

**PUBLIC AND PRIVATE
WORKERS OF CANADA**

NATIONAL UNION



**CONSTITUTION
AND
POLICY STATEMENTS**

**PUBLIC AND PRIVATE
WORKERS OF CANADA**

AFFILIATED TO THE CONFEDERATION OF
CANADIAN UNIONS

NATIONAL UNION



CONSTITUTION

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NAME

Section 1

This organization shall be known as the “Public and Private Workers of Canada”.

OBJECTS

Section 2

The objects of the Public and Private Workers of Canada (hereinafter referred to as the “National Union”) shall be to obtain and maintain a living wage for its members, including equal pay for equal work for all members, to dedicate its effort towards the reduction of the forty-hour week and the elimination of overtime, to assist its members in retaining employment and obtaining apprenticeships in preference to those not connected with this National Union, to use every honourable method to elevate its membership in the economic, moral and social scale of life, to help safeguard the principles of democracy, to work for the establishment of political and social equality, regardless of race, colour, creed or sex, and to promote friendly relations between labour and government and labour and industry. But the P.P.W.C. will resist every effort by both government and industry to attack our basic democratic rights to strike and to collective bargaining.

It is further the object of this National Union to bring the benefits of Canadian unionism to all workers within our stated jurisdiction and to assist others outside of that jurisdiction in the establishment of democratic unions, free of foreign domination, with the final goal of a Canadian labour movement controlled entirely in Canada by Canadian workers.

This union believes in gender equality and ensures this document is gender neutral.

JURISDICTION

Section 3

(a) The National Union has jurisdiction over all workers employed in and around all plants, mills, factories and service establishments.

(b) Membership shall be open to those employees coming under this jurisdiction and such employees may join as members of the National Union where no Local Union has been chartered. The National Union shall allocate such members to a Local when an appropriate Local Union has been chartered. Applications for membership in the National Union where no Local Union has been chartered may be accepted by any officer or any representative authorized by any officer of the National Union. Such member shall be responsible to the National Executive Board and shall have the privilege of membership at the discretion of the National Executive Board. Dues for headquarter members shall be \$1.00 per month.

ORGANIZATION

Section 4

(a) The National Union alone is vested with the power to establish Local Unions and to grant charters thereto in all plants and establishments within its jurisdiction. Charters shall be issued only by the National officers.

The Local Unions shall comply with the National Constitution at all times.

(b) The National Union is vested with the sole right to establish regional organizations, and such regional organizations shall comply with the National Constitution at all times. Regional organizations shall be established when considered desirable or necessary by a National convention.

(c) Mergers shall only be dealt with in the following manner. Talks must involve the National Executive Board, and if the National Executive Board receives a serious, acceptable proposal, then they

shall call a special convention to deal with a proposed merger. The convention shall approve by a majority to recommend such an undertaking and shall institute a referendum ballot to ratify or reject that recommendation.

NATIONAL EXECUTIVE BOARD AND OFFICERS

Section 5

There shall be a National Executive Board of the National Union, and it shall be comprised of the four National Officers, elected biennially.

For the year 2013-14 the term of the President and Second Vice-President be set at one year and revert to a two-year term in 2014.

For the year 2007-08 the term of the First Vice-President and Secretary-Treasurer be set at one year and revert to a two-year term in 2008. This will allow the President and the Second Vice-President election to be held on odd years, and the First Vice-President and Secretary-Treasurer to be held on even years.

- (a) President (who shall be a full-time paid officer of the National Union);
- (b) First Vice-President (who shall be a full-time paid officer of the National Union);
- (c) Second Vice-President;
- (d) Secretary-Treasurer; and the Board Members elected as hereinafter set forth.
- (e) One Board Member elected annually, by referendum, in accordance with Local by-laws, by and from each chartered Local of the National Union, or duly elected alternate.
- (f) Each National officer of the National Executive Board shall be separately elected by the members of the National Union by referendum, the highest number of votes for each position to be sufficient to elect such officer. No member may be allowed to stand for

election in more than one office on the referendum ballot. All candidates for position as a National officer must be nominated at a National convention, except for circumstances covered by Section 9(b).

(g) The elected officers of the National Union will take over the duties of their office on the first day of July each year. In the event a new election is ordered under Section 9, this sub-section will not apply to any contested position.

(h) Two-thirds of the Executive Board Members shall constitute a quorum.

(i) A Local Union shall have representation at a National Executive Board meeting, providing the Local has paid its per capita tax and assessments up to the first of the month preceding the month in which the meeting is held, unless extenuating circumstances prevent the Local from making such payments.

(j) Except in cases of emergency, members of the National Executive Board shall receive at least seven (7) days' notice of National Executive Board meetings.

DUTIES OF NATIONAL OFFICERS AND EXECUTIVE BOARD

Section 6

(a) The National Executive Board shall have the entire management of the National Union between conventions and shall be held responsible for the efficient management of same.

(b) The National officers shall attend a Local Union membership meeting with voice after informing the Local Union of their intention to appear.

The National Executive Board shall have the right to conduct referendums of the members in any chartered Local where it has decided that the democratic rights of its members are being or have been violated. Such referendums shall be binding upon the Local Union and may call for decisions on any question, including the election of new Local Executive members.

(c) The National Executive Board shall hold meetings at the call of the President, or of a majority of the members thereof; but in no case shall meetings be held less often than once in each six months. The minutes of all National Executive Board meetings shall be submitted to each chartered Local. However, any chartered Local shall receive the complete tape-recorded proceedings of any National Executive Board meetings at cost when requested by that Local Union.

(d) The President shall preside at all National Executive Board meetings and at all conventions and shall be the executive head of the National Union and shall be charged with the responsibility for carrying out the policy of the National Union and of the National Executive Board. The President shall also carry out the duties of Privacy Officer of the National Union as required by the Personal Information Protection Act.

(e) The National First Vice-President shall preside at all meetings and take over the duties, if necessary, when the National President is absent. S/he shall be charged with the responsibility of the organizing program.

(f) The Second Vice-President shall preside at all meetings and take over the duties, if necessary, when the First Vice-President and National President are absent. S/he shall assist in servicing the Locals and assist the First Vice-President in organizing.

(g) The National Secretary-Treasurer shall be responsible for keeping a true and proper record of all monies received and expended and for maintaining accurately and properly such bookkeeping system as shall be set up under the instructions of the National Executive Board, maintain full records of minutes of all meetings of the National Executive Board and of the conventions of the National Union, and shall maintain all records, documents and correspondence of the National Union.

(h) All officers and representatives of the National Union will carry out their duties under the direction of the National Executive Board through the National President.

(i) All cheques issued by the National Union or the National Executive Board and all legal documents shall require the signature of any two of the President, First Vice-President, Second Vice-President and Secretary-Treasurer.

(j) There shall be a seal established by the National Executive Board which shall be affixed on all legal documents upon resolution duly passed at any meeting of the National Executive Board and in the presence of such officers specified by resolution or by any two of the President, First Vice-President, Second Vice-President and Secretary-Treasurer, as the case may be.

(k) Each of the four officers aforesaid shall be covered by a bond of ten thousand dollars (\$10,000.00) with a surety company approved by the National Executive Board.

(l) Any National officer who shall resign, be recalled or for any other reason cease to hold office shall forthwith, upon termination of his/her position as officer, turn over to the National Executive Board all documents, records, books, furniture, funds, chattels, assets, and all other property of the National Union.

(m) With the exception of Section (n) of this section, all salaries and other remunerations shall cease upon termination of office.

(n) The National Executive Board, if given reasonable notice of a full-time officer's inability to take his/her vacation entitlement because of and during his/her term of office, may grant a vacation period at the salary level of his/her National Office after he/she vacates his/her position.

(o) Full-time National officers shall become Pension and Health and Welfare Trustee Alternates if requested by the P.P.W.C. Wage Caucus.

QUALIFICATIONS FOR OFFICE

Section 7

(a) The qualifications for office in the National Union shall be as follows:

- (i) membership in good standing in a chartered Local of the National Union for a period of at least one year.
 - (ii) membership in a charter Local Union which has paid the per capita tax and discharged all other financial obligations to the National Union until the first month immediately preceding the month in which the Convention is held.
- (b) The qualifications for Regional office in the National Union shall be, until after the holding of the referendum elections following the first regional convention, membership in good standing in the National Union or one of its chartered Locals within the region, but after the said referendum elections qualifications shall be as follows:
- (i) membership in good standing in a chartered Local of the National Union within the region for a period of one year.
 - (ii) membership in a chartered Local within the region which has paid the per capita tax and discharged all other financial obligations to the National Union until the first of the month immediately preceding the month in which the regional convention is held.
 - (iii) Each chartered Local shall conduct referendum elections in accordance with the election procedure of the National Constitution.

SALARIES, PER DIEM AND BENEFITS

Section 8

The National Union shall make provisions for its full-time paid officer(s) or representative(s) stationed in an area when it is deemed necessary by the National Executive Board.

- (a) The salaries of the full-time officers in the National Union shall be their hourly rate as negotiated in their Local's agreement, not less than the Tour Mechanic's rate, as per the Joint Labour Agreement, i.e.

As of May 1, 2015 \$7,430.60 per month

The salaries for part-time National officers who are required to fill in for a full-time National officer due to a vacancy, absence or illness will be at the full-time National officers' rate.

(b) There shall be a per diem allowance of \$64.00 plus hotel accommodations, as receipted, for each day such officer or representative is on duty for the National Union and away from his/her place of residence or National Office unless as provided in Sub-section (c).

Anyone on National business shall be allowed to charge hotel bills direct to the National Union.

(c) For full-time officers stationed in any given area reasonable provisions for accommodation and meals shall be decided by the National Executive Board.

(d) The kilometre rate for private vehicles used on National business shall be the rate set by B.C.A.A. compact car. The National Secretary-Treasurer will check with B.C.A.A. at the beginning of the fiscal year and adjust the kilometre rate accordingly.

(e) Any officer or representative temporarily working on the business of the National Union shall be paid at his/her regular job rate for any time lost from his/her job.

(f) The National Union shall make available to the full-time paid National officers and the employees of the National Union, on a cost-sharing basis equivalent to the Joint Labour Agreement Insurance Plan comprising of:

- (i) A.D.& D.;
- (ii) weekly indemnity;
- (iii) a medical plan;
- (iv) a life insurance plan;
- (v) pension plan.

Such a plan to be equal to the Joint Labour Agreement. Locals to be able to include their employees in this plan, providing there is no cost to the National Union.

(g) The National officers or representatives will not receive salaries while their home Local or plant is on strike or lockout, or when a picket line prevents the members from their home Local or plant from going to work. This clause does not apply to vacation pay for vacations scheduled prior to the work stoppage.

(h) The National Union shall make available to the full-time paid National officers and the employees of the National Union fringe benefits as per Local agreement but not less than as per the J.L.A. and that Locals be able to include their employees in this plan, providing there is no cost to the National Union.

(i) Reimbursement of Occupational Health and Safety Officer's Costs

Locals which utilize the services of the National Occupational Health and Safety Officer to do Workers' Compensation Board appeals shall reimburse the National Union for the costs of lost-time wages, per diem, travel, and hotel of the Occupational Health and Safety Officer, unless the cost is approved by the National Executive Board.

(j) Full-time officers of the P.P.W.C. who sit on board(s) or council(s) as a labour representative shall direct applicable stipends or per diems to the National or Local office from which she/he is paid.

ELECTION PROCEDURE FOR NATIONAL AND REGIONAL OFFICERS

Section 9

(a) Nominations will open on the first day and again on the last day of convention. Nominees may state their intentions at the time they are nominated but no later than the last day when nominations close.

(b) Nominations will be made and seconded at the convention by the accredited delegates. If a nominee is not present, written consent must be given to the convention chairperson at the time of nomination. However, any nomination of a member who has accumulated consecutive terms of five (5) years as full-time paid

position in either National, Regional and/or Local positions will not be accepted.

When only one nominee allows his/her name to stand for election, he/she shall be declared elected as if he/she had been voted in. If more than one nominee becomes a candidate and, prior to the election, one or more withdraw, leaving only one candidate, a new election will be called where each Local has the right to elect one candidate as per Section 17(a). If candidates withdraw, leaving two or more candidates for the office, a new election call is not required.

A resume of all eligible candidates for National Elections shall be distributed to all Local Unions, who will make it available to the members at least two weeks prior to voting.

(c) When a new position or officer of the National Union has been created by convention, nominations will be accepted for 30 days after the close of the convention, and each Local will have the right to elect one (1) candidate as per Section 17(a).

(d) Where applicable, the election procedure for Regional officers shall be the same as that provided for under the heading, "Election Procedure for National Officers".

(e) Each delegate shall be entitled to nominate only one candidate for each office.

(f) The National President shall have the ballots printed with the candidates listed alphabetically and circulated to Local Unions for the referendum vote within 30 days after the close of the convention.

(g) Counterfoil ballots are to be used. The counterfoil will be designed in a manner that one signature will be sufficient to receive all ballots for the election. The voter must sign the counterfoil before the ballot is separated from the book.

(h) Where Local Elections are called in conjunction with National Elections, the National Elections will be the prime election.

(i) The Local Trustees are responsible to the National Executive Board to ensure the National Election procedure is adhered to.

- (j) The lost-time wages and necessary expenses of Local Trustees conducting National Elections shall be borne by their Local Union.
- (k) Local Trustees will be responsible for the balloting in Local Unions. For the purpose of this section, a Trustee is any person in charge of a poll or count.
- (l) The Local Trustees will provide a registration list of eligible voters, and each voter's name will be checked off at the time the voter receives the ballot.
- (m) Each voter will sign the ballot counterfoil before separating the ballot.
- (n) Voting shall take place during a two-week period, which will be designated each year by the National Executive Board. Within this period, each Local shall have up to a maximum of ten (10) days during which the Local will conduct the required balloting. Ballot boxes will be set up at each work site at times to adequately cover shift changes. At the Local's discretion, ballot boxes may be set up at other convenient places to ensure the fullest possible participation of the membership. Ballot boxes will remain sealed until the end of the voting week.
- (o) Voting will cease at 8:00 p.m. on the last day of voting, and ballots will be tabulated that evening. All Locals will telephone unofficial results in to the National office within 24 hours after the closing of all polls. These results will not be disclosed until all Locals have reported to the National office.
- (p) Where a Local Union has more than one poll, the ballots from each poll shall be submitted separately within the total return from the Local.
- (q) The Trustees will count the ballots and forward them together with all spoiled and unused ballots, counterfoils, and registration lists by registered mail or express to the chairperson of the Tabulating Committee in care of the National office in Vancouver within seven (7) days for final tabulation. The ballots will remain sealed until the Tabulating Committee meets. Candidates will be allowed scrutineers at any ballot count. Only Trustees and accredited scrutineers will be present at the ballot count.

- (r) The Trustees and scrutineers will keep the results secret until released by the National Union.
- (s) Locals shall ensure the privacy of voters by making available a polling booth.
- (t) Resumes of all candidates shall be posted throughout all mills and all plants at least fourteen (14) days prior to vote commencing.
- (u) Resumes of candidates for National office within the polling area shall only be that distributed by the National Union. No other literature pertaining to the National Elections shall be permitted.
- (v) Resumes in voting area shall not be marked or defaced in any way.
- (w) A voter's preference shall not be influenced by the Trustees.
- (x) It shall be the responsibility of the Trustees in each Local to ensure that all rules for election procedure are adhered to.
- (y) All Trustees and scrutineers will indicate their awareness of this responsibility by signing a form containing election procedures.
- (z) Copies of this election procedure will also appear on the resume poster distributed by the National Union.
- (aa) Joint Labour Agreement elections may be held in conjunction with National Elections.
- (bb) **Mail-in Ballot**
 - (i) A mail-in ballot be allowed for a unit with five (5) members or less in a location fifty (50) miles or more from the principle work site (work sites).
 - (ii) Mail-in ballots shall be sent out from the Local Union immediately upon receipt of ballots, resumes and mail-in ballot procedure from the National office.
 - (iii) Local Unions will allow two (2) weeks from the time they receive ballots from the National office for return of the mail-in ballots to the Local Union office.

- (iv) Trustees shall separate a counterfoil ballot from the book, print the member's name for whom it is being sent and designate as "mail-in ballot" on counterfoil.
- (v) Trustees shall place in an envelope and mail to members the following materials:
 - a ballot;
 - a letter outlining election procedure for mail-in ballots;
 - a letter listing candidates for each office and their resumes;
 - an unmarked sealable envelope;
 - a return self-addressed envelope "ballot" for the signature of the voter and return address.
- (vi) The voter will, upon receipt, mark ballot, place it in the unmarked envelope and, using the return envelope provided, mail-it to the Local Union office.
- (vii) At the conclusion of the referendum ballot, when the Trustees prepare to count the ballots, mail-in envelope members will be recorded as having voted. The sealed, blank envelope containing the secret ballot shall then be removed from the addressed envelope and placed unopened into the ballot box to be counted with regularly-cast ballots.
- (viii) Local Union Trustees will furnish the National office a list of members who were sent mail-in ballots along with the envelopes returned with mail-in ballots.
- (ix) Local Unions will be responsible for cost of mail-in balloting.

(cc) Absentee Ballot

A member may vote in National Elections at a location other than his/her home Local under the following circumstances:

- (i) The member obtains an authorized letter of credential from his/her home Local indicating the member's name, address and work number.
 - (ii) The credential letter will indicate the member has been struck from the voting list of the home Local.
 - (iii) Proper identification will be presented.
 - (iv) The ballot will be placed into the ballot box of the voting Local and be forwarded to National office along with the presented letter of credentials.
- (dd) Results of balloting by Locals will be circulated to Locals by the Tabulating Committee within seven (7) days of counting.

ELECTION PROCEDURE VIOLATIONS

Section 10

- (a) When a member believes that the election procedure is being or has been violated, he/she shall immediately notify a Local officer. If the violation is not corrected, the member shall notify the National President in writing within seven (7) days of the closing of the polls details of the alleged violation. Any complaints laid under this section after the specified seven (7) days shall have no foundation.
- (b) Upon receipt of the complaint, the National President shall instruct the Tabulating Committee to investigate the complaint immediately.
- (c) Should the Tabulating Committee agree there was a violation, they shall report their findings to the National Executive Board.
- (d) Should the National Executive Board investigate and find that an alleged violation of the National Election procedure was committed:
 - (i) The member(s) charged shall receive written notification from the National Executive Board of the charge at least seven (7) days prior to the meeting, which shall be the first regular Local Union meeting after the expiry of the said seven (7) days.

- (ii) Two (2) representatives shall be allowed to appear at the regular Local Union meeting to present the position of the National Executive Board.
- (e) The accused shall have the right to have a member of the Local Union act as his/her counsel.
- (f) The Local Union, only after a fair hearing and a majority vote at the Local Union meeting, shall, if the accused is found guilty, have the right to impose any or all of the following penalties:
 - (i) reprimand member;
 - (ii) assess the member to a maximum of one thousand dollars (\$1,000.00) for each violation;
 - (iii) recommend to the National convention that he/she be expelled. Any member found guilty and recommended for expulsion will be ineligible to hold office.
- (g) The person(s) shall have the right to appeal to the next National convention only after written notification has been received by the National Union and Local Union concerned at least 30 days prior to the date of the National convention and, if less than 30 days, this appeal will be referred to next National convention. The person(s) shall have the right to choose a member of the National Union to act as his/her counsel. However, the decision of the Local Union shall stand unless and until reversed on appeal.
- (h) The National Executive Board shall have the authority to delay the tabulating of the vote, to disallow any or all of a Local Union's vote, or order a new vote as it deems necessary. In the event a new vote is called, the incumbent officers of contested positions shall remain in office until seven (7) days after the final tabulation is made.
- (i) A motion to destroy ballots from elections from the previous year shall be on the agenda under "Old Business" at the following convention.

CONVENTIONS

Section 11

National conventions shall take place annually during the month of March or the first two weeks of April. The date thereof shall be set by the National Executive Board, and the date shall be announced at least ninety (90) days in advance of the date so set.

The location of each National convention can be applied for by any Local in good standing for the succeeding convention. The final acceptance of the application will be by a majority vote of the delegates.

Notwithstanding the foregoing, special conventions may be called by the National Executive Board on two weeks' notice.

In an emergency, any Local can request that the convention be postponed to a specific date. However, to postpone a convention, all Locals must be polled in writing, and a majority must agree to the postponement.

National conventions shall be regulated by and operated within the confines of the current Constitution. (Example: The 1970 convention shall be regulated by the 1969 Constitution.)

The National Union shall request two elected credential officers from the host Local(s) for the National convention and bear the costs, if any, for the two officers.

Section 11(a) DELEGATES TO CONVENTION

Chartered Local Unions will be entitled to representation at National and regional conventions on the following basis:

Membership of Local	Number of Delegates Allowed
0 to 200	3
201 to 400	4
401 to 600	5
601 and over	6

Members of the National Executive Board representing the Locals shall automatically be delegates to conventions and will be included in the number of delegates allowed to the convention.

Delegates will be elected in accordance with Local Union by-laws.

Local Unions shall elect alternates to provide for the inability of any of its delegates to attend.

Each delegate shall be entitled to one vote. There shall be no votes by proxy.

A majority of the registered delegates to a National, regional or special convention shall be necessary to form a quorum for the transaction of business.

Section 11(b) LOCALS REPRESENTATION AT CONVENTION

Representation of the various Locals at the convention shall be based on the average monthly per capita tax due and paid to the National office for the three (3) calendar months prior to the first of the month immediately preceding the month in which the convention is held, provided the said three-month period was not interrupted by strike or lockout. The total per capita tax received for those three months shall be divided by three, and the result will be the average membership for that fiscal year on which the representation shall be based.

Any Local which has been idled by strike, lockout or layoff during the three-month period prior to the convention will be allowed representation to the convention based on their average monthly per capita tax due and paid during the three-month period prior to the strike, lockout or layoff.

Members of the Local Union who are not covered by payment of per capita tax to the National Union because of sickness or accident shall be included in the total number of members used to calculate representation to convention.

Section 11(c) NEW LOCALS REPRESENTATION AT CONVENTION

Representation for newly-organized Local Unions (less than three months old) shall be based on the average membership of the Local Union since the date the charter was issued. This shall be determined by taking the total of all per capita tax due and paid by the Local Union and dividing by the number of months applicable to determine the average membership. The National Executive Board may invite observers from Locals that are not entitled to representation at a National convention. The expenses of such observers may be borne by the National Union if deemed necessary by the National Executive Board.

Section 11(d) CONVENTION VOTING QUALIFICATIONS

No delegates shall be allowed to vote in a convention of the National Union whose Local has not previously paid over to the proper officials the per capita tax and all indebtedness of his/her Local organization up to the first of the month immediately preceding the month in which the convention is held.

CONVENTION RESOLUTIONS COMMITTEE

Section 12

(a) There shall be one committee, known as the Resolutions and Constitution Committee, comprised of one elected delegate from each chartered Local. The committee shall deal with resolutions and constitutional changes which are to be submitted to the convention. The committee shall meet prior to the convention on the direction of the National Executive Board. The wages and per diem of the members of said committee for the time spent prior to the convention shall be borne by the National Union.

(b) The National office shall direct the Locals to select one of their delegates to act on this committee and advise the National office in advance of said committee member.

(c) The majority of a committee at a convention shall constitute a quorum for the transaction of business of the committee.

(d) The committee shall, as its first order of business, elect from its members a chairperson to chair the meeting and a secretary to record the decisions of the committee.

RESOLUTIONS TO CONVENTION

Section 13

- (a) All resolutions to convention from the Local Unions must be approved by a Local membership meeting and submitted to the National Union office fourteen (14) days prior to convention with the date of approval of resolution by membership meeting included.
- (b) Procedure for handling convention resolutions:
- (i) submitted by Locals (one copy only) fourteen (14) days prior to convention.
 - (ii) submitted by Executive Board prior to committee sitting.
 - (iii) resolutions submitted during a convention must receive majority permission of convention to consider.
- (c) National office will duplicate in sufficient numbers.
- (d) The National office will provide binders.
- (e) The committee will meet prior to the convention on the direction of the National Executive Board.
- (f) Resolutions Committee will number all resolutions and place in order in binders.
- (g) The committee will group complimentary or like resolutions.
- (h) Committee recommendations of concurrence or non-concurrence shall be by majority decision.
- (i) Substitute resolutions are permissible providing the original resolutions are dealt with in their original form.
- (j) Resolutions Committee will deliver compiled binders to Credentials Committee at convention site one-half hour (1/2) prior to convention opening.

(k) Executive Board resolutions will be given to Resolutions Committee as soon as possible, and an officer will be available to explain same.

(l) Resolutions Committee chairperson, in presentation to convention, shall give committee reasons.

TABULATING COMMITTEE

Section 14

(a) There shall be a committee of three (3), known as the Tabulating Committee, elected at each National and regional convention who shall make the final tabulation of referendum voting as provided under "Election Procedure for National Officers".

(b) The convention shall also elect an alternate committee member to provide for the inability of any committee member to attend.

(c) The Tabulating Committee will be elected at the National convention, and the member receiving the largest number of votes shall be named the chairperson.

AUDIT COMMITTEE

Section 15

An Audit Committee composed of three (3) members will be elected at each annual convention.

The duties of the Audit Committee will be to meet every three (3) months with the Secretary-Treasurer following the conclusion of each appropriate quarter for the purpose:

(a) checking all vouchers and accounts;

(b) assuring compliance with convention and Executive Board decisions;

(c) consider and advise on indebtedness;

(d) consider and advise on investment;

- (e) report and recommend to Executive Board and conventions on matters of budgetary expenditures;
- (f) The convention shall also elect an alternate Committee member to provide for the inability of any Committee member to attend a meeting.

An Audit Committee member be in attendance at every convention. Cost to be borne by National Union if not an accredited delegate.

A perpetual Angus Macphee Memorial Bursary of \$1,000.00 per year be established and administered by the Audit Committee according to criteria set by the National Executive Board.

A perpetual Orville Braaten Memorial Bursary of \$1,000.00 per year be established and administered by the Audit Committee according to criteria set by the National Executive Board.

RIGHT TO RECALL

Section 16

(a) A National officer may be recalled at any time by a petition of at least twenty-five percent (25%) of the membership of all the chartered Locals of the National Union and endorsed by at least twenty-five percent (25%) of the chartered Local Unions. The National Union officers shall have ballots printed and circulated to the Local Unions for a referendum ballot within 30 days of the receipt of said petition in registered mail by the National Secretary-Treasurer. The referendum ballot shall be conducted in accordance with Local Union by-laws within seven (7) days of receipt of the ballots. A majority of the votes cast shall be necessary to recall the officer.

(b) A Pension Trustee, a Health and Welfare Trustee or a Central Advisory Committee member may be recalled at any time by a petition of at least twenty-five percent (25%) of the membership of all chartered Locals participating in the appropriate section of the Joint Labour Agreement and endorsed by at least twenty-five percent (25%) of the chartered Local Unions participating in appropriate section of the Joint Labour Agreement.

(c) A chartered Local's representative on the National Executive Board may be recalled by a majority of a referendum vote of the Local's membership.

After notice of motion has been duly given and the approval of a referendum vote to recall has been obtained by a two-thirds (2/3) majority of the membership meeting, the vote to recall shall be held not earlier than seven (7) days nor later than twenty-one (21) days.

Any vacancy in a chartered Local's representation on the National Executive Board as a result of recall shall be filled within one month. Delegates will be elected in accordance with Local Union by-laws.

INTERIM ELECTIONS

Section 17

(a) When a National office becomes vacant or a new position has been created by convention, the National Executive Board shall call for nominations by registered mail to all Locals, who may, at a properly posted regular or special meeting, elect one of its members as a candidate, whose name shall be transmitted to the National office on a form approved by the National Executive Board and, on the basis of submitted nominations, conduct a referendum election according to the procedure for regular National Elections.

If the unexpired term of office does not exceed three (3) months, the Secretary-Treasurer shall assume the office for the unexpired term. When an election is required to fill a vacant office, the Secretary-Treasurer will assume such office as is required until completion of the election.

(b) In the event of the recall, death or resignation of a regional officer, the regional office shall call a special nominating convention, delegates to which shall be all regional officers and delegates from Local Unions elected on the same basis as for regional conventions. At all regional conventions, convention delegates shall be all regional officers and delegates from Local Unions within the region elected on the same basis as for National conventions.

Paragraph (a) of this section will apply on a regional basis to a vacancy in a regional office.

NATIONAL AND LOCAL AUDITS

Section 18

(a) There shall be one auditor who shall not be an employee of the National Union and shall be a chartered accountant. The auditor shall be appointed by the National Executive Board subject to the approval of the next following National convention. After approval by the National convention, the auditor may not be dismissed except with the approval of the National convention, but in the event that such auditor shall resign or due to death, illness or other incapacity be unable to carry out his/her duties, the National Executive Board is authorized to appoint a new auditor until the next following convention. A report of the audits shall be distributed to each chartered Local within thirty (30) days of completion of audit. An audit shall be conducted once annually and the report presented to each regular convention.

(b) All Local Unions shall have their books audited or reviewed annually by an outside legal auditor. The National Secretary-Treasurer shall receive a copy of the audit or review report within 30 days of its completion.

REVENUE

Section 19

(a) The revenue of the National Union shall be derived as follows:

From a per capita tax of 95% of base rate in the particular unit per member per month levied by Locals on members working in certified bargaining units, of which 90% of this base rate will be used for general revenue, and the remaining 5% will be used as a fund for organizing.

(b) The National Executive Board can, in cases of financial emergencies, empower the National officers to borrow monies on behalf of the National Union.

- (c) The P.P.W.C. National fiscal year ends on June 30 and begins anew on July 1.
- (d) The Local Union monthly per capita dues from the previous month are due and payable on the last day of the following month.

WITHDRAWAL CARDS

Section 20

Any member in good standing leaving the jurisdiction of the National Union or a chartered Local shall, upon application, receive a withdrawal card.

STRIKE AND LOCKOUT

Section 21

- (a) A Local Union or bargaining unit shall not strike without majority approval by referendum ballot of the members who have cast ballots.
- (b) The National Executive Board shall have the right to conduct a referendum for an assessment of all Locals for assistance of members of any chartered Local who are idled by strike or lockout, or where, in the opinion of the National Executive Board, such a situation is imminent. The assessment shall not exceed the total of two percent (2%) of the monthly earnings of each working member of the Local.

Under this section, a Local shall not assess any of its members an amount in excess of two percent (2%) of a member's monthly earnings per month.

DEFENCE FUND

Section 22

- (a) The National Union shall establish and maintain a separate fund known as the Defence Fund. Revenue for this fund shall be derived by \$1.00 per member monthly being deducted from the per capita tax and shall be used only for the assistance of members of chartered Locals

idled by strike or lockout. All monies collected by means of assessment under Section 21, Sub-section (b) of the National Constitution shall also be deposited in this fund. Monies in this fund shall be used only for the assistance of members of chartered Locals idled by strike or lockout. When the Defence Fund reaches \$500,000.00, the \$1.00 per member will not be deducted from the per capita tax until the fund falls below \$500,000.00, at which time the \$1.00 per member will be reinstated.

The National Executive Board shall be responsible for the administration of the Defence Fund. The amount of assistance payable from the Defence Fund to the individual members of Locals idled by strike or lockout shall be determined by the National Executive Board, and the payments will be made through the Local's executive.

(b) Any Local appealing for strike assistance from the National Union shall fully inform the National Executive Board with all facts involved in the dispute before strike assistance is allowed.

Detailed accounts of all such payments of Defence Fund monies made by the Local executive shall be submitted to the National Executive.

(c) All strike assistance will be made by cheque from the Local office. Recipients of strike assistance will complete and sign the form as evaluated by the National Executive Board.

(d) The N.E.B. may borrow monies from the Defence Fund in extraordinary times for operating or organizing as long as there is an N.E.B.-approved repayment plan in place. Such repayment plan must be approved at the next convention.

TELEPHONE POLLING RESTRICTIONS

Section 23

The National Executive Board shall hold meetings at the call of the President on matters that arise that may be an emergent, time-sensitive nature. The N.E.B. may caucus via conference call, video conference, or any other technologically-efficient means. Quorum requirements shall be consistent with Section 5(h) of the Constitution. Any business discussed shall be minuted and recorded as a separate item at the next regularly-convened caucus.

JOINT BARGAINING

Section 24

Local Unions committed to joint bargaining with other Local Unions cannot withdraw from the caucus without permission of that caucus. No Local Union signatory to a master collective agreement with other Local Unions shall negotiate agreements contrary to or separate from that master collective agreement without the approval of all Local Unions signatory to that master collective agreement. This shall not infringe upon the right of Local Union autonomy or the right of a Local Union to negotiate bull session items that are of a Local Union nature.

PROXY VOTING

Section 25

There shall be no proxy voting within our union. This restriction will apply at both Local and National levels of operation and will include all representative bodies of the union.

LOCAL UNION ORGANIZING AUTHORITY

Section 26

(a) Organizing Responsibility and Authority

While it is recognized that the primary responsibility for organizing new members into our union rests clearly with the National Union, as defined in the Constitution, it is also recognized that new members may wish to affiliate with a Local Union rather than directly with the National. Under these circumstances, a Local Union will be permitted to organize new members, using the following procedure:

- (i) Any requests of the Local to organize shall first be communicated to the National Union for discussion, advice and/or recommendations.

- (ii) Local Union shall not commence formal organization of new members under its charter unless prior authorization to do so has been obtained from the National Union.
- (iii) The authorization of the National Executive Board shall be obtained prior to any organizing campaign. Where its prior authorization cannot reasonably be obtained, the National Executive Board's authorization for an organizing campaign shall be obtained as soon as reasonably possible thereafter. The National Executive Board should have available reports from two experienced members, preferably National officers or National Executive Board members, in deciding whether to authorize an organizing campaign.
- (iv) A Local Union exercising full control over an organizing campaign shall assume full financial responsibility for that campaign. Where the National Union provides financial assistance to a Local Union requesting it for an organizing campaign, both the National Union and Local Union shall exercise joint control over the organizing campaign. Where the National Union bears full financial responsibility for an organizing campaign, it may exercise full control over that campaign.
- (v) The National Executive Board shall bear full financial responsibility and exercise full control of all first-contract negotiations for newly-organized units.
- (vi) Each Local Union shall name one officer who will be available for organizing at the request of the National First Vice-President.

(b) Resolution of Fundamental Questions

Following National approval to organize, the proposal will then be presented to the Local membership for discussion/approval. This discussion will include the following options to be made available to the newly-organized group and must be authorized by the membership prior to proceeding with the drive:

- (i) Full integration into the Local: Newly-organized members will be given the opportunity to fully integrate into the chartered Local and, as such, will be governed by the by-laws of that Local. It is recognized, however, that internal modifications may be effected by the Local to accommodate special circumstances and, as such, the Local will maintain this right, as defined in the Constitution.
- (ii) Affiliate Local option: Newly-organized members will be given the opportunity of establishing affiliate Local status for a limited period of time. This option will be made available to afford, firstly, a degree of protection for in-plant organizers and, secondly, an opportunity for the newly organized to experience the benefits of self-sufficiency. It is to be understood, however, that following this limited period of time, the affiliate Local must decide upon full integration into the chartered Local or full independence with its own charter.

(c) **Constitutional Status of Affiliate Local**

- (i) An affiliate Local will be a group or groups of workers wishing to join our union for the purpose of support during the organization and implementation of their own Local Union.
- (ii) Affiliate Locals will be a group or groups of workers not initially chartered by the National Union during the organizational campaign but, instead, will have affiliation with a chartered Local Union.
- (iii) Affiliate Locals will formulate and maintain their own by-laws in accordance with the National Constitution and will be responsible for and comply with all requirements regarding the financial operation of their union.

- (iv) Affiliate Locals will be entitled to send their full complement of delegates to National conventions in accordance with Constitutional provisions.
- (v) For two National conventions following the formation of the affiliate Local, the National Union will reimburse the affiliate Local its full expense for delegate participation.
- (vi) Within 36 months of an affiliate Local being established, the affiliate Local will decide upon integration into the chartered Local or full independence with its own charter, as outlined above.
- (vii) In the event that an affiliate Local decides to integrate with the chartered Local, convention delegate representation shall be determined internally by the chartered Local only.
- (viii) Should any dispute arise over the interpretation of this section, the National Constitution will maintain final authority.

SHOP STEWARDS' TRAINING

Section 27

The P.P.W.C. National Executive maintain a province-wide shop stewards' training program. Such training would include, but not be limited to:

- (a) objectives, workshop outlines;
- (b) development materials;
- (c) training local facilitators;
- (d) record keeping;
- (e) provide facilitation where needed.

Section 28-144

Reserved for future amendments.

LOCAL BY-LAWS

Section 145

The by-laws of chartered Local Unions and regional organizations shall not be inconsistent with any of the provisions of this Constitution.

Section 146

The by-laws of each chartered Local Union shall contain the following provisions and any others not inconsistent with this Constitution.

ARTICLE 1

The purpose of this Local shall be to promote and protect the social, physical and economic welfare of its members, to bargain collectively and in good faith with the employers of its members in the best interest of its membership. To this end, no member shall wrong another nor see another wronged if it is in his/her power to prevent it.

No individual Local member or group of Local members shall bargain outside of the certified bargaining unit.

ARTICLE 2

Jurisdiction shall be as outlined in Section 3 of the National Constitution of the Public and Private Workers of Canada.

ARTICLE 3

(a) Application for membership in a Local shall be made in writing on approved form and may be accepted from the applicant by a Local officer or his/her designate only.

(b) All applications for membership shall be subject to approval by the Local Union.

(c) **Membership Oath**

Obligation: I, _____, solemnly and sincerely affirm that I shall at all times support the laws, regulations and

decisions of this Local Union. I shall try at all times to obtain and secure employment for members of the Public and Private Workers of Canada. I shall not wrong any member or see him or her wronged if it is in my power to prevent it.

Q: Do you pledge your word in the presence of these witnesses that you accept this solemn obligation?

ARTICLE 4 Dues

The monthly membership dues of a certified unit shall be (set by the Local by-laws). The membership dues in an uncertified unit shall be (set by the National Executive Board).

ARTICLE 5 Local Officers

(a) The officers of the Local shall include the following:

- President
- Vice-President
- Recording Secretary
- Corresponding Secretary
- Financial Secretary
- Treasurer
- Three (3) Trustees
- Two (2) Wardens or Guards

(b) The offices of Recording Secretary and Corresponding Secretary may be amalgamated at the Local's discretion.

(c) The offices of the Financial Secretary and Treasurer may be amalgamated at the Local's discretion.

(d) The President shall be member ex-officio of all committees within the Local.

ARTICLE 6 Election of Local Officers

(a) With the exception of newly-organized Locals and plants, a nominee for office must have been a member in good standing of the Local Union for a period of one year immediately preceding his/her

acceptance of nomination plus any other qualifications stipulated by the Local and passed by the National Executive Board.

(b) With the exception of newly-organized Locals, nomination of Local officers shall commence at the regular monthly meeting in (set by the Local by-laws) and close at the regularly monthly meeting of the following month. The Local Union may establish a term of office longer than one (1) year for Trustees and Case Coordinator.

(c) If a Local Union is to have a full-time paid officer or officers, then the term of office for that officer or officers shall be consistent with that of the National Constitution (for full-time paid officers) under Section 5 of the National Constitution.

(d) Elections shall be by referendum ballot and will be held at the earliest possible date. However, at the meeting at which the charter is presented, the Local may establish the election procedure for its first election of officers.

(e) A Local Union officer may be recalled at any time by petition of twenty-five percent (25%) of the Local Union membership and endorsed by a referendum vote. The Local Union Trustees shall have ballots made up and conduct a referendum vote within thirty (30) days of the receipt of the said petition by the Local Union President. The referendum ballot shall be conducted in accordance with the Local Union by-laws. A majority of votes cast shall be necessary to recall the officer.

(f) Any nomination of a member who has accumulated consecutive terms of five (5) years as a full-time paid position in either National, Regional and/or Local positions will not be accepted.

ARTICLE 7 Meetings

(a) Regular membership meetings shall be held at least once monthly.

(b) A special membership meeting may be called by the President or the Local Executive or by petition of (set by the Local by-laws)

members. (Set by the Local by-laws) members of the Executive Board shall constitute a quorum at any Executive Board meeting.

(c) (Set by the Local by-laws) members of the Local shall constitute a quorum at any membership meeting.

(d) Meetings shall be conducted in accordance with Robert's Rules of Order.

ARTICLE 8 Finances

The signing officers of the Local shall include the President, Vice-President, Financial Secretary and Treasurer. All cheques drawn on the Local's accounts shall be signed by any two (2) of these signing officers.

All signing officers may be bonded in the amount decided upon by the Local Union by a recognized surety company approved by the Local Union.

The Trustees shall examine the financial records of the Local and shall report at least every six (6) months to the general membership meeting.

ARTICLE 9 Shop Stewards

The Local Union shall maintain a shop steward structure.

ARTICLE 10 Assessments

The Local Union shall have the right to levy on its members for special purposes such assessments as may be determined by a two-thirds (2/3) majority vote of the members casting their votes at a membership meeting, providing notice of the assessment and the amount thereof has been posted for at least seven (7) days prior to the vote. The amount of the assessment may be decreased at the membership meeting but may not be increased.

ARTICLE 11 Amendments

Local Union by-laws may be amended by a two-thirds (2/3) majority vote at any meeting providing that notice of motion giving details of the amendment has been posted at least seven (7) days prior to the vote.

All provisions of all chartered Local Union by-laws not contained herein shall be of no effect until approved in writing by the National Executive Board.

The National Constitution shall take precedence over these by-laws.

ARTICLE 12 Multi-unit Locals

(a) Local Unions of the P.P.W.C. have certified workers into the Local that are diverse in nature from the original charter of the Local. There should be some mechanism within a multi-unit Local to enable smaller units of the Local to deal with financial, by-law or policy matters. Multi-certification Locals shall address unit participation in their Local by-laws.

(b) A unit within a multi-certification Local Union shall have the right to draft working rules and policies to outline the operation of a unit within a Local Union. Such working rules and policies shall be approved by the Local Union and shall not be in conflict with the Local Union by-laws or the National Constitution.

DUES AND ASSESSMENTS

Section 147

(a) Dues become payable on the first day of each month, and a Local may, but is not obliged to, inform members of pending delinquency. Local Unions will have the right to determine the number of working hours performed prior to the payment of union dues.

(b) Any member who does not pay his/her dues, fines or assessments is, at midnight of the 60th day following the day such dues, fines or assessments become due or payable, automatically suspended from membership. While under suspension, a member forfeits all rights, benefits and privileges of any and all kind provided by the National Constitution or Local by-laws.

The foregoing does not apply to members of a unit prior to certification. A suspended member shall be reinstated upon payment of all monies owing plus a reinstatement fee of \$50.00.

(c) Local Unions may grant honorary membership to retiring members, who shall be allowed to attend and take part in meetings, without the right to vote or hold office.

The provisions of Section 148 do not apply to suspension under this section.

DISCIPLINE

Section 148

(a) The Local Unions have a right to discipline any member for a violation of the National Constitution, Local by-laws, decisions of regular or special membership meetings, or the working rules only after a fair hearing and a majority vote at the Local Union meeting.

(b) The accused shall have a right to have a member of the Local Union act as his/her counsel.

(c) The Local Union, after such hearing, shall, if the accused is found guilty, have the right to impose any or all of the following penalties:

(i) reprimand member;

(ii) assess the member to a maximum of one thousand dollars (\$1,000.00) for each violation;

(iii) recommend to the National convention that he/she be expelled. Any member found guilty and recommended for expulsion will be ineligible to hold office.

(d) The person(s) shall have the right to appeal to the next National convention only after written notification has been received by the National Union and Local Union concerned at least 30 days prior to the date of the National convention and, if less than 30 days, this appeal will be referred to next National convention, unless good and sufficient cause is shown for abridgement of this time limit. The person(s) shall have the right to choose a member of the National Union to act as his/her counsel. However, the decision of the Local Union shall stand unless and until reversed on appeal.

(e) The National convention has the power to expel, upon recommendation of the Local Union as aforesaid, and in any appeal may:

- (i) affirm the conviction and the penalty imposed;
- (ii) affirm the conviction and substitute another penalty for the penalty imposed; or
- (iii) reverse the conviction and order the Local Union to repay any assessment(s) and costs incurred.

AMENDMENTS TO CONSTITUTION

Section 150

Amendments to this Constitution may only be made in resolution form and adopted by a majority vote of a National convention.

This Constitution was adopted unanimously at the Founding Convention, Jan. 12-13, 1963, at Vancouver, British Columbia.

This Constitution was amended at the 1st Regular Convention, Nov. 11-16, 1963, at Vancouver, B.C.

This Constitution was amended at the 2nd Regular Convention, Nov. 22-27, 1964, at Vancouver, B.C.

This Constitution was amended at the 3rd Regular Convention, Nov. 8-12, 1965, at Castlegar, B.C.

This Constitution was amended at the 4th Regular Convention, Nov. 7-12, 1966, at Vancouver, B.C.

This Constitution was amended at the 5th Regular Convention, Nov. 13-17, 1967, at Nanaimo, B.C.

This Constitution was amended at the 6th Regular Convention, Oct. 28-Nov. 1, 1968, at Prince Rupert, B.C.

This Constitution was amended at the 7th Regular Convention, Sept. 22-26, 1969, at Vancouver, B.C.

This Constitution was amended at the 8th Regular Convention, Oct. 12-16, 1970, at Prince George, B.C.

This Constitution was amended at the 9th Regular Convention, Oct. 4-8, 1971, at Fairmont Hot Springs, B.C.

This Constitution was amended at the 10th Regular Convention, Sept. 25-29, 1972, at Vancouver, B.C.

This Constitution was amended at the 11th Regular Convention, Sept. 17-21, 1973, at Nanaimo, B.C.

This Constitution was amended at the 12th Regular Convention, Sept. 23-27, 1974, at Vancouver, B.C.

This Constitution was amended at the 13th Regular Convention, Nov. 6-7, 1975, at Vancouver, B.C.

This Constitution was amended at the 14th Regular Convention, March 23-26, 1976, at Duncan, B.C.

This Constitution was amended at the 15th Regular Convention, March 29-April 1, 1977, at Kamloops, B.C.

This Constitution was amended at the 16th Regular Convention, March 7-11, 1978, at Vancouver, B.C.

This Constitution was amended at a Special Convention, June 27-28, 1978, at Vancouver, B.C.

This Constitution was amended at the 17th Regular Convention, March 12-16, 1979, at Vancouver, B.C.

This Constitution was amended at the 18th Regular Convention, March 24-28, 1980, at Prince George, B.C.

This Constitution was amended at the 19th Regular Convention, March 9-12, 1981, at Vancouver, B.C.

This Constitution was amended at the 20th Regular Convention, March 15-19, 1982, at Prince Rupert, B.C.

This Constitution was amended at the 21st Regular Convention, March 15-18, 1983, at Vancouver, B.C.

This Constitution was amended at the 22nd Regular Convention, March 13-15, 1984, at Duncan, B.C.

This Constitution was amended at the 23rd Regular Convention, March 20-22, 1985, at Vancouver, B.C.

This Constitution was amended at the 24th Regular Convention, March 4-6, 1986, at Castlegar, B.C.

This Constitution was amended at the 25th Regular Convention, March 3-5, 1987, at Vancouver, B.C.

This Constitution was amended at the 26th Regular Convention, March 8-10, 1988, at Vancouver, B.C.

This Constitution was amended at the 27th Regular Convention, March 15-17, 1989, at Nanaimo, B.C.

This Constitution was amended at the 28th Regular Convention, March 14-16, 1990, at Duncan, B.C.

This Constitution was amended at the 29th Regular Convention, March 20-22, 1991, at Vancouver, B.C.

This Constitution was amended at the 30th Regular Convention, March 18-20, 1992, at New Westminster, B.C.

This Constitution was amended at the 31st Regular Convention, March 10-12, 1993, at Vancouver, B.C.

This Constitution was amended at the 32nd Regular Convention, March 16-18, 1994, at Prince George, B.C.

This Constitution was amended at the 33rd Regular Convention, March 15-17, 1995, at Burnaby, B.C.

This Constitution was amended at the 34th Regular Convention, March 20-22, 1996, at Kamloops, B.C.

This Constitution was amended at the 35th Regular Convention, March 12-14, 1997, at Vancouver, B.C.

This Constitution was amended at the 36th Regular Convention, March 25-27, 1998, at Squamish, B.C.

This Constitution was amended at the 37th Regular Convention, March 10-12, 1999, at Vancouver, B.C.

This Constitution was amended at the 38th Regular Convention, March 15-17, 2000, at Castlegar, B.C.

This Constitution was amended at the 39th Regular Convention, March 28-30, 2001, at Duncan, B.C.

This Constitution was amended at the 40th Regular Convention, March 6-8, 2002, at Cranbrook, B.C.

This Constitution was amended at the 41st Regular Convention, March 5-7, 2003, at Vancouver, B.C.

This Constitution was amended at the 42nd Regular Convention, March 10-12, 2004, at Vancouver, B.C.

This Constitution was amended at the 43rd Regular Convention, March 9-11, 2005, at Mackenzie, B.C.

This Constitution was amended at the 44th Regular Convention, March 22-24, 2006, at New Westminster, B.C.

This Constitution was amended at a Special Convention, May 31, 2006, at Vancouver, B.C.

This Constitution was amended at the 45th Regular Convention, March 7-9, 2007, at Prince George, B.C.

This Constitution was amended at the 46th Regular Convention, March 5-7, 2008, at Vancouver, B.C.

This Constitution was amended at the 47th Regular Convention, April 1-3, 2009, at Richmond, B.C.

This Constitution was amended at the 48th Regular Convention, March 24-26, 2010, at Castlegar, B.C.

This Constitution was amended at the 49th Regular Convention, March 16-18, 2011, at Nanaimo, B.C.

This Constitution was amended at the 50th Regular Convention, March 7-9, 2012, at Vancouver, B.C.

This Constitution was amended at the 51st Regular Convention, March 6-8, 2013, at Cranbrook, B.C.

This Constitution was amended at the 52nd Regular Convention, April 2-4, 2014, at Cowichan Bay, B.C.

This Constitution was amended at the 53rd Regular Convention, March 11-13, 2015, at Prince George, B.C.

This Constitution was amended at a Special Convention, September 15, 2015, at Vancouver, B.C.

**PUBLIC AND PRIVATE
WORKERS OF CANADA**

AFFILIATED TO THE CONFEDERATION OF
CANADIAN UNIONS

NATIONAL UNION



**POLICY
STATEMENTS**

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FINANCES

(1) Credit Unions (1976)

The National Union will place all accounts with appropriate credit unions whenever possible.

CONVENTIONS

(1) Terms of Reference — Committees (1968)

All committees struck at the National convention to perform a specific function be given definite written terms of reference, and be authorized to perform their functions within the terms of reference to completion.

(2) Constitutions (Amendments) (1972)

It will be the duty of the National President to ensure that all amendments and changes to the Constitution made at the convention held during his/her term of office be entered into the existing Constitution in booklet form and forwarded to all Locals prior to expiry of his/her term of office.

(3) Amendments (Become Effective) (1969) (1975)

Amendments to the Constitution passed at convention shall become effective as of the close of the said convention, or as otherwise directed by the convention.

(4) (1995) An appropriate block of time be set aside during convention to allow for open and frank discussion/debate concerning any facet of our union.

(5) (1996) The National Executive Board in future make every effort to schedule the P.P.W.C. annual convention at times other than the same week as the public school spring break when children are out of school.

(6) Constitution and Policy Statements Booklet (2007)

The next printing of the Constitution and Policy Statements booklet have an undated cover and include blank pages for any additions or amendments.

The Constitution and Policy Statements booklet be reprinted every five (5) years or earlier at the discretion of the National Executive Board.

LEAFLET

(1) Responsibility for Leaflet (1973)

The National officers be responsible for putting out the Leaflet each and every month.

(2) Monthly Publication (1973)

The Leaflet be published every month (if possible) and the amount of copy govern the size of the paper.

(3) (1981) The Leaflet Editor will be in attendance at every convention.

(4) (1996) The National office/National Executive Board fully investigate the possibility of mail delivery of the Leaflet to individual members of our union on as-printed basis, and the National report back to the convention of 1997 with its findings and recommendations on this issue.

(5) (1996) Each P.P.W.C. retiree will be mailed a copy of the Leaflet published each month, if they so desire, and the Leaflet include information regarding updates and changes to any member's union pension plan.

NATIONAL EXECUTIVE BOARD

(1) Co-operation with Other Canadian Unions (1965)

The National Executive Board is empowered to maintain lines of communication with organizations concerned with the cause of Canadian unionism. The National Executive Board be authorized to send observers to meetings of such organizations with the purpose of obtaining information for our membership.

(2) Pro-rating (1969)

All Executive Board Members' travelling expenses be pooled and pro-rated.

(3) Executive Board Meetings (1970)

National Executive Board meetings to be held at least every three months.

(4) Meeting on Statutory Holidays (1971)

The National Union shall plan no meetings or conventions on a government statutory holiday, unless deemed absolutely necessary by the table officers.

(5) (1986) The National Executive Board be empowered to explore a method of acquiring legal counsel with the express purpose of providing legal services to the National and Locals.

(6) (1992) Public and Private Workers of Canada investigate the possibilities of a merger with C.A.S.A.W. Final authorization will be obtained from the membership by a full province-wide referendum vote.

(7) (1992) We project our worker-related accomplishments onto a P.P.W.C. calendar to reflect our 30th anniversary occasion.

(8) (1992) The P.P.W.C. organize a conference of all Locals to discuss the issue of technological change. The purpose would be to develop common strategy to deal with technological change as it relates to production jobs as well as trades-related jobs.

(9) (1993) This 31st annual convention support the proposed merger agreement between the P.P.W.C. and C.A.S.A.W. and hold a referendum ballot on the proposed merger in conjunction with National elections in 1993.

(10) (1993) The P.P.W.C. 30th anniversary calendar was so well received, we put out a yearly calendar at a minimal cost to the National.

(11) Independent Canadian Transit Union (1997)

The P.P.W.C. support I.C.T.U. in its legal political struggles in whatever manner is appropriate and practicable.

If approached by the I.C.T.U. National Executive Board, the P.P.W.C. National Executive Board be directed to investigate a merger and report back to the 1998 convention, with the final decision being made by the membership through a referendum ballot.

(12) Defence Fund Committee (1998)

The N.E.B. shall strike a committee whose mandate will be to recommend to the 1999 convention a meaningful strike fund.

(13) Research Officer (1999)

The National Executive Board be empowered to investigate the feasibility of having a Research Officer. The Executive Board will report to the 38th National convention with their recommendations.

(14) Affinity Credit Cards (2000)

The National Union investigate the possibility and pros and cons of obtaining P.P.W.C. affinity credit cards.

(15) Local Autonomy Committee (2002)

The P.P.W.C. strike a five (5) member committee that will be empowered to define “local autonomy” as it shall apply within the P.P.W.C. This committee will draw up a constitutional resolution to be presented at the 2003 convention. This committee shall consist of one (1) National officer and four (4) members to be elected from the delegates of the 2002 convention. This election shall be held prior to the close of the 2002 convention.

(16) Term Changes (2004)

The National Executive Board be empowered to investigate changes to Section 5, National Executive Board and Officers, with the intent of looking at potential changes in lengths of terms of office. They shall also be empowered to look at Section 11, Conventions, with the intent of possibly moving towards a biennial policy convention with alternate years being used for labour schools, P.P.W.C. development and promotion, and good and welfare. The National Executive Board shall bring forward any recommendations or proposed resolutions to the convention in 2005.

(17) Environmental and Forestry Policies Mission Statement (2006)

The National Executive Board develop and adopt a mission statement that says who we are, what we do and try to do, what we stand for and why we do it, with respect to the P.P.W.C. Environmental and Forestry Policies and this statement provides the introduction to both our Environmental and Forestry Policies.

NATIONAL OFFICERS

(1) Election of Officers — Local (1965)

A directive to be prepared for Locals, laying out the procedure for election of officers or delegates, and this procedure to be adhered to.

(2) Rent for National Officer (1970)

The National Union shall make provisions for its full-time paid officer stationed in Vancouver when it is deemed necessary by the National Executive Board.

(3) National Officers (not Delegates from Local) (1972)

Full-time paid officers shall not become delegates from their home Locals.

(4) Salaries of Full-time Officers (1972)

Full-time officers will be paid a monthly salary equal to the earnings of a pulp mill shift mechanic, i.e.: (Hourly rate + applicable premiums) x 43 x 52 ÷ 12 = .

(5) National Officers and Locals (1978)

National Union officers will not involve themselves in the affairs of the Locals without prior consultation and approval of the Local Executive of the Local involved, unless instructed to do so by the National Executive Board.

(6) (1980) The present system of reporting includes written reports made by all officers to each quarterly National Executive Board, and all officers be instructed to ensure their vouchers and vouchers of representatives under their control be filled out in detail.

(7) (1985) The National Union, through the National officers, undertake to have the history of the organization recorded through whatever means they deem necessary.

(8) (1985) The term “business agent” be struck from all official dialogue within the P.P.W.C. and be replaced with “union counsellor”.

(9) (1986) The P.P.W.C. table officers be empowered to offer the support of the P.P.W.C. to any labour body or labour central that is resisting the National Citizens Coalition aims.

(10) (1988) All full-time paid officers of the National Union may become involved in any particular wage negotiations.

(11) (1991) The National Union concur with the symbols of raised hands (for democracy), handshake (equality), and hand-holding hammer (militancy).

(12) (1991) This National convention honour the original members' choice of the maple leaf by constitutionally adopting it as the National's and Locals' official symbol of the P.P.W.C.

(13) Letterhead (1998)

The National office letterhead be changed to reflect the incorporation of both the P.P.W.C. and C.C.U. decals.

(14) Democratic Voting Rights (2001)

The policy of the P.P.W.C. is to allow voting at the member's discretion up to but not necessarily the maximum number of candidates to be elected on any one ballot.

LOCAL UNIONS

(1) Jurisdictional Disputes (Settlements) (1964)

Jurisdictional disputes between National and Local Unions be settled by the National Executive Board, subject to approval at National convention.

(2) Withdrawal Cards (1964)

It will be the policy of the Local Unions to accept withdrawal cards from any union, the time limit, if any, to be set by the Local Union.

(3) Honorary Membership Cards (Retirees) (1965)

The National Union make up honorary life membership cards to be available to Locals wishing to use them for retired members.

(4) Competitions (Sports) (1968)

The National Union recommends to each Local Union that those interested in sporting competitions communicate with each other, with a view of setting up friendly competition.

(5) National and Local Seals (1968)

The National Union and all Locals purchase a seal with the maple

leaf in the centre and, in the case of the Locals, the Local number in the centre of the maple leaf, for use on all official documents.

(6) Local Defence Funds (1970)

Each Local be urged to set up a fund to be used in the event of a strike or lockout.

(7) Educational Seminars (1973)

The National Union shall prepare and conduct educational seminars annually to assist their Local Union officers, if requested.

(8) (1986) The National Union conduct an arbitration seminar for Local Unions who so wish to participate.

(9) (1988) The P.P.W.C. develop a program to involve community groups in problems that directly affect our members and the community and encourage Local Unions to broaden their contacts with community groups.

(10) (1990) The P.P.W.C. support Local #10 and the citizens of Kamloops by advocating that a cancer treatment centre be built in the more suitable location of Kamloops rather than Kelowna.

(11) (1990)(1992)(2000) The P.P.W.C. adopt a flag combining our national flag and our union logo and provide one per Local. The flag is to be flown outside the National office building. All Locals in support of the National office and this union also fly the P.P.W.C. flag at their respective locations.

ORGANIZING

(1) Member Movement (1965)

All Locals to keep the National Union informed to any members going to any mill in B.C.

(2) New Mills (1965)

Each Local to name one member responsible for keeping contact, and trace out all information and individuals who plan on going to any new mill and rumours to that effect.

(3) Local Organizers (1965)

Each Local shall name one active member who will be available to do organizational work at the request of the First Vice-President.

(4) Consent to Organize (1968)

No organizing shall be undertaken without the consent of the National Executive Board of the Public and Private Workers of Canada.

(5) Organizing Program (1973) (2008)

The Public and Private Workers of Canada shall maintain a carefully considered organizing policy. Such organizing policy shall include the following considerations and requirements:

(a) When applicable, a copy of the certification in question shall first be obtained.

(b) Reasons for joining the P.P.W.C. should be carefully assessed to avoid expensive campaigns based on a superficial or temporary dissatisfaction of a purely local nature or merely as a vehicle of protest by a dissident minority. It should be clearly recognized that the purpose of the PPWC is to build strong trade unionism founded on policies formulated by Canadian workers.

(c) Overnight organizing campaigns should be avoided. Instead it is desirable to establish and maintain contacts with the purpose of creating a Local structure capable of a final sign-up of a substantial majority.

(d) Inside organizers shall be educated to bear the responsibility of inducting new members.

(e) The support of the majority of the incumbent Union Executive shall be obtained or an alternative leadership formed.

(f) The minimum number of inside organizers reasonably required shall be used on any organizing campaign.

(g) In his/her absence, the First Vice-President shall designate another member to take charge of an organizing campaign.

(h) Members moving to a work place that the P.P.W.C. is attempting to organize should be encouraged to provide their active assistance in doing so.

(i) It is preferable that charters not be issued until 30% of the unit has signed membership cards.

(6) (2000) The Public and Private Workers of Canada place more emphasis on organizing, specifically the unorganized and those belonging to international unions who wish to change to a Canadian union.

(7) (2000) The National officers take a more aggressive approach in organizing and to training Locals on how to organize Locals.

NEGOTIATIONS

(1) Banking of Overtime (1965)

Locals be encouraged to adopt the principle of banking of overtime.

(2) Agenda Content (1970)

The National officers impress upon all wage delegates the necessity of taking into consideration the constitutional objectives when making their submissions.

(3) Voting — Pre-Wage (1970)

The Pre-Wage Conference shall determine if any Local or bargaining unit entering into joint labour negotiations shall abide by the decisions of a majority vote.

(4) Pregnancy Leave (1971)

The National Union encourages all Locals to incorporate in all their contracts a pregnancy leave clause for protection of union members.

(5) C.O.L.A. (1972)

The Public and Private Workers of Canada promote and implement a cost-of-living escalation clause, which is reviewable and adjustable.

(6) Guaranteed Weekly Wage (1972)

The National Union adopt as one of its objectives the inclusion of a “guaranteed weekly wage” clause in all labour agreements between its Locals and the employers.

(7) Press Releases (1973)

No National officer shall make press releases about any subject belonging to the Wage Caucus unless he/she has been elected a part of that body or instructed to do so by that body.

(8) Wage Disparity (1974)

The wage disparity between the top rate and bottom rate of pay is continually widening. This disparity is being caused by the percentage rate structure for wage increases. The P.P.W.C., in future negotiations, use all within its power to narrow this disparity.

(9) Shorter Work Week (1978)

The National Union subscribes to the principle of the shorter work day and the shorter work week, and will advise the membership in this matter.

(10) (1978) National policy allows for the election of Joint Labour Agreement Trustees for a maximum two-year term. To provide continuity, one Trustee will initially be elected for one year only.

(11) (1978) The Public and Private Workers of Canada demand that the planned supervision of strike votes by the government be immediately discontinued.

(12) (1978) (2008) The \$50,000.00 fund to assist Locals in financial distress because of negotiations should be maintained, with the provision that the National officers be given power to approve \$10,000.00 to any single Local in distress because of negotiations, provided such approval is in a form signed by all four (4) National officers.

This fund may also be accessed for organizing at the discretion of the National Executive Board.

(13) (1981) The National Union will pursue a concerted effort to obtain the 35-hour week and more comprehensive banking of overtime provisions.

- (14) (1982)** The P.P.W.C. vigorously oppose any move to roll back or hold in abeyance any negotiated wage settlements.
- (15) (1983)** The P.P.W.C. support the concept of job sharing in preference to permanent layoffs.
- (16) (1983)** The P.P.W.C. put forth their philosophy regarding seniority, that the first employee hired shall be the last employee laid off, and formulate a consistent policy of such a rule to have the utmost priority in the upcoming negotiations.
- (17) (1984)** The P.P.W.C. pursue a policy of optional early retirement with full pension benefits from all sources to open up more jobs.
- (18) (1986)** The P.P.W.C. strongly oppose any two-tier wage system by either government or employees.
- (19) (1986)** The P.P.W.C. be on record to have the right to re-open a collective agreement to bargain over technological change, and to also have the right to strike during the term of that collective agreement to ensure meaningful negotiations.
- (20) (1986)** The P.P.W.C. petition the federal and all provincial governments voicing our opposition to government intervention in the collective bargaining process.
- (21) (1988)** It shall be a policy of the P.P.W.C. to (1) reduce retirement age with full pension, and (2) pensioners now on pension be upgraded so they can live their lives with financial security and dignity.
- (22) (1989)** Recommendations from the Pension Trustees for the next negotiations be sent to each Local and be published in the Leaflet starting six months prior to the end of the contract.
- (23) (1990)** A committee be struck, with representation from each P.P.W.C. Local, to establish a standard approach to contracting out. This standardized approach will then become the recommendation to all Locals from convention as a demand during upcoming wage negotiations.
- (24) (1992)** All pension benefit improvements be negotiated for past and future service.

(25) (1994) The P.P.W.C.-negotiated contract benefits be directly funded by the employer wherever possible.

(26) (1994) The Public and Private Workers of Canada go on record opposing overtime caused by unprecedented cutbacks within the pulp and paper industry. The P.P.W.C. confront both the federal and provincial governments over the loss of jobs while the hours of work increase to workers in this industry.

(27) (1994) The P.P.W.C. re-affirm its long-standing opposition to the working of overtime and, to this end, will advance this opposition in its dealings with both the employers and the senior levels of government.

(28) (1995) If employers make special arrangements with individual Locals to encourage early retirement, then the companies involved in these early retirement packages be made to keep up pension contributions for these early retirees, and the Pension Trustees pressure the employers to make up the shortfall in pension contributions.

(29) Benefits (1996)

The P.P.W.C. negotiate control and administration of benefit plans contained in P.P.W.C. contracts.

(30) Pension (2003)

Locals be instructed in future negotiations to negotiate equal employer contributions for past employees as future retirees.

ENVIRONMENT

Environmental Mission Statement

The Public and Private Workers of Canada promotes and supports environmental initiatives and practices which guide the development of our Constitution and Policy Statements. To this end, achieving consensus among stakeholders affected within industry, government, First Nations, environmental and community groups will, aid us in developing and maintaining responsible stewardship of the environment.

The Public and Private Workers of Canada will therefore, strive for policies that protect our health, our jobs and our communities, promote environmental awareness, achieve and maintain environmental sustainability using the best available science, and ensure compliance with all legal requirements.

(1) Chemical Conference (1969)

The chemical workers in the Public and Private Workers of Canada be encouraged to hold a conference to deal with their mutual problems.

(2) Employee Rights (Pollution) (1970)

The Public and Private Workers of Canada go on record as opposing pollution by any company in our industries due to laxness, indifference, etc., and we strive to negotiate a clause into all our agreements which would give the worker the right to refuse to pollute and companies be required to conduct tests, at their expense, to establish the degree of pollution in their particular operation.

(3) Oil Industry and Pollution (1970)

Over 90% of all operations pertaining to the oil industry is foreign owned, and the extraction and transportation of this resource in the Canadian North presents a serious environmental hazard. The Public and Private Workers of Canada declare itself opposed to the further exploitation of this resource until it can be proven to be environmentally safer and in the best interest of the Canadian citizens. The Public and Private Workers of Canada express its concern to the federal and provincial governments.

(4) Environmental Control Committees (1970)

All affiliated unions negotiate with their next contract formation of labour-management Environmental Control Committees for policing in-plant control.

(5) Ecological Integrity (1970)

The Public and Private Workers of Canada encourage its members to actively support those politicians and platforms promoting Canadian ownership and an economy based on real human need and ecological integrity.

(6) (1978) The P.P.W.C. confirms its unequivocal opposition to the proposed Kitimat to Edmonton pipeline and requests the federal government to re-activate the Thompson Inquiry, so that all the facts regarding the need for a West Coast oil port may be brought to light.

(7) (1978) The 16th annual convention opposes the development of the Rexpar Uranium Mine at Birch Island, B.C., and instructs its officers to advise the Minister of Mines of B.C. and the Minister of Environment, Government of Canada, of our opposition.

(8) (1978) The Public and Private Workers of Canada is opposed to uranium mining in British Columbia and so advises the provincial government of British Columbia.

(9) Pollution (1979)

The Public and Private Workers of Canada reiterate our support of pollution and environment control, and hereby instruct the National Executive Board to assume the duties of co-ordinating Local Union effort.

(10) (1980) The Public and Private Workers of Canada is still in total opposition to the exploration, mining or milling of uranium in British Columbia, and will join and assist other organizations in taking whatever steps necessary, including a general strike, if called, to prevent the exploration, mining or milling of uranium within the boundaries of British Columbia.

(11) (1980) In view of threat of acid rain, the P.P.W.C. encourage the use of SO₂ scrubbers and related equipment.

(12) (1981) The P.P.W.C. lobby the federal and provincial governments to pass laws and penalties that will ensure paint manufacturers publish their products' ingredients and their effects on humans.

(13) (1981) The P.P.W.C. stands in opposition to the agreement of the provincial government to mine our northeast coal deposits before submitting the issue to the scrutiny of a Royal Commission.

(14) (1982) The P.P.W.C. re-establishes the position of Pollution Control Officer.

(15) (1983) The P.P.W.C. lobby the federal and provincial governments to set permissible levels of SO₂ emissions so as to prevent acid rain damage to the environment.

(16) (1986) The P.P.W.C. condemn the government's intention to preclude a safer and controlled disposal for toxic waste in the forest industry and to further act in the best interest of the P.P.W.C. towards our environmental commitment on waste disposal.

(17) (1987) The P.P.W.C. is opposed to chlorophenates in the work place and will work towards having environmentally safer anti-sapstain chemicals replace chlorophenates.

(18) (1988) The P.P.W.C. call for preservation of wilderness areas such as the Stein River Valley, Stikine Valley, Khutzeymateen Valley, and other distinctive areas in B.C. Any final decision by the provincial government on the future of the Stein Valley recognize the ancestral and cultural importance to the Lytton and Mt. Currie Indian Bands.

(19) (1989) We call for a moratorium on hazardous waste incineration in B.C. pending completion of a comprehensive, independent public inquiry into hazardous waste management.

(20) (1989) The P.P.W.C. demands of all levels of government to impose severe restrictions and penalties on Canadian manufacturers for discharging wastes containing dioxins and for producing products contaminated with dioxins.

(21) Environmental Officer (1990)

The title of Pollution Control Officer be changed to Environmental Officer.

(22) (1990) The 1990 convention recommends that each Local with Joint Environmental Committees conduct a yearly environmental audit by the Local committee on a format developed by the National Environmental Officer and approved by the National Executive Board.

(23) (1990) The P.P.W.C. demands that both the provincial and federal governments adopt regulations which give Canadian pulp and paper manufacturers a short timetable for zero discharge of organochlorines from Canadian pulp and paper mills.

(24) (1990) The P.P.W.C. demands that a comprehensive environmental impact assessment be done before the construction of any waste disposal or processing site, and that all individuals who may possibly be affected by the site be allowed to exercise their democratic right to give their informed consent for its construction and operation.

The P.P.W.C. is unequivocally opposed to any waste disposal or processing site which has or is being constructed without the benefit of the above-mentioned process and will also encourage members of other unions to boycott the construction or service of such operations. In particular, the P.P.W.C. remains opposed to the Cache Creek light industrial landfill site and to any waste disposal technology which results in the emission of compounds which are proven to cause or promote cancer or genetic damage.

(25) (1991) The P.P.W.C. demand of all levels of government the total elimination of all chlorine-based products by 1995.

(26) (1991) The P.P.W.C. demand severe restrictions be placed on the use of non-bio-degradable products, and the federal, provincial and municipal governments continue to expand on a recycling program.

(27) (1992) The P.P.W.C. support the Rivers Defence Coalition in their petition for a full public environmental review of the Kemano Completion Project.

(28) (1993) The National Environmental Officer be present whenever possible at each P.P.W.C. annual convention.

(29) (1993) The P.P.W.C. petition the governments, federal and provincial, to disallow fines/levies against companies for accidental violations of environmental laws and regulations as tax deductions.

(30) (1993) The P.P.W.C. Safety Committees have held their safety conferences in mill towns. This convention strongly encourages P.P.W.C. Environmental Committees to try to set up a similar format for their environmental seminars.

(31) Nuclear Waste (1997)

The P.P.W.C. go on record as opposed to the Government of Canada allowing foreign countries disposing of their nuclear waste in Canada.

(32) Salmon Treaty (1998)

The Public and Private Workers of Canada urge all parties involved in the salmon treaty negotiations to bargain in good faith and to come to a fair and timely resolution which alleviates the pressure on salmon stocks.

(33) Sludge (1999)

The Public and Private Workers of Canada consider these end by-products (clarifier sludge and secondary clarifier sludge and settling lagoon sludge and dregs) to be toxic, deleterious substances. Furthermore, the use and handling of these substances (sludges) should fall under the scope and regulations and permitting processes pertaining to the disposal, handling and storage of regulated toxic waste until such time as the pulp and paper industry can supply verifiable and irrefutable proof (through valid scientific testing) that there are no ill side effects to the workers who handle these products and demonstrable benefits to alternate uses for these effluent sludge by-products. Industry must also supply non-partisan scientific evidence that there are acceptable and beneficial uses and, further, that there are no cumulative build-ups of currently known or future suspected toxins (i.e., dioxins, furans, endocrine disruptors, etc.).

Until such time as these conditions can be met, we demand that all sludge be stored in approved landfill sites.

(34) AOX (2002)

The P.P.W.C. is opposed to any changes to the existing legislation relating to AOX (Adsorbable Organo Halides) and pulp and paper effluent discharge.

SAFETY

(1) (1969) The National Executive Board is responsible to activate the Joint Labour Agreement annual safety conference, as laid out in the Joint Labour Agreement, and these conferences should be held in the spring of the year, at a time not conflicting with normal wage conferences.

(2) (1976) A union safety conference will be held annually, but not as a policy-making body.

(3) W.C.B. Appeals Commissioners Over-riding Decisions (1977)

The Public and Private Workers of Canada protest this type of activity in the strongest possible terms to the Commissioners of the Workers' Compensation Board and to the Minister of Labour.

(4) (1977) (1978) The P.P.W.C. annual safety conference start at the first of the week (Monday) and last three (3) days, with an option for the fourth day.

(5) (1978) The P.P.W.C. and its Local officers attempt to maintain complete control of light duty and strive to eliminate light duty altogether.

(6) (1980) The Public and Private Workers of Canada appeal to the provincial government to pay compensation benefits to injured workers based on the average earnings and earning capacity of each individual worker, as described in Sub-section (1) of Section 31 of the Workers' Compensation Act.

(7) (1980) The Public and Private Workers of Canada voice strong opposition to the Minister of Labour towards any form of taxation upon workers or taxpayers that is intended to subsidize compensation costs.

(8) (1980) The Public and Private Workers of Canada appeal to the provincial government to repeal Sub-sections (6), (7), (8), (9) of Section 31 of the Workers' Compensation Act.

(9) (1981) The P.P.W.C. is in favour of modifying W.C.B. benefits being based on the average earnings and earning capacity of each individual worker.

(10) (1982) The P.P.W.C. petition the provincial government and the B.C. Medical Association to make provisions for sufficient training for doctors in the field of occupational health.

(11) (1982) The National Union prepare and conduct health and safety seminars annually to assist their Local Union officers, if requested.

(12) (1982) The P.P.W.C. Safety Conference Planning Committee shall include the P.P.W.C. W.C.B. Representative.

(13) Occupational Health and Safety Officer (1983)

This convention opens nominations for the election of an Occupational Health and Safety Officer, such election to be held in conjunction with the election for National officers. This officer will be responsible for the effective co-ordination and unification of safety objectives within the P.P.W.C. He/she will carry out his/her duties under the direction of the National Executive Board and National officers.

(14) W.C.B. Industrial Hygiene (1983)

Regarding industrial hygiene in the work place, we express our concern to the Workers' Compensation Board Commissioners and insist that they hire more hygienists and that they decentralize the hygiene department of the Board.

(15) (1983) The National Union develop and compile an Industrial Health and Safety Handbook.

(16) (1983) Members of the P.P.W.C. should not work with any chemicals, solvents, paints, etc., unless a complete breakdown of substances and hazards related to them is present.

(17) (1984) No member of the P.P.W.C. work in an atmospheric condition where he/she has reasonable cause to believe that to do so would be harmful to his/her health, until it is proven to him/her that there is no health effect from working in such an atmosphere.

(18) (1986) This convention urges all Locals to refuse to support any safety awards program based on accident frequency or occurrences and resist moves by management to implement such awards programs.

(19) (1986) The P.P.W.C. continue to oppose all policies and changes in the Industrial Health and Safety Regulations that take away the rights of the workers.

(20) (1986) The P.P.W.C. petition the federal and provincial governments to enact legislation that will allow workers who sustain industrial injuries or contract occupational diseases to receive as W.C.B. wage loss benefits an amount payable equal to the gross amount of wages the worker would have earned throughout his/her period of disability had he/she not sustained the industrial injury or

occupational disease, and such wage loss benefits be treated as taxable income under the federal Income Tax Act.

(21) (1986) The National Union sponsor a W.C.B. seminar annually in the fall for all Locals.

(22) (1986) The P.P.W.C. go on record supporting that the W.C.B. be re-structured in the following manner:

- (a) The W.C.B. be governed by a Board of five commissioners.
- (b) Each of the five commissioners shall hold office for a period of not more than two years per term, and such office shall not be held for more than two consecutive terms.
- (c) Each of the five commissioners shall have been a worker or a worker representative prior to his/her appointment, and each such worker or worker representative shall not have held management responsibilities prior to such appointment.
- (d) Prior to his/her appointment:
 - (i) one commissioner shall have been employed as a worker or worker representative in the mining industry of B.C.;
 - (ii) one commissioner shall have been employed as a worker or worker representative in the woods sector of the forest industry in B.C.;
 - (iii) one commissioner shall have been employed as a worker or worker representative in the construction industry in B.C.;
 - (iv) one commissioner shall have been employed as a worker or worker representative in the service industry in B.C.

(23) (1987) The P.P.W.C. is opposed to the installation of transite wall cladding in the work place.

(24) (1988) The P.P.W.C. pursue employers assuring that they will not permit any exposure to any substance which may be harmful to the reproductive capacities of their employees, whether male or female, or which may be mutagenic or tetrogenic.

(25) (1988) No member of the P.P.W.C. be exposed to any substance in concentrations greater than those recommended in the current year's publication of the American Conference of Governmental Industrial Hygienists Threshold Limit Values (T.L.V.s).

(26) (1988) The P.P.W.C. endeavour to see necessary changes to the W.C.B. recommended by the B.C. Ombudsman be effected.

(27) (1989) The P.P.W.C. strongly condemn the Minister of Labour for not implementing advisory committee recommendations on W.C.B. and call on the Minister to immediately establish a Royal Commission to examine the Workers' Compensation system.

(28) Safety Conference (1993)

The National Occupational Health and Safety Officer and National Executive Board will be responsible for activating the Joint Labour Agreement annual safety conference, as laid out in the Joint Labour Agreement.

(29) (1993) National Occupational Health and Safety Officer be present whenever possible at each P.P.W.C. annual convention.

(30) Asbestos (2012)

The P.P.W.C. stands in opposition to the Canadian government's involvement in the production, export and promotion of asbestos in all its forms.

FORESTRY

Forestry Mission Statement

The Public and Private Workers of Canada promotes and supports sustainable forestry initiatives and principles which guide the development of our Constitution and Policy Statements. To this end, achieving consensus among stakeholders within the industry and to protect and enhance employment for our members will, aid us in developing and maintaining forest policies.

The Public and Private Workers of Canada will therefore, strive for policies that protect communities, maximize employment, develop a Canadian bio-mass strategy, be inclusive and tolerant and to recognize forestry as a Crown asset where the interests of workers and the province will be enshrined in legislation.

(1) Raw Material Exports (1971)

The convention strongly urge the federal government of Canada and the provincial government of B.C. to bring forth legislation to prevent export of raw materials which can be processed in this country, with the aim of attaining zero unemployment and continuous expansion of our national economy.

(2) Labour Cutback by Foreign Subsidiaries (1971)

The Public and Private Workers of Canada strongly protest to both provincial and federal governments the practice of curtailing operations of Canadian subsidiaries of foreign-owned companies for economic reasons, while their counterparts in the U.S. maintain full production with the assistance of raw and semi-processed material shipped from Canada.

(3) (1982) The P.P.W.C. urges the provincial and federal governments to insist that the forest industry take a greater responsibility in replanting and farming this diminishing resource.

(4) (1984) The P.P.W.C. oppose the B.C. government's intention of turning over control and management of tree farm licences to individual forest companies.

(5) (1985) We, the P.P.W.C., are against all log exports, and it must be a main item at our next negotiations.

(6) (1986) The P.P.W.C. formulate a comprehensive brief on the problems, from the workers' point of view, in the forest industry and present this brief at the National Forest Congress in Ottawa.

(7) (1987) The P.P.W.C. call on the Social Credit government to resolve the South Moresby Park proposal and preserve all of South Moresby Island, including Lyall Island, Windy Bay and all forested land within the proposal.

(8) (1987) The P.P.W.C. are in favour of having the 15% softwood lumber tariff funds used to promote the expansion of unionized jobs in the Canadian forest industry.

(9) (1987) The P.P.W.C. call for the implementation of a sound forest management strategy including: monies collected from the recently

instituted Softwood Lumber Products Export Charge Act be used for an immediate and massive reforestation program to reclaim the not satisfactorily restocked land in our country; a ban on the export of raw and semi-processed wood products and development of secondary, forest-based industries; to maintain and create jobs for Canadian workers through public ownership and control of our natural resources.

(10) (1989) The P.P.W.C. call for the repeal of Bill 28 (Forest Amendment Act) and further call for a Royal Commission to investigate the operation of the B.C. forest industry.

(11) (1989) The P.P.W.C. opposes the government granting Fletcher Challenge a six million hectare tree farm licence.

(12) (1989) The P.P.W.C. call on the C.P.U. and I.W.A. to draft common demands to reverse the provincial government's proposal to give private industry uninhibited control of public forest resources, stop export of raw logs and chips, as well as over-cutting and mismanagement of B.C. forest resources.

(13) (1991) The position of Forest Resource Officer become an elected position, to be elected by referendum ballot, to represent the P.P.W.C. in forest resource related matters, submit briefs and submissions on behalf of the P.P.W.C., submit written reports to each N.E.B. meeting and convention, and shall be accountable for activities as approved by the table officers and/or the N.E.B.

(14) (1991) The P.P.W.C. formulate an official forest policy.

(15) (1993) National Forest Resource Officer be present whenever possible at each P.P.W.C. annual convention.

(16) (1994) The P.P.W.C. support the C.O.R.E. and L.R.M.P. initiative. The P.P.W.C. form a lobby group to work in conjunction with any other interested parties that have the same ideals and objectives as the P.P.W.C.: a substantial reduction on raw log export, moving toward a total ban; a substantial reduction on export of cants, moving toward a total ban; restructure duties and tariffs to encourage the manufacture of value-added products; promote the establishing of

secondary industry within the forest sector; improved usage of value-added products from wood-manufacturing residue; strict enforcement of forestry practices; enhance silvicultural practices.

(17) (1994) The P.P.W.C. call for the B.C. government to ban all exports of raw logs, including cants and chips, and the B.C. government invest much more money in industry-manning, value-added products (secondary forestry industry) such as furniture, homes, home packages, windows, doors, consumer products, etc., which would create more jobs in B.C. and enhance jobs for Canadians overall.

(18) (1995) The P.P.W.C. lobby the senior levels of government to pass legislation that prohibits the wholesale export of raw logs and jobs from our country and economy.

(19) (1995) The P.P.W.C. lobby the provincial government to legislate the forest industry into utilizing this waste as make-up fibre for their plants.

(20) (1995) The P.P.W.C. lobby the B.C. government to revise the B.C. Forest Practices Code to include hardwood harvesting in its scope.

(21) (1995) The P.P.W.C. make it their policy and strongly urge the Ministry of Forests that any increase to the allowable annual cut or forest tenure be awarded only to those companies who make substantial improvements in finishing forest products in British Columbia.

(22) (1996) The P.P.W.C. go on record condemning the action of MacMillan Bloedel and Timberwest (F.C.C.) in filing lawsuits against the government proposal to increase timber royalties to match that of stumpage rates. The P.P.W.C. be on record to support the Ministry of Forests in their efforts to receive fair return from corporations who are granted timber harvesting rights in our province.

(23) Value-Added Production (1997)

The Government of B.C., when renewing forest licences, stipulate that forest companies produce finished forest products through re-manufacturing.

(24) Fibre Loss Study (1998)

The P.P.W.C. apply for sufficient F.R.B.C. funding to allow the initiation and implementation of a study assessing the potential for the recovery of fibre loss resulting in less waste and environmental damage.

(25) Waste Fibre (1998)

The forest industry be encouraged to recycle waste fibre into environmentally safe products as technology is made available.

(26) Paper Study (1998)

The P.P.W.C. apply for sufficient F.R.B.C. funding to allow for the initiation and implementation of a study to assess the potential of increasing the capacity and product base of paper produced in B.C.

(27) Raw Log Exports (2001) (2011)

The P.P.W.C. re-affirms its opposition to raw log exports and demand that tenure to public forests re re-attached to local sawmills and pulp and paper mills.

The P.P.W.C. re-affirms its opposition to raw log exports.

The P.P.W.C. calls upon the federal government to impose a 100% export tax on all private-land raw log exports.

(28) Softwood Lumber Agreement (2001)

The Public and Private Workers of Canada make it clear to industry and government that any negotiations with foreign governments must include a maximum return on the investment to all British Columbians from the forests of British Columbia.

The Public and Private Workers of Canada strongly urge the forest industry to make necessary investments required to manufacture value-added products in British Columbia.

(29) B.C. Coalition for Sustainable Forest Solutions (2004)

All affiliated unions encourage their members to actively support the B.C. Coalition for Sustainable Forest Solutions.

(30) Forest Stewardship Council (2004) (2011)

The Public and Private Workers of Canada support the Forest Stewardship Council (F.S.C.) in certification of all forest lands.

The P.P.W.C. will lobby the Forest Stewardship Council (F.S.C.) to work towards managing forest ecosystems with respect to climate change, and a transition strategy be developed and promoted for businesses working towards F.S.C. certification.

(31) Energy Production from Salvage Biomass (2006)

The P.P.W.C. collaborate with the forest industry, become stakeholders, promote strategies, lobby governments, join coalitions, seek allies, educate and encourage workers, communities and various levels of government to further the establishment of a B.C. biomass energy strategy under the auspices of an economically sustainable climate change forest management plan.

(32) Community Development Trust (2009)

The members of the P.P.W.C. insist the Government of British Columbia now fulfill the requirements designated in the Trust and ensure employers live up to their responsibilities and fill those vacant permanent positions with new workers.

(33) Climate Change (2011)

The P.P.W.C. promotes that the various levels of our government incorporate the attributes of forests in fresh-water production and protection, protection from natural hazards like floods or soil erosion, and for combatting decertification.

TRADES AND APPRENTICE ISSUES

(1) Job Rates — Apprenticeship Principle (1972)

Recommend referral to all Locals for discussion on the Local level, and possible referral to the coming wage conferences, a proposal on the following basis: that all job rates be patterned after the apprenticeship plan, i.e., that when a worker starts in a line, he/she is trained upwards and receives annual increments, regardless of job held. At the completion of four years' service, he/she will be receiving a comparable rate to a fourth-year apprentice. He/she will remain at this rate until such time as he/she steps into a junior operating job (or agreed cut-off point), at which time he/she will receive a rate comparable to journeyman's rate.

(2) Apprentice Ratio (1979)

This National Union endeavour to establish a lower ratio between all apprentices and journeymen under its jurisdiction.

(3) (1980) This convention recommends that, in future negotiations, all P.P.W.C. Locals make a ratio of apprentices to tradesmen a priority on their agendas and otherwise endeavour to upgrade the present apprenticeship program in their plants.

(4) (1981) The P.P.W.C. urges the federal government to transfer dependent subsidies to apprentices from the employers to the worker.

(5) (1984) The P.P.W.C. encourage Negotiating Committees to ensure that, where apprentices are indentured, they be allowed to complete their training to journeymen status.

(6) (1987) The P.P.W.C. call on the federal and provincial governments to cease funding for training to any companies involved in work flexibility programs until recognized apprenticeship programs are re-instituted.

(7) (1992) The P.P.W.C. bring pressure to bear on the federal and provincial governments to increase funding to allow more of our young people into trade and vocational schools and to increase the available spaces allotted in colleges and technical schools to apprenticeships.

(8) (1994) The Public and Private Workers of Canada go on record as strongly opposing any contracting out of our work. The P.P.W.C. approach the federal and provincial governments to re-establish the apprenticeship programs.

(9) (1995) The P.P.W.C. lobby the provincial government to pass legislation that would compel plants of a certain size and larger to maintain a ratio between tradesmen and apprentices.

(10) Apprenticeships (2001)

The Public and Private Workers of Canada lobby the provincial and federal governments to force employers to take part in an active apprenticeship program.

(11) I.T.A.C. Enforcement Powers (2001)

P.P.W.C. demand that the provincial government enact legislation which gives the Industry Training and Apprenticeship Commission (I.T.A.C.) Board of Directors enforcement powers, based on a majority vote of its members.

NATIONAL/FEDERAL ISSUES

(1) Union-made Goods (1971)

The Public and Private Workers of Canada urge the federal and provincial governments to purchase Canadian-made goods only, if available, to provide employment for Canadian workers.

(2) (1990) The P.P.W.C. go on record as opposing the Conservative government's policies and work toward the defeat of the Conservatives in the next election.

(3) (1992) The P.P.W.C. support the people of Quebec to preserve their languages and cultures within our Canadian confederation.

(4) Canadian Centre for Policy Alternatives (1997)

The P.P.W.C. become a sustaining member of the C.C.P.A. at a contribution level of \$150.00 per month, and such membership to be monitored annually by the National Executive Board. We encourage our Local Unions to take out an organizational membership in the C.C.P.A. (approximately \$100.00 per year).

(5) Helms Burton Law (1997)

The P.P.W.C. support the federal government in its opposition to the Helms Burton Law.

(6) Atlantic Oil Workers (1997)

The P.P.W.C. call for federal intervention to force the sale of the Eastern Passage Refinery in Dartmouth, Nova Scotia, to owners whose interests are in the refurbishing and operation of the refinery.

(7) CBC (1998)

The Public and Private Workers of Canada petition the federal government to increase the level of funding to the CBC to former levels.

(8) Firearms Registry (2012)

The P.P.W.C. National Union supports the dismantling of the federal Firearms Registry in its entirety.

(9) Bill C-377 – Income Tax Act Amendment (2013)

The P.P.W.C., through its National and Locals, throw its support in the form of letters and monetary aid to the cause of fighting our National Conservative government on this unjust, discriminatory law. Letters need to be sent to our MPs and Senators and aid needs to be sent to the groups challenging this law in the Canadian court system.

LABOUR LEGISLATION

(1) Automation (1971)

The National Union ask each certified unit within its jurisdiction to submit full details of all problems related to automation as and when they occur. The National Union convey the full impact of these problems to M.P.s and M.L.A.s and press for legislation that makes employers retrain and put in the work force any employee whose job is done away with due to automation, mechanization or technological changes.

(2) Investigation of U.F.A.W.U. (1977) (1978)

The Public and Private Workers of Canada protest most strongly the repeated attempts by the federal government to undermine the United Fishermen and Allied Workers Union and particularly their action in utilizing the Combines Investigation Act to accomplish that purpose.

(3) (1983) The National office will protect its members through organized protests, if necessary, and participate in any organization that might be beneficial to its members, when the job stability of its members is in jeopardy, and where government action threatens the well-being of its members.

(4) (1983) The trend of contracting out work by companies is accelerating and further encroaching and jeopardizing P.P.W.C. members' job security. The P.P.W.C. strongly protest this activity to all

- companies covered by our contracts and organize action against those companies who insist on abusing our agreements.
- (5) (1983)** The P.P.W.C. strongly oppose all overtime and lobby the provincial Labour Minister and government to, again, impose restrictive controls towards companies on working overtime.
- (6) (1984)** The P.P.W.C. demand that all provincial and federal grants to corporations be tied to maximum job creation.
- (7) (1984)** It is the policy of the P.P.W.C. that its members do not cross picket lines or work behind picket lines.
- (8) (1984)** The P.P.W.C. is opposed to any watering down of the present Labour Code.
- (9) (1986)** The National Union call on all political parties in this province to enact anti-scabbing legislation (as is in place in Manitoba).
- (10) (1986)** The P.P.W.C. use all available legal methods at their disposal to help defeat any provincial or federal governments whose policies and legislation are detrimental to the labour movement.
- (11) (1986)** The National Union, through its Executive Board and officers, be empowered to support a political party that promotes pro-worker legislation as well as condemning any party that promotes anti-worker legislation.
- (12) (1987)** P.P.W.C. contracts contain casual labour protection, if possible.
- (13) (1988)** The Public and Private Workers of Canada remain opposed to the concept or endorsement of any form of Quality of Work Life programs.
- (14) (1990)** The P.P.W.C. National Union support pay equity.
- (15) (1990)** The P.P.W.C. develop and prepare a position paper explaining further our rejection of work place changes resulting from Team Concept/Quality of Work Life programs. Further, we, as a union, advocate a union agenda for an educated and involved

membership that will lead to real democracy and dignity in the work place.

(16) (1991) The P.P.W.C. condemn the unjust and anti-worker policies of the Social Credit government, and the P.P.W.C. work actively for the defeat of the Social Credit party in the next provincial election.

(17) Shorter Work Week (1997)

The P.P.W.C. petition the federal and provincial governments to legislate a shorter work week for all Canadian workers to help increase the number of employed Canadian workers.

(18) Psychological Profile Testing (1997)

The P.P.W.C. go on record as opposing the use of psychological profile testing in the work place, unless an employer can conclusively prove that such testing is a bona fide occupational requirement.

The P.P.W.C. lobby all levels of government to enact legislation which restricts the use of psychological profile testing by employers to instances where the employer can conclusively prove that the use of such testing is a bona fide occupational requirement.

(19) Q.W.L./Team Concept Committee (1997)

The P.P.W.C. establish a Q.W.L./Team Concept Committee for training of its members and distribution of information, with direction from the National Executive Board, to counter these ongoing efforts of the companies.

(20) Temporary Employees (2001)

The Public and Private Workers of Canada do everything in its power to eliminate the use of temporary employees and promote hiring of permanent full-time employees in the work place.

(21) (2002) The P.P.W.C. condemn the unjust and anti-worker, anti-union policies of the B.C. Liberal government. The P.P.W.C. work actively toward the defeat or recall of the B.C. Liberal Party prior to and during the next provincial election.

(22) (2002) The P.P.W.C. re-affirm its commitment to use all available legal methods at their disposal to help defeat any provincial

or federal government whose policies and legislation are detrimental to the labour movement.

(23) (2002) P.P.W.C. take an active leadership role in forming a strong coalition to provide an active opposition to this degradation of our Canadian way of life.

(24) (2002) The P.P.W.C. shall use whatever means necessary to protest the B.C. Liberal government's agenda of not involving labour in decisions which directly affect their working conditions.

(25) Employment Standards (2005)

The Public and Private Workers of Canada lobby the government to make changes to the Employment Standards Act to allow employees, by seniority, to claim full-time hours, if available.

The Public and Private Workers of Canada lobby the government to ensure that employees who work for more than one employer be entitled to Workers' Compensation based on earnings from all employment.

(26) Foreign Workers (2013)

The P.P.W.C. stand opposed to long-term contracts for "cheap labour", and the National send a letter to the government explaining our position and why.

(27) Workers' Rights (2014)

The Public and Private Workers of Canada, through its Locals and National office and officers, support efforts through the C.C.U. to ensure this type of legislation does not come across the border into Canada.

SOCIAL PROGRAMS

(1) U.I.C. — Definition (Benefit Week) (1972)

Present U.I.C. regulations, by defining benefit weeks as calendar weeks, discriminate against all those shift and tour workers whose weeks start on days off other than Sunday. We urge the federal government to provide that benefit weeks coincide with day of layoff.

(2) (1983) The P.P.W.C. strongly urge the provincial government to reinstate the dental plan for old-age pensioners.

- (3) (1984)** All unemployed workers' benefits be extended for the duration of their unemployment.
- (4) (1984)** The P.P.W.C. is opposed to any hospital user fees or extra billing that subverts the principle that health care be universal and accessible to all.
- (5) (1985)** The Public and Private Workers of Canada petition the federal government that U.I.C. benefits be paid when workers are locked out.
- (6) (1986)** All Locals circulate copies of the C.C.U. brief to the Commission of Inquiry re U.I.C. system. The P.P.W.C. call for substantial improvements to the present U.I.C. system: U.I.C. benefits restored to 1971 level of 75% of average weekly earnings; benefit duration extended to two years; a qualification period of 10 weeks of employment; retain maternity benefits within the U.I.C. system; amendments to include more part-time workers.
- (7) (1986)** The P.P.W.C. call for the decision of the federal government to deduct severance pay, vacation pay and pension benefits from U.I.C. benefits to be rescinded.
- (8) (1988)** The Public and Private Workers of Canada voice our strongest opposition to privatization schemes on the basis of recognition that the real products of privatization are: loss of jobs and wages, as well as deteriorating working conditions and benefits; loss of quality and availability of educational and medical services; as well as increased consumer costs at the same time as reductions in services which are currently, rightfully, provided by the public sector.
- (9) (1988)** The P.P. W.C. insist the government hold public hearings in the major centres of B.C. to explain the government's privatization program and allow the public to make representation.
- (10) (1988)** The membership of the Public and Private Workers of Canada request that this government take the necessary steps to enact pension standards legislation addressing those issues dealt with by the federal government and the eight (8) provincial governments which have such legislation.

(11) (1988) No resident of B.C. be restricted from proper medical procedures due to mismanagement of federal health care monies by the provincial government.

(12) (1989) The P.P.W.C. lobby to have pension plan legislation in effect providing for two-year vesting, guarantees and portability.

(13) (1989) The P.P.W.C. contact the Prime Minister and inform him that we will not stand for any erosion of our social programs.

(14) (1990) The P.P.W.C. indicate to the Senate we, as Canadians, endorse the position they are taking with Bill C-21 and are pleased they have determined that the legislation is bad legislation and it will do harm to a great number of Canadian people.

(15) (1990) The P.P.W.C. protest to the federal government our contempt for cuts to our social programs in Canada.

(16) (1991) The P.P.W.C. is opposed to the privatization of public services, and we work the community and labour groups to fight privatization.

(17) (1991) The P.P.W.C. request that all levels of governments establish a program of building affordable co-op and public housing in B.C.

(18) (1992) The P.P.W.C. demand a full public inquiry into the negative effects of the G.S.T. on all pension plan funds.

(19) (1992) The P.P.W.C. lobby the provincial government to include severance pay provisions in employment standards legislation, and call for recognition of severance pay as compensation for capital loss rather than earnings, as defined in the Federal Unemployment Insurance Act.

(20) (1992) The P.P.W.C. call on the federal opposition parties, provincial and municipal governments to defend the social insurance principles of Canada's unemployment insurance system and fight to protect the rights of all Canadian workers from having the Conservative government force an Americanized social system on Canadian workers.

(21) (1992) The National Union help unemployed workers organize the unemployed and encourage all Locals to become involved in helping the unemployed in their areas and communities.

(22) (1992) Government policy is to integrate the mentally disadvantaged into the mainstream of society. The P.P.W.C. make representation to the Ministries of Health, federally and provincially, to provide adequate living facilities for the mentally disadvantaged discharged from hospital care.

(23) (1994) The P.P.W.C. make a statement to provincial premiers and leaders of the federal parties calling for job creation programs that will put Canadians to work and end the cycle of poverty created by deficit reduction hysteria.

(24) (1994) The P.P.W.C. send a statement to the premiers and federal government calling for no cutbacks in funding for Medicare and the continuation of federal transfer payments to support social programs in Canada.

(25) (1995) The P.P.W.C. lobby the Province of British Columbia's legislature in an effort to effect changes that will force employers to cover part-timers with these statutory benefits in much the same way as the legislature of Saskatchewan has done.

(26) (1996) The Public and Private Workers of Canada supports the International Confederation of Free Trade Unions, which represents more than 126 million workers in 134 countries, in their demand for a "social clause" for the rules and regulations that would govern world commerce. This "social clause" include not only a ban on child labour, but also guarantees for freedom of association, the protection of the right to organize and to bargain collectively, an end to discrimination, a demand for equal pay for work of equal value, and a ban on forced or compulsory labour.

The P.P.W.C. call upon the Government of Canada, the International Trade Minister, and the Foreign Affairs Minister to join with the growing number of "first world" nationals in their support of including a "social clause" within the mandate for the World Trade Organization.

(27) Canada Health and Social Transfer (1996)

The Public and Private Workers of Canada will send a letter to the Prime Minister which will include the following points:

(a) the C.H.S.T. be amended to ensure a permanent federal cash transfer;

(b) the national standards in the Canada Assistance Plan be incorporated into the C.H.S.T.;

(c) federal-provincial discussions on the C.H.S.T. be open to municipalities and members of their communities;

(d) the federal government proceed with fair and progressive tax reform.

The P.P.W.C. endorses the Canadian Health Coalition's "Ten Goals for Health Care".

(28) National Child Care (2000)

The Public and Private Workers of Canada call on the federal and provincial governments to commit to and assist in the development of a national child care policy (similar to the model initiated in Quebec).

(29) B.C. Hydro (2001) (2002)

The P.P.W.C. write a strongly-worded letter to the provincial political parties stating our opposition to any sale of B.C. Hydro.

The P.P.W.C. write strongly-worded letters to the Liberal government and the media stating our opposition to any sale of B.C. Hydro.

(30) (2002) The P.P.W.C. shall come out strongly against the change to a "for-profit" health care system in B.C.

(31) C.P.P. (2011)

The P.P.W.C. petitions the federal government to rescind the new changes to the C.P.P. that further penalize workers who choose to take early retirement.

(32) M.S.P. Premiums (2012)

The National office of the P.P.W.C. lobby the British Columbia government on behalf of our retired members to waive the M.S.P. premiums paid by all citizens 65 years and older.

(33) Bill C-331 – Pension Reform Legislation (2012)

The National membership of the P.P.W.C. supports the passage of Bill C-331 through both the House and Senate. The membership also directs its National President to lobby on behalf of said membership with the federal government and opposition parties to ensure its passage through Parliament and the Senate.

(34) C.P.P. Enhancement (2014)

The P.P.W.C. go on record as being in favour of enhancing the current C.P.P. benefit payments for working Canadians. The P.P.W.C. should also lobby the federal and provincial Finance Ministers to continue working towards upgrading and enhancing the current benefit payments to working Canadians.

INTERNATIONAL ISSUES

(1) Chemical Warfare (1970)

The P.P.W.C. urge the Government of Canada and the United Nations to stop immediately all chemical and biological warfare research and production; all gas and viruses be neutralized and destroyed; and the facilities, staff, and budget of Suffield and Shirley Bay be used for environmental health and anti-pollution research.

(2) Aggression — Troops (1970)

This assembly request the Canadian government to condemn the actions of any nation upon another and brand as an aggressor any nation who commits its troops to foreign soil.

(3) (1981) The P.P.W.C. advocates increased Canadian government aid to Nicaragua and other developing nations with popularly supported governments.

(4) (1981) The P.P.W.C. is opposed to any attempt at military or other intervention in El Salvador by the U.S. or other power, including economic blockade, and is opposed to Canadian support of or assistance in such intervention.

(5) (1982) In view of the United States announcement to manufacture and deploy chemical weapons, the P.P.W.C. express its opposition to this decision to the Government of Canada, the U.S.A., and the United Nations.

(6) (1984) The P.P.W.C. pledge support to S.A.C.T.U. by working with the S.A.C.T.U. Solidarity Committee in giving moral, political, and material assistance to S.A.C.T.U. campaigns whenever possible.

(7) (1986) The P.P.W.C. continue support of the B.C. Nicaraguan Solidarity Committee and of this year's project, the U.F.A.W.U.'s boat repair project in San Juan del Sur, and encourage its Locals to share in that support.

(8) (1987) The P.P.W.C. is opposed to the sale of any hydro generating system, including water rights, to foreign owners.

(9) (1987) The P.P.W.C. call on the provincial government to bring West Kootenay Power and Light under public ownership and control through a takeover of B.C. Hydro.

(10) (1988) P.P.W.C. continue its support of Nicaraguan trade unionists in their ongoing struggle for justice and, again, sponsor a tour of B.C. Locals by a representative of the Nicaraguan Trade Union Central.

(11) (1989) The P.P.W.C. call upon the Canadian government to increase foreign aid to the people of Nicaragua and, through our Canadian ambassador to the United Nations, encourage other countries to do the same.

(12) (1989) The P.P.W.C. call on the Canadian government to recognize the African National Congress as a legitimate voice of the people of South Africa and grant A.N.C. representative in Canada diplomatic status.

(13) (1989) The P.P.W.C. endorse the A.N.C.'s call to build a national anti-apartheid network and authorize the National Executive Board to support such a network.

(14) (1989) The P.P.W.C. call on the Canadian government to enact full comprehensive and mandatory sanctions against South Africa.

(15) (1989) The P.P.W.C. endorse the South African Congress of Trade Unions' recommendation that we build a sister relationship with the pulp and paper sector unions.

(16) Maher Arar (2005)

The Public and Private Workers of Canada will pressure the government to stop undermining the Arar inquiry, and the Public and Private Workers of Canada will take steps to keep its membership informed about and engaged in Maher Arar's struggle for the truth and for justice.

The P.P.W.C. will pressure the government to cooperate with the public inquiry into the role played by Canadian agencies in the imprisonment, deportation and torture of Maher Arar.

HUMAN RIGHTS

(1) Bugging Devices (1966)

The Public and Private Workers of Canada is opposed to the use of bugging devices for invading the privacy of individuals and organizations in the conduct of their legal activities.

(2) (1977) The National Union is concerned with the problems of retirement. It objects to the legislation restricting U.I.C. benefits for workers over 65 years of age and supports legislation that will allow workers to remain in the work force until voluntary retirement.

(3) (1977) The Public and Private Workers of Canada protest the proposed legislation (C-24) to the Minister of Manpower and Immigration with copies to Members of Parliament in our constituencies.

(4) (1978) The P.P.W.C. is totally opposed to any form of racial discrimination and notifies the governments of both South Africa and Rhodesia of our position and disgust.

(5) (1979) The P.P.W.C. stands unilaterally opposed to the work of the Ku Klux Klan and to any form of racial discrimination.

(6) (1986) The P.P.W.C. demand all charges be dropped that are now held against the Haida Indians in respect to the Lyall Island controversy and a fair and just settlement be negotiated.

(7) (1992) The P.P.W.C. adopt a position of not allowing any drug testing on our work sites.

FREE TRADE

(1) (1986) The P.P.W.C. condemn all movement in the direction of free trade with the United States, and call on the federal and provincial governments to expand the manufacturing and secondary industry base of the Canadian economy in the interest of preserving and developing our own political and economic independence.

(2) (1988) The P.P.W.C. stands in opposition of the G.A.T.T. ruling that will eliminate Canada's regulation of its right to process salmon and herring caught by B.C. fishermen before being exported.

(3) (1988) The National Union solicit politicians to fight free trade at the national, provincial and local levels of government.

(4) (1991) The P.P.W.C. oppose the signing of a U.S./Canada/Mexico free trade agreement, and we advocate a development of contacts and working relationships with our counterparts in the U.S. and Mexico in order to educate each other about the implications of the corporate agenda of deregulated trade.

(5) (1992) The P.P.W.C., through community coalition groups such as the Action Canada Network and Common Frontiers, continue to voice our concerns about the Free Trade Agreement and work towards cancellation of the Canada/U.S.A. Free Trade Agreement, cessation of the Canada/Mexico/U.S.A. trade talks, the defeat of the Conservative constitutional changes that would enshrine private property rights.

(6) (1992) The National Union participate both financially and in presence on the next protest against N.A.F.T.A. trek and rally to Ottawa and also encourage all Locals in the P.P.W.C. to participate.

(7) M.A.I. (1998)

The P.P.W.C. call on the federal government to pull out of negotiations on the M.A.I. and to kill the deal for good. We support the B.C. provincial government in its opposition to the M.A.I.

(8) Bulk Water Exports (1999)

The Public and Private Workers of Canada send letters of support to the provincial and federal governments in banning bulk water exports.

(9) F.T.A.A. (2001)

The Public and Private Workers of Canada actively lobby both the federal and provincial governments to put an end to the private nature of Free Trade Area of the Americas (F.T.A.A.) talks by bringing these talks out into the public so that all Canadians can participate.

The Public and Private Workers of Canada show our opposition to the secretive nature of these talks by participating in provincially-planned events coordinated around the Free Trade Area of the Americas talks in Quebec City.

(10) G.A.T.S. (2003)

The P.P.W.C. National sign on to the "Stopthegatsattack" petition, which calls for a moratorium on negotiations until such time as there has been full disclosure of information to the public on the issues being negotiated, and until there has been extensive public participation and input to Parliament and other elected representatives.

The P.P.W.C. National contact the Prime Minister and the Ministers of Trade and the Environment to assist on (1) full disclosure of the G.A.T.S. requests and offers at the times they are issued and received, and (2) on full public debate of any proposed changes.

EDUCATION

(1) Foreign Teachers (1972)

The Public and Private Workers of Canada requests the federal and provincial governments to limit the number of foreign nationals in any department of university, college, or other institutions of higher learning to a maximum of 10% of total staff. In addition, not more than one-quarter of this 10% may come from any one country. We oppose the special tax privilege presently enjoyed by foreign teachers.

(2) (1984) The P.P.W.C. Local #29 and the National Union strongly object to the provincial government's education cutbacks.

(3) (1989) The P.P.W.C. petition the Minister of Advanced Education to establish a degree-granting university in Prince George.

(4) (1989) The P.P.W.C. condemn the Government of British Columbia for not spending federal transfer payments on education.

(5) (1992) The National Union recognize Selkirk College as the mandated post-secondary institution of the West Kootenay region and support Local #26 as the union holding successor rights for post-secondary support staff workers in the West Kootenay region.

(6) (1995) The P.P.W.C. National lobby the provincial government to allow college support staff to switch to the College Superannuation Plan.

(7) (2002) The P.P.W.C. lobby the provincial government to properly fund the educational system.

(8) B.C. Student Grant Program (2004)

The Public and Private Workers of Canada write to the Minister of Post-Secondary Education demanding the re-establishment of the B.C. Student Grant Program.

(9) (2007) The Public and Private Workers of Canada request that the federal government restore the public post-secondary funding cuts which were imposed in the 1990s, and further increase funding to the provinces specifically for post-secondary education.

The Public and Private Workers of Canada lobby the provincial government to considerably reduce tuition for post-secondary education, and eliminate the interest on student loan debt of all students who successfully complete or have successfully completed their course of studies.

The Public and Private Workers of Canada endorse the Canadian Federation of Students campaign for affordable public post-secondary education.

AFFILIATION

(1) C.C.U. Affiliation

The National Executive Board be instructed to affiliate with the C.C.U.

(2) (1983) This convention go on record to encourage all P.P.W.C. Locals to affiliate to the C.C.U., and Locals affiliated, wherever possible, participate in C.C.U. and/or B.C. Council meetings and/or conventions.

(3) (1984) The National Executive Board ensure that a National officer attends all C.C.U. meetings and/or conventions.

(4) I.C.E.M. (2002) (2004)

The P.P.W.C. join I.C.E.M. following this convention.

The Public and Private Workers of Canada not renew its affiliation with I.C.E.M. when it next expires.

MISCELLANEOUS

(1) Union Label (1969)

The convention authorizes a union label that can be used by the National Union office and plant and mills in our union.

(2) Statements of Policy (Books) (1971)

A National Policy Statements booklet be maintained annually.

(3) C.U.&C. (1979)

We send a representative to the C.U.&C. annual meetings.

(4) (1994) The National Union encourage the formation of a retired members' group within the P.P.W.C. The National Union make available a meeting place for Local retirees, and Local Unions make their facilities available to encourage activists within these retired members.

(5) Royal Bank and Bank of Montreal Merger (1998)

The P.P.W.C. National send letters to both banks' C.E.O.s and the federal government voicing our opposition to this merger.

(6) Trucking (1998)

The B.C. government be informed that the P.P.W.C. request that all trucking companies be treated equally and share in the cost of maintaining highways in B.C. through the licensing system.

(7) Casino Workers (1998)

The P.P.W.C. call on the provincial government to reverse this recently enacted change for the distribution of casino workers' tips [from daily to bi-weekly].

(8) F.C.C. Boycott (1998)

The Public and Private Workers of Canada work with all labour unions and labour centrals to initiate a boycott of all Fletcher Challenge Canada Limited goods and services, world wide, until a reasonable collective agreement has been achieved at the mills.

This boycott be directed and communicated to all Fletcher Challenge Canada Limited customers and shareholders.

(9) Job Evaluation (1999)

A committee be struck to investigate the pros and cons of the P.P.W.C. entering into the job evaluation system. The Job Evaluation Committee report their findings and recommendations to the year 2000 convention.

(10) (2000) This 38th Annual Convention go on record as being strongly in support of C.E.P. Locals 115A and 2000 and G.C.I.U. Local 34M in their quest for a fair and just collective agreement with The Calgary Herald and The Castlegar Sun.

