, 2001**; sixty-three (63) cents per member **effective December 1, 2002**.

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 Secretary-Treasurer of the Federation. Any organization three months in arrears in payment of per capita tax may become suspended from membership.

ARTICLE XIII – AMENDMENTS

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 vote of those present in convention and voting. Any amendment shall only become effective after approval by the Executive Council of the Canadian Labour Congress.

ARTICLE XIV – RULES AND REGULATIONS

This Federation may adopt such rules and regulations as they do not conflict with, nor are inconsistent with, the provisions of the Constitution or the policies of the Canadian Labour Congress. Such rules and regulations may be adopted either at convention or, in between conventions, by the Executive Board pursuant to Article IX, Section 4 (c) (i), as the case may be.

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