MANITOBA FEDERATION OF LABOUR

Strong Unions, Strong Manitoba

# CONSTITUTION OF THE MANITOBA FEDERATION OF LABOUR

## (CLC)

(Chartered by the Canadian Labour Congress - 1956)

As amended - September 25, 2026

Approved by the CLC Canadian Council - November 10, 2026

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CANADIAN LABOUR CONGRESS

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## Preamble

The strength of the labour movement is built on solidarity and respect among workers. We are committed to the goals of worker democracy, social justice, equality, and peace. We are dedicated to making the lives of workers and their families safe, secure, and healthy.

Every worker is entitled, without discrimination, to a job with decent wages and working conditions, union representation, free collective bargaining, a safe and healthy workplace, and the right to strike.

All human beings are entitled to basic human rights, political freedom, strong public services, good democratic government, a safe and sustainable environment, a just and equitable society, and a peaceful world.

Diversity in our society must be protected, promoted, and celebrated. We believe that every worker is an equal member of the human family and has the right to share in the benefits of union membership, regardless of gender, gender identity, colour, creed, ethnic origin, disability, sexual orientation or age. We stand for an inclusive society and stand against abuses of human rights in our workplaces, our communities, our country, and around the world.

The MFL speaks out forcefully for our affiliates and their members to employers, government and the public to ensure the rights of workers are protected and expanded.

We defend and promote the principles of democracy and equality and hold true the ideal of human rights for all. In solidarity, we pursue social, economic and political justice – the goals on which the labour movement was founded.

## 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 operate.

## Article 2—Purpose

**Section 1.** **The Federation exists to**:

**1.** Support the principles, policies, and activities of the Canadian Labour Congress, including working across borders in solidarity.

**2.** Promote the interests of affiliates, and respond to requests from affiliates for help with activities such as union education, organizing and collective bargaining.

**3.** Work to advance the economic and social welfare of all Manitoba workers, including those who are unemployed or retired.

**4.** Speak for labour on provincial issues and work for laws that protect and promote union principles, such as free collective bargaining, worker's rights, the right to strike, and the security and well-being of all workers.

**5.** Promote union principles and the benefits of unionization through media, other communication and education, building greater understanding of the labour movement and the importance of extending union representation to workers not yet in a union.

**6.** Encourage the sale and use of union-made goods and services through the use of the Union label and other symbols.

**7.** Provide leadership in political action and encourage greater worker participation in the political process.

## 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.** **(a)** Canadian Labour Congress chartered labour councils in Manitoba.

**(b)** 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.

**(c)** 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 11, Section 1.

**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.**

**(a)** The Canadian Council of the Canadian Labour Congress has approved the following number of representatives at conventions:

**(1) Executive Council** ..... all members

**(2) Local Unions**

1 to 175 members 1 Delegate
176-325 members 2 Delegates
326-475 members 3 Delegates
476-625 members 4 delegates

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

**(3) Labour Councils** ..... 2 delegates

**(4) Provincial Organizations or Joint Council** ..... 1 delegate

**(b)** 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.

**(c)** 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.**

**(a)** The Federation will send credentials to each affiliate at least one hundred and twenty (120) days before the opening of a regular convention, and thirty (30) days before a special convention.

**(b)** To be an official Convention delegate, a person must be a member of the local union, branch or lodge that they represent.

**(c)** 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.**

**(a)** 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.

**(b)** 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 approved 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 than 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)** **(a)** The Executive Council will receive late resolutions, resolutions not filed correctly, petitions, and appeals.

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

**(5)** 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.

**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 three (3) 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 standing vote (where delegates stand and are counted by the balloting committee and the results are handed to the chairperson to share with the convention). A majority (50%+1) of the delegates can demand a roll call vote (when delegates are called to the microphone one by one to record each vote).

**(11)** Two (2) delegates can appeal a decision of the Chairperson by raising a point of order. A point of order challenging the Chairperson may interrupt proceedings and must be made immediately (before the next order of business), or it is out of order. Upon being challenged, the Chairperson will temporarily vacate the Chair and a Vice-Chair will take over and explain the process to delegates. The Vice-Chair will have the mover of the challenge explain which decision of the Chair is being challenged and why. The Vice-Chair will then ask the Chairperson to explain their decision. No further debate is allowed. The Vice-Chair 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)** A delegate can move to end debate on a resolution (or “call the question”) at any time, after which there can be no further discussion or amendments made, and the Chairperson will “test the floor” to determine if delegates are ready to end debate. The Chairperson can also elect to “test the floor” at any time in order to facilitate debate on more resolutions.

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

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

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

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

**(1)** to end debate ("put the previous question");

**(2)** to send the Motion to a Committee (to refer the Motion); and

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

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

**(18)** 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.

**(19)** The Executive Council will set the Convention hours.

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

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

## Article 5—Officers

**Section 1.** A full listing of the Manitoba Federation of Labour (MFL) Executive Council is included at the end of the constitution as Appendix 1: Executive Council Chart.

**Section 2.** President and Treasurer will be elected by secret ballot at Convention. Extra ballots will be taken until a majority vote is reached. The candidate with the lowest votes will be removed from the ballot before the next vote. If there is a final tie vote, the presiding Officer can cast the deciding vote.

**Section 3.** Nominations for President and Treasurer received 60 days prior to the convention shall be entitled to have their biography and photo included in convention kits. All nominations for President and Treasurer must be received 30 days prior to the convention call to order. A delegate may only let their name stand for the position of President or position of Treasurer at a given Convention (and not both positions).

**Section 4.** The Candidates nominated for President and Treasurer will be allowed to address the delegates for five (5) minutes at a scheduled election forum for candidates.

**Section 5.** All Executive Council members shall take the following oath at convention or their first (1st) Executive Council meeting:

*"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 6.** The term of President and Treasurer (including all official duties and authorities) will begin immediately after election.

A newly elected President will make arrangements to begin full time work with the Federation as soon as possible, and no later than within thirty (30) days of the close of Convention. To assist with transition, an outgoing President will remain available for consultative support to the Federation for a period of thirty (30) days after the close of Convention, but retain no official duties or authorities on behalf of the Federation.

The term of other Table Officers will begin immediately after their election and continue through to the next Convention.

**Section 7.** Vacancies in Manitoba Federation of Labour Table Officers, Young Member Vice-President and Equality Vice-Presidents may 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 8.** 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 9.** 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.** **(a)** The President will:

**(1)** give an activity report;

**(2)** call regular meetings; and

**(3)** call special meetings.

**(b)** The President will call special meetings when necessary or when a majority of the Executive Council asks for one 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 within 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 approving all expenditures.

**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 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 five (5) 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 Labour Council 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 Labour Council 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 Labour Council Vice-Presidents for any lost wages unless that Labour Council Vice-President is paid full-time wages by a labour

organization. The Manitoba Federation of Labour will cover costs of the Vice-President elected by the Manitoba Federation of Union Retirees (affiliated to the Congress of Union Retirees of Canada).

**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.** **(a)** Before the last day of each month, each affiliate union, branch, lodge, regional or provincial organization will pay, effective:

(i) January 1, 2018, monthly per capita dues of one dollar and seven cents ($1.07)
(ii) January 1, 2019, monthly per capita dues of one dollar and eight cents ($1.08)
(iii) January 1, 2020, monthly per capita dues of one dollar and nine cents ($1.09)
(iv) January 1, 2021, monthly per capita dues of one dollar and ten cents ($1.10)

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

**Section 3.** **(a)** 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

**(b)** Each affiliated regional, provincial, or joint council of a union organization will pay three hundred dollars ($300) per year. The Manitoba 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 may be required to pay per capita arrears and/or may be required to make a contribution to the Manitoba Federation of Labour Campaign fund in an amount determined by the Executive Council. Conditions of reinstatement may be appealed to the next Executive Council meeting, and a final appeal may be made to the next Manitoba Federation of Labour 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, so long as they do not conflict with the Constitution of the Canadian Labour Congress nor its principles and policies may be adopted by a two-thirds (2/3) vote of those present at Convention and voting. Constitutional amendments will take effect immediately unless otherwise specified.

**Section 2.** The MFL Executive Council may approve “housekeeping” changes (such as layout, correcting errors and typos) throughout the MFL constitution post-convention. Such changes are not to be substantive in nature and require two-thirds (2/3) approval of the Executive Council and approval of the CLC.

## 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.

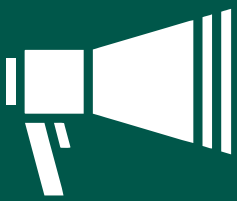
# APPENDIX 1

## Manitoba Federation of Labour (MFL) Executive Council Chart

| # | MFL OFFICERS | WHO ELECTS, OR APPOINTS | ELIGIBILITY | TERM |
|---|---|---|---|---|
| 1. | **President (Table Officer)** | - Convention delegates elect by secret ballot on the last day of Convention, unless the Convention decides otherwise. | - Member in good standing in an affiliated local union, branch or lodge. | *3-year* |
| 2. | **Treasurer (Table Officer)** | - Convention delegates elect by secret ballot on the last day of Convention, unless the Convention decides otherwise. | - Member in good standing in an affiliated local union, branch or lodge.<br>- All costs related to the position's participation in the MFL will be the responsibility of their affiliate. | *3-year* |
| 3. | **Five (5) Executive Vice-Presidents (Table Officer)** | - Members of the MFL's Executive Council elect by secret ballot at the first meeting following Convention, which must be scheduled within six (6) months of Convention.<br>- At least one (1) of every two (2) Table Officer positions (including President, Treasurer and Executive Vice-Presidents) must be filled by a person who identifies as a woman; other positions may be filled by persons identifying as a woman, man or as non-binary/gender diverse. | - Member of Executive Council.<br>- All costs related to the position's participation in the MFL will be the responsibility of their affiliate. | *3-year* |
| 4. | **Affiliate Vice-Presidents** | - The MFL's twenty (20) largest affiliate unions are each entitled to appoint one (1) Affiliate Vice-President.<br>- An affiliate union's size is determined according to the provisions in Article 4, Section 4 (b) of this Constitution.<br>- In the event of an Affiliate Vice-President vacancy, the affiliate union may appoint a replacement.<br>- In addition to the one (1) Affiliate Vice-President position available to each of the MFL's twenty (20) largest affiliate unions, any affiliate union with a membership greater than 10,000 will be entitled to appoint an additional Affiliate Vice-President for every 10,000 members or portion thereof over and above 10,000.<br>- At least one (1) of every two (2) of an affiliate union's appointed Affiliate Vice-Presidents must be filled by a person who identifies as a woman; other positions may be filled by persons identifying as a woman, man or as non-binary/gender diverse.<br>- If, in between Conventions, an affiliate union's affiliated membership increases, or a new affiliate union qualifies, the MFL Table Officers may add Affiliate Vice-President positions, consistent with the terms of this Section. | - Appointee of an affiliated union.<br>- All costs related to the position's participation in the MFL will be the responsibility of their affiliate. | *3-year* |
| 5. | **Labour Council Vice-Presidents** | - Where a CLC Labour Council or Coordinating Committee exists, the President or their designate will serve as the Labour Council Vice-President on the MFL Executive Council. | - Officer or delegate of the respective Labour Council.<br>- Member in good standing in an Affiliated local union, branch or lodge. | *3-year* |

| | | | | |
|---|---|---|---|---|
| **6.** | **Three (3) Equality Vice-Presidents** | - Workers of Colour delegates elect the Workers of Colour Vice-President in their Caucus.<br>- Indigenous Worker delegates elect the Indigenous Workers Vice-President in their Caucus.<br>- 2SLGBTQI+ delegates elect the 2SLGBTQI+ Vice-President in their Caucus.<br>- Convention delegates, who are Workers of Colour or Indigenous workers or 2SLGBTQI+ workers may register to participate in their respective caucuses.<br>- An Alternate for each of these positions may be elected to serve in the event of a vacancy. | - Member in good standing of a union, branch or lodge affiliated with the MFL.<br>- Must provide a letter to the MFL from their affiliated union endorsing them to run for the position.<br>- All costs relating to the positions participation in the MFL will be the responsibility of their affiliate.<br>- Delegates running as Alternates for the position must meet the same criteria. | *3-year* |
| **7.** | **Young Member Vice-President** | - Young Member delegates, who are thirty-five (35) years of age or under at Convention, elect the Young Members Vice-President position in their Caucus.<br>- An Alternate for this position may be elected to serve in the event of a vacancy. | - Member in good standing of a union, branch or lodge affiliated with the MFL.<br>- Convention delegates, who are thirty-five (35) years of age or under, may register to participate in the Young Members Caucus.<br>- Must provide a letter to the MFL from their affiliated union endorsing them to run for the position.<br>- All costs relating to the positions participation in the MFL will be the responsibility of their affiliate.<br>- Delegates running as Alternates for the position must meet the same criteria. | *3-year* |
| **8.** | **Retiree Vice-President** | - 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* |
| **9.** | **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* |

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# MANITOBA FEDERATION OF LABOUR

Strong Unions, Strong Manitoba

UNION UFCW LABEL
LOCAL 832