CONSTITUTION

OF THE

MANITOBA FEDERATION OF LABOUR

(CLC)

(Chartered by the Canadian Labour Congress - 1956)

As amended by Convention - October 2-4, 2009

Approved by the CLC Canadian Council – January 17, 2012

Canadian Labour Congress
Congrès du travail du Canada

TABLE OF CONTENTS

ARTICLE **PAGE**

ARTICLE 1 - NAME.....1

ARTICLE 2 - PURPOSE.....1

ARTICLE 3 - MEMBERSHIP.....2

ARTICLE 4 - CONVENTIONS.....3

ARTICLE 5 - OFFICERS.....9

ARTICLE 6 - PRESIDENT'S DUTIES.....10

ARTICLE 7 - TREASURER'S DUTIES.....11

ARTICLE 8 - EXECUTIVE COUNCIL.....11

ARTICLE 9 - STANDING COMMITTEES.....13

ARTICLE 10 - REVENUE.....13

ARTICLE 11 - AMENDMENTS.....14

ARTICLE 12 - ADOPTION OF RULES AND REGULATIONS.....14

Appendix 1 - MFL Officer Chart

ARTICLE 1 - NAME

Section 1. This Federation is called the **Manitoba Federation of Labour**. It is chartered by the Canadian Labour Congress. It is made up of organizations affiliated to, or chartered by, the Congress. These organizations will follow the Federation's Constitution, rules, and regulations. As long as there are twenty (20) affiliates of five (5) organizations, this Federation will continue to operation.

ARTICLE 2 - PURPOSE

The Federation is set up to:

1. Support the principles and policies of the Canadian Labour Congress.

2. Promote the interest of affiliates and to advance Manitoba workers' economic and social welfare.

3. Help affiliated organizations with their collective bargaining and union education for workers, help organize and promote unions, and recognize the need for both craft and industrial unions.

4. Encourage all workers to share in the full benefits of union membership, no matter what their perceived race, creed, colour, age, gender, sexual orientation, national origin, political beliefs, ancestry, pregnancy or childbirth status, marital status, family status, physical disability, and mental disability.

5. Work to have laws that will protect and promote union principles, such as free collective bargaining, workers' rights, people's welfare and security, and speak on the workers' behalf to elected representatives.

6. Protect and make strong our democratic institutions, to make sure people know and enjoy our rights and liberties, and to save and continue our democratic traditions.

7. Promote global peace and freedom, to work with free and democratic labour movements throughout the world.

8. Help and encourage the sale of use of union-made goods and union services by using the Union Label and other symbols.

9. Protect the labour movement against corruption, as well as defend the principles of democracy and free and democratic unions.

10. Protect the labour movement from political control, to encourage workers to vote, to be active and responsible citizens, and to participate in all levels of government.

ARTICLE 3 - MEMBERSHIP

Section 1. Members of the Federation are:

(1) Canadian Labour Congress affiliates, including local unions, branches and lodges of national and international unions, regional and provincial organizations of their units.

(2) Canadian Labour Congress chartered local unions in Manitoba.

(3) Canadian Labour Congress chartered labour councils in Manitoba.

Any organization listed in (1) and (2) above that pays per capita tax for all members in Manitoba through a provincial organization will be allowed representation at Convention. This does not mean any delegate is entitled to more than one (1) credential. The amount of per capita is covered in Article 10.

A delegate to Convention must be a member of a local union, branch, lodge, or unit affiliated with the Manitoba Federation of Labour.

(4) Canadian Labour Congress chartered Manitoba Federation of Union Retirees (affiliated to the Congress of Union Retirees of Canada).

Section 2. Any organization affiliated with this Federation can be expelled with a two-thirds (2/3) majority roll call vote at Convention. This decision may be appealed to the Canadian Council of the Canadian Labour Congress within two (2) months. This decision will be in force during the appeal.

Section 3. Each affiliated organization must give the Federation membership information.

ARTICLE 4 - CONVENTIONS

Section 1. The Federation's main governing body is the Convention. Decisions will be made by majority vote, except for Constitutional amendments as outlined in Article 4, Section 12(4).

Section 2. The Federation's Convention will be held every three (3) years. Conferences or other meetings of affiliates will be held between conventions as required. The Executive Council will set the date of the Convention and give at least six (6) months' notice to all affiliates.

Section 3.

(1) Special conventions can be called by regular convention, the Executive Council, or affiliates who represent a majority of the Federation's total membership (according to the records of the last convention).

(2) If a majority of members requests a special convention, the Executive Council will call the special convention, give thirty (30) days' notice of its time and place, and outline the business being discussed.

(3) Representatives to a special convention will be chosen on the same basis as representatives to a regular convention.

(4) A special convention will consider matters outlined in the notice by the Executive Council and will have the same authority as a regular convention on these matters.

Section 4. The Canadian Council of the Canadian Labour Congress has approved the following number of representatives at conventions:

Executive Council all members

Local Unions	1	to	175 members	1 Delegate
	176	to	325 members	2 Delegates
	326	to	475 members	3 Delegates
	476	to	625 members	4 Delegates
	626	to	775 members	5 Delegates
	776	to	925 members	6 Delegates
	926	to	1,075 members	7 Delegates

Continue to follow the same pattern, one (1) delegate for every additional one hundred and fifty (150) members.

Labour Councils	2 delegates
Provincial Organizations or Joint Council	1 delegate

In this Section only, "member(s)" means the average number that affiliate members have paid per capita tax on for twelve (12) months before the Convention Call. If a union has affiliated after that twelve (12) month period started, they can send delegates according to the average number of members that the affiliate has paid per capita tax on. If a union is excused from paying its per capita tax, it can send delegates according to the number of members it has, or would have paid for. Alternate delegates are allowed but will only vote or speak when substituting for a regular delegate.

All labour council delegates and all provincial organization delegates must be members of unions affiliates with the Federation. You will be able to sit in Convention if your organization has paid your current per capita tax.

Section 5. The Federation will send duplicate credential blanks to each delegate at least one hundred and twenty (120) days before the opening of a regular convention, and thirty (30) days before a special convention.

The delegate will keep the original credential blank and send the duplicate to the Federation. To be an official Convention delegate, a person must be a member of the local union, branch, or lodge that they represent.

Two (2) or more unions, branches, or lodges can combine to send a delegate. To be accepted, credentials must be received at least fifteen (15) days before the opening of a regular convention and at least ten (10) days before a special convention. However, the Credentials Committee may recommend approving the seating of delegates at Convention.

Section 6. The Executive Council will set a registration fee. The fee must be sent to the Federation with the duplicate copy of the credential.

Section 7. An organization expelled or suspended by the Canadian Labour Congress, will not be allowed representation in the Federation. An organization behind in its per capita tax for three (3) months or more will not get recognition or representation in the Convention.

Section 8. A member will not be a delegate at Convention if suspended or expelled from any Federation affiliate.

Section 9. An organization must affiliate at least thirty (30) days before Convention starts.

Section 10. The Executive Council will appoint a Credentials Committee before Convention opens. This Committee will be approved by Convention, have at least three (3) members chosen from affiliates who have sent credentials, meet prior to the opening of Convention, examine the credentials they have received, determine which credentials will be approved, register the approved credentials, and report on the first (1st) day of Convention and as required.

The Convention can begin its business and the delegates can be seated after the Credentials Committee Report has been accepted. The Committee's decisions can be appealed to Convention.

Section 11. At Convention, Canadian Labour Congress Officers, and other invited delegates, will have all the rights of other delegates, except they cannot vote or stand for office.

Section 12.

(1) The Federation must receive all resolutions, petitions, and appeals at least sixty (60) days before Convention. (See also Article 4, Section 12[4]).

(2) The Executive Council, or an affiliate, can submit a resolution. This resolution must be supported by the Council or affiliate and must be signed by an Officer. This Officer will include their contact information so they can be reached if there are any questions about the content of the resolution. The resolution will deal with only one (1) subject and outline a proposed action. It will not be more that one hundred and fifty (150) words.

(3) Resolutions will be sorted and sent to the appropriate Convention Committee thirty (30) days before Convention. This Committee will report on the resolution before the Convention considers it.

(4) The Executive Council will receive late resolutions, resolutions not filed correctly, petitions, and appeals.

The Council can bring these matters to Convention. Two-thirds (2/3) of the delegates must agree before these matters can be considered.

Section 13. The Executive Council will appoint committees to deal with Convention business thirty (30) days prior to the opening of the Convention. The Executive can ask these committees to meet before the Convention to work on Convention business. The Federation will pay for wages and expenses for these extra work days with the Executive's approval.

Section 14. A quorum is one-third (1/3) of the registered Convention delegates.

Section 15.

(1) The President will Chair both regular and special conventions. The Executive Council will decide who else will Chair Convention.

(2) Delegates must act respectfully toward each other. Refer to Manitoba Federation of Labour "Policy on Code of Conduct" at Manitoba Federation of Labour events.

(3) To speak at Convention, delegates will use a speaker's microphone, wait until they are recognized by the Chairperson, give their name and the organization they represent, and talk only about the issue being discussed.

(4) Speeches cannot be longer than five (5) minutes. Speeches to move a resolution can be as long as ten (10) minutes.

(5) Delegates can speak only once on a subject. However, if everyone who wants to speak has spoken, delegates may have another turn.

(6) Delegates will let others speak without interruption. Interruptions are only allowed when you want to ask about, or object to, what's going on (or calling a "Point of Order").

(7) If the Chairperson calls a delegate to order, the delegate steps down until the Convention decides on the point raised.

(8) If a delegate continues to act inappropriately, the Chairperson may silence the delegate. The delegate may then explain his or her actions to the Convention and then step down. The Convention then decides what to do.

(9) When the Convention is to vote, the Chairperson describes what is to be voted on and asks: "Are you ready to end the debate and vote on the question?" If no delegate wants to speak, the delegates can vote (or "put the question").

(10) Votes are usually cast by raising an arm or by standing. Each delegate is allowed one (1) vote. One-third (1/3) of the delegates can demand a roll call vote (when a delegate goes to the microphone to vote as his or her name is called).

(11) Two (2) delegates can appeal the decision of the Chairperson. The Chairperson can explain the decision but the appeal is not debatable. The Chairperson will then ask: "Do the delegates agree with the Chairperson's decision?"

(12) The Chairperson has the same rights as other delegates to vote on any question. If a vote is tied, the Chairperson will cast the deciding vote.

(13) When a delegate moves to end debate (or "put the previous question"), there can be no discussion or amendments made. If a majority votes that, "the question be now put," the delegates vote on the original Motion with no more debate. If the Motion to end debate is defeated, the discussion can keep going.

(14) Convention committees can combine resolutions or prepare a composite resolution to cover the intent of more than one (1) resolution. The Committee Reports cannot be changed unless the Committee agrees. A delegate can move to refer (send back) a matter to the Committee so the Committee can reconsider their decision.

(15) A delegate cannot make a motion to refer (send back to Committee) after speaking on the Motion.

(16) A Motion to refer cannot be debated and is immediately voted on.

(17) Convention decides whether to adopt Committee Reports. If a report is defeated, it may be sent back to the Committee to be reconsidered.

(18) When the Convention is discussing a Motion, the only other Motions that are allowed are (in order):

(a) to end debate ("put the previous question");

(b) to send the Motion to a Committee (to refer the Motion); and

(c) to postpone for a set amount of time (table the Motion).

If delegates defeat any of these Motions, the Motions cannot be reconsidered again until the next sitting of Convention.

(19) After delegates have voted on a Motion, they may reconsider it under these conditions:

(a) if the delegate who wants the matter to be reconsidered voted with the majority;

(b) if Notice of Motion to reconsider is given at the next sitting of Convention; and

(c) two-thirds (2/3) of the delegates support the Notice of Motion.

(20) The Executive Council will set the Convention hours.

(21) Unless otherwise stated, *Bourinot's Rules of Order* covers anything not outlined here in this Constitution.

Section 16. Decisions made a Convention will take effect as soon as Convention is over, unless Convention decides on another time.

ARTICLE 5 - OFFICERS

Section 1-12 Please note that Article 5, Sections 1 to 12 are replaced by the Manitoba Federation of Labour (MFL) Officer Chart - Appendix 1 (attached).

Section 13. All Officers will be elected by secret ballot. Extra ballots will be taken until a majority vote is reached. The candidate with the lowest votes will be dropped before the next count. If there is a final tie vote, the presiding Officer can cast the deciding vote.

Section 14. Nominations will be accepted for only one (1) office at a time.

Section 15. The people nominated for President and Treasurer will be allowed to speak for five (5) minutes.

Section 16. People accepting nominations (or allowing their names to go forward) for President, Treasurer, Vice-Presidents, and Executive Council members, will take this oath at Convention:

> *"In accepting nomination, I give my word that I will faithfully support the Constitution, principles and policies of the Manitoba Federation of Labour and the Canadian Labour Congress."*

Section 17. The Manitoba Federation of Labour Officers' terms will start at the end of Convention. The President's term will start thirty (30) days later.

Section 18. Manitoba Federation of Labour vacancies will be filled by the Executive Council. These newly-appointed people will serve until the next convention. The exception is the office of President, which is covered in Article 6, Section 6.

Section 19. The Executive Officers will be Trustees for the Federation and hold title to any of the Federation's real estate. However, they have no right to sell, transfer the property title, or mortgage any real estate without first (1st) submitting and getting approval of the plan at Convention.

Section 20. The President will cast the deciding vote if there is a tie vote on the Executive Council.

ARTICLE 6 - PRESIDENT'S DUTIES

Section 1. The President is the full-time chief executive Officer of the Federation. The President will:

(a) supervise all the Federation's business;
(b) sign all official documents;
(c) preside at regular and special conventions and Executive Council meetings; and
(d) be the Federation's main spokesperson or assign an alternate.

Section 2. The President will:

(a) give an activity report;
(b) call regular meetings; and
(c) call special meetings.

The President will call special meetings when necessary or when a majority of the Executive Council asks for one (1) in writing.

Section 3. The President will be an *ex officio* member of all committees and can speak but cannot vote.

Section 4. The President has the authority to interpret the Constitution. That interpretation will be valid unless appealed to the Canadian Labour Congress. The interpretation can also be reversed or changed by the Executive Council or Convention.

Section 5. The President will receive remuneration, benefits, expenses and working conditions based on the "Conditions of Employment Agreement" established by the Table Officers of the Federation and ratified by Executive Council.

Section 6. If the President's position becomes vacant, the Treasurer will take over the President's duties until the Executive Council gathers at a special meeting to appoint one (1) of its own members to take over the presidency with thirty (30) days of the position becoming vacant.

Section 7. The President will report to Convention through the Executive Council's report.

ARTICLE 7 - TREASURER'S DUTIES

Section 1. The Treasurer will be responsible for signing all cheques.

Section 2. The Treasurer will be responsible for checking all financial documents and statements and will report to the Executive Council.

Section 3. The Executive Council will choose a chartered accountant firm to do a financial audit annually. The Treasurer will present the Audit to the Executive Council and Convention. A copy of each Audit will be forwarded to the Canadian Labour Congress.

Section 4. With the Executive Council's approval, the Treasurer will invest the Federation's surplus funds in securities or make deposits in the name of the Manitoba Federation of Labour.

Section 5. The Treasurer will be bonded in an amount set by the Executive Council.

ARTICLE 8 - EXECUTIVE COUNCIL

Section 1. The Executive Council is made up of all the Officers listed in Article 5, Sections 1 to 12 (Manitoba Federation of Labour Officer Chart - Appendix 1).

Section 2. The Executive Council is the Federation's governing body between conventions. It will take action and make decisions necessary to carry out the plans made at Convention and will enforce this Constitution.

Section 3. The Federation's Table Officers are the President, Treasurer, and the two (2) Executive Vice-Presidents. They will have the authority to deal with matters sent to them by the Executive Council. These Officers will also report to, and be responsible to, the Executive Council. The Table Officers are authorized to act in ways consistent with this Constitution and the Federation's policies between Executive Council meetings. A quorum is three (3) Table Officers.

Section 4. The Executive Council meets at least four (4) times a year.

Section 5. The Executive Council will initiate provincial legislative action to support the interests of working people.

Section 6. The Executive Council has the power to investigate where:

(a) There is reason to believe an affiliate is under corrupt influence.

(b) There is reason to believe an affiliate's policies or activities are contrary to the Federation's policies or principles.

(c) Hearings can be requested as part of the investigation. After the investigation, the Executive Council can make recommendations to the organization and the Canadian Labour Congress. An organization can be suspended with a two-thirds (2/3) majority vote of the Executive Council. Any action taken by the Executive Council following an investigation can be appealed at Convention.

Section 7. A quorum is the majority of the Executive Council members.

Section 8. Except for the Area Vice-Presidents, Executive Council members are responsible to cover their own expenses and lost wages while performing their Federation duties. After receiving expense receipts, the Executive Council can reimburse Area Vice-Presidents' expenses for performing the Federation's duties. Expenses will be paid to cover attending Executive Council meetings and Convention. The Executive Council can reimburse Area Vice-Presidents for any lost wages unless that Area Vice-President is paid full-time wages by a labour organization. The Manitoba Federation of Labour will cover costs of the Vice-Presidents elected by the Manitoba Federation of Union Retirees (affiliated to the Congress of Union Retirees of Canada), Workers of Colour Caucus, and the Aboriginal Workers Caucus for regular Executive Council meetings and Manitoba Federation of Labour events they are required to attend.

Section 9. If an Executive Council member does not attend a majority of meetings within a year, the Council can declare that member's position vacant.

ARTICLE 9 - STANDING COMMITTEES

Section 1. The Executive Council shall appoint Standing Committees of the Federation as it determines necessary. The Council shall also have the authority to establish other ad hoc committees as it deems necessary.

ARTICLE 10 - REVENUE

Section 1. Each affiliated organization will pay a per capita tax on its full, paid-up membership.

Section 2. Before the last day of each month, each affiliate union, branch, lodge, regional or provincial organization will pay, effective July 1, 2010, a per capita tax of ninety cents (90¢) per member, and effective July 1, 2011, a per capita tax of ninety-two cents (92¢) per member per month.

Members include those who pay dues because of provisions in a collective agreement or under the *Manitoba Labour Relations Act.*

Section 3. Each labour council will pay an annual fee to the Manitoba Federation of Labour based on its size as follows:

Membership of 10,000 or more -	$500 per year
Membership of between 5,000 and 9,999 -	$250 per year
Membership under 5,000 -	$100 per year.

Each affiliated regional, provincial, or joint council of a union organization will pay three hundred dollars ($300) per year. The Manitoba of Federation of Union Retirees (affiliated to the Congress of Union Retirees of Canada) will pay fifty dollars ($50) per year.

Section 4. An affiliate that does not pay the per capita on time, will receive a notice from the Federation. Any organization that does not pay per capita for four (4) months may be suspended. To be reinstated, an organization must pay at least three (3) months per capita arrears (back payments) and any penalty imposed by the Executive Council. Penalties may be appealed at Convention.

Section 5. The Manitoba Federation of Labour fiscal year will be from July 1st to June 30th.

ARTICLE 11 - AMENDMENTS

Section 1. Amendments (changes) to this Constitution can be made as long as they are consistent with the principles and policies of the Federation and the Canadian Labour Congress. Amendments require a two-thirds (2/3) vote of those present and voting at Convention. Amendments will only be effective after approval of the Canadian Labour Congress Canadian Council.

ARTICLE 12 - ADOPTING RULES AND REGULATIONS

Section 1. This Federation may adopt rules and regulations that are consistent with the Canadian Labour Congress Constitution and policies.

APPENDIX 1

MANITOBA FEDERATION OF LABOUR (MFL) OFFICER CHART

#	MFL OFFICERS	WHO ELECTS, PICKS, OR APPOINTS	ELIGIBILITY	TERM
1.	**President**	- Convention delegates elect by secret ballot on the last day of Convention, unless the Convention decides otherwise.	- Member in good standing in an affiliated organization.	*3-year*
2.	**Treasurer**	- Convention delegates elect by secret ballot on the last day of Convention, unless the Convention decides otherwise.	- Member in good standing in an affiliated organization.	*3-year*
3.	**Two (2) Executive Vice-Presidents**	- Convention delegates elect by secret ballot on the last day of Convention, unless the Convention decides otherwise.	- Member in good standing in an affiliated organization. - Be a member of a local union, branch, or lodge.	*3-year*
4.	**Six (6) Executive Council Vice-Presidents**	- The three (3) largest MFL affiliates each pick two (2). At least one (1) of the two (2) picked from each affiliate must be a woman. - In determining which MFL affiliates get representation on the Executive Council, the thirteen (13) largest are determined by the number of the per capita payments made to the MFL for the twelve (12) month period before the Convention Call. If a union affiliate is twelve (12) months before the Call, its number of members depends on the per capita payments made to the MFL during this shorter time period. - If a vacancy opens for one (1) of the affiliate Vice-President's position, the Executive Council will consult with that affiliate and appoint a new affiliate Vice-President. - If, in between conventions, a new affiliate is a union that would quality as one of the thirteen (13) largest affiliates, the Executive Council can add a representative(s) to the Council. This will not affect any current Vice-Presidents. - If a merger, or disaffiliation, causes a vacancy on the Executive Council in-between conventions, the seat will be filled by the next largest unrepresented union with seven hundred (700) provincial members in Manitoba.	- Member in good standing in an affiliated organization. - Be a member of a local union, branch, or lodge.	*3-year*

#	MFL OFFICERS	WHO ELECTS, PICKS, OR APPOINTS	ELIGIBILITY	TERM
5.	**Ten (10) Executive Council Vice-Presidents**	- The next ten (10) largest MFL affiliates each pick one (1). - An MFL affiliate must have at least seven hundred (700) members in Manitoba to have a representative on Executive Council. If not, their seat is offered to the largest affiliate entitled to only (1) seat on Executive Council, or the fourth(4th) largest affiliate. If this affiliate decides to appoint a second (2nd) representative, one (1) of its representatives must be a woman. If this affiliate decides not to appoint a second (2nd) representative, then the same option will be offered to the next (or fifth) largest affiliate. This process will be followed until the option is accepted by an eligible affiliate (that is, the fourth [4th] to the thirteenth [13th] largest affiliates with at least seven hundred [700] members). Table Officers are not included in this count. - If a vacancy opens for one (1) of the affiliate Vice-President's positions, the Executive Council will consult with that affiliate and appoint a new affiliate Vice-President. - If, in-between conventions, a new affiliate is a union that would qualify as one of the thirteen (13) largest affiliates, the Executive Council can add a representative(s) to the Council. This will not affect any current Vice-Presidents. - If a merger or disaffiliation causes a vacancy on the Executive Council in-between conventions, the seat will be filled by the next largest unrepresented union with seven hundred (700) members in Manitoba.	- Member in good standing in an affiliated organization. - Be a member of a local union, branch, or lodge.	*3-year*
6.	**Vice-President Provincial Construction Division**	- Construction Division Convention delegates elect in their Caucus. - The Construction Division Caucus will pick an alternate for their Vice-President to serve should a vacancy come up.	- Member in good standing in an affiliated organization. - Be a member of a local union, branch, or lodge. - Candidate must be endorsed by their affiliate.	*3-year*
7.	**Vice-President**	- Convention delegates who represent the remaining affiliates without representation, elect in their Caucus. - The Caucus, picking a Vice-President from the affiliates not represented on the Executive Council, will pick an alternate to serve should a vacancy come up. This person must be endorsed by their affiliate.	- Member in good standing in an affiliated organization. - Be a member of a local union, branch, or lodge. - Live in the geographic area you are nominated from for at least one (1) year. - Candidate must be endorsed by his or her affiliate.	*3-year*

#	MFL OFFICERS	WHO ELECTS, PICKS, OR APPOINTS	ELIGIBILITY	TERM
8.	**Nine (9) Area Vice-Presidents**	- Nine (9) Area Vice-Presidents from the following areas: * Winnipeg; * Selkirk; * Portage la Prairie; * Brandon; * South-Eastern Manitoba; * Dauphin; * The Pas; * Flin Flon (including Cranberry, Portage and Snow Lake); and * Thompson (including Wabowdon, Churchill, Gillam, Leaf Rapids and Lynn Lake) to be designated to serve a three (3) year term by a Caucus of Convention delegates who live in the geographic region being represented.	- Member in good standing in an affiliated organization. - Be a member of a local union, branch, or lodge. - Live in the geographic area you are nominated from for at least one (1) year.	*3-year*
9.	**Vice-President**	- Workers of Colour Convention delegates Caucus elect in their Caucus. - Convention delegates who are Workers of Colour or Aboriginal Workers, may register to participate in the Workers of Colour Caucus or the Aboriginal Workers Caucus. To qualify for Executive Council positions from these Caucuses, Vice-President and Vice-Chairpersons must: * be Convention delegates; and * receive formal endorsements from their affiliates. - These Caucuses will elect a Chairperson and a Vice-Chairperson to take over the Chairperson's duties if that person cannot complete his or her term. The new Chairperson will finish out the term of office and represent his or her Caucus on the Federation's Executive Council as a Federation Vice-President.	- Member in good standing in an affiliated organization. - Be a member of a local union, branch, or lodge.	*3-year*
10.	**Vice-President**	- Aboriginal Workers Convention delegates Caucus elect in their Caucus. - Convention delegates who are Aboriginal Workers or Workers of Colour, may register to participate in the Aboriginal Workers Caucus or the Workers of Colour Caucus. To qualify for Executive Council positions from these Caucuses, Vice-President and Vice-Chairpersons must: * be Convention delegates; and * receive formal endorsements from their affiliates. - These Caucuses will elect a Chairperson and a Vice-Chairperson to take over the Chairperson's duties if that person cannot complete his or her term. The new Chairperson will finish out the term of office and represent his or her Caucus on the Federation's Executive Council as a Federation Vice-President.	- Member in good standing in an affiliated organization. - Be a member of a local union, branch, or lodge.	*3-year*

#	MFL OFFICERS	WHO ELECTS, PICKS, OR APPOINTS	ELIGIBILITY	TERM
11.	**Representative**	- Manitoba Federation of Union Retirees (affiliated to the Congress of Union Retirees of Canada) appoints a representative who has no vote.	- Member in good standing in an affiliated organization.	*3-year*
12.	**Executive Director**	- At the discretion of the Executive Council, a position of Executive Director may be appointed by, and responsible to, the Executive Council, who is entitled to voice, not vote. In the absence of a position of an Executive Director, all duties of such position shall be carried out as designated by the Table Officers of the Federation.	- Appointed by the MFL Executive Council	*Determined by the MFL Executive Council*