

CONSTITUTION OF THE



CANADIAN REGIONAL ORGANIZING COMMITTEE

Ratified by Canadian IWW members
August 30, 2009

Chartered by the General Executive Board
April 20, 2011

Amended January 1, 2019

I Structure

1 Definition

The Regional Organizing Committee (ROC) shall be a coordinating and decision-making body comprised of:

- Regional Secretary
- Regional Treasurer
- Regional Organizing Department Liaison
- COB Editor
- One representative from each chartered body of the ROC

2 Organizations

IWW organizations in Canada:

Job Branch Where three (3) or more members work at the same workplace.

Industrial Union Branch (IUB) Where five (5) or more members work in the same industry and the same area, they may form an industrial union branch.

General Membership Branch (GMB) Where ten (10) or more members work in different industries in the same locality, they may form a general membership branch. The members of branches shall elect delegates and a secretary-treasurer to collect dues, manage funds and an officer to communicate with the ROC.

II Officers

1 Regional Treasurer (RT)

Election The Regional Treasurer shall be elected by annual referendum of IWW members in good standing, affiliated with the ROC. The RT will have speaking rights, but no vote during a ROC meeting. The RT can bring motions forward during a ROC meeting.

Duties The Regional Treasurer shall be responsible for the financial matters of the ROC, including the creation of an annual budget and the management of the ROC bank account. The Regional Treasurer will also make sure that CanROC expenses are paid. The Regional Treasurer will also carry out dues remittance from the CANROC to the North American Regional Administration. The Regional Treasurer will also write quarterly reports regarding ROC finances for the COB, which will include, all relevant financial details to allow the membership to assert meaningful accountability over financial matters.

2 Regional Secretary (RS)

Election The Regional Secretary will be elected by annual referendum of the members in good standing in the IWW, affiliated to the ROC. The RS will have speaking rights but no vote during ROC meetings. Except a tied vote in a ROC meeting, in which case the RS will have the deciding vote. The RS can bring motions forward during a ROC meeting.

Duties In collaboration with the RT, the RS will be responsible for the production and the delivery of the referendum ballots, the verification of the delegates reports from constituent entities, the management of databases, the writing and consignment ROC meetings' minutes as well as the production and distribution of material for the delegates from constituent entities.

3 Regional Organizing Department Liaison (RODL)

Election The Regional Organizing Department Liaison shall be elected by annual referendum of IWW members in good standing, affiliated with the ROC. The RODL will have speaking rights but no vote during ROC meetings. The RODL can bring motions forward during a ROC meeting.

Duties The Regional Organizing Department Liaison shall be responsible for reporting to the Organizing Department Board and branch organizing department liaisons on a monthly basis. Secondly, this officer will be responsible for convening ROC meetings via teleconference (or in person, if possible) and shall furnish delegates with a draft agenda no less than seven (7) days beforehand and compile any notes. notes requested by the branch representatives. The RODL shall facilitate ROC meetings

4 Regional Gender Equity Committee (RGEC)

Committee Composition The RGEC will be composed of a minimum of five (5) members in good standing from at least two (2) chartered bodies of the ROC. All committee members must be female-identified or gender non-conforming individuals. The membership of the committee shall elect a Committee Secretary to represent the ideas of the Committee at CanROC meetings. The RGEC Secretary can bring motions forward during a ROC meeting, and has a voice and a vote at ROC meetings.

Duties The Committee shall meet at least once every two months. Meeting quorum is fifty percent plus one of the current members of the Committee. The Regional Gender Equity Officer Committee shall be responsible for reporting to the Canadian Regional Organizing Committee and the Gender Equity Committee at the General Administration level on issues pertaining to gender diversity and gender equity. The purpose is to have a Committee an officer who will provide a voice for women and gender non-conforming members at meetings of the Canadian Regional Organizing Committee, and to address issues faced by these members. If the Committee is unable to meet in three months, or has less than five active members, or has participation from less than two bodies, they retain their voice and motion right at ROC meetings, but lose their vote.

5 COB Editor

Election The COB Editor shall be elected by annual referendum of IWW members in good standing, paying dues to the ROC. This officer The COB Editor has voice but no vote in ROC meetings. The COB Editor can bring motions forward during a ROC meeting.

Duties The COB Editor shall be responsible for compiling a quarterly internal bulletin. The COB Editor shall send an electronic copy of the internal bulletin to all individual members and branches of the ROC. The branches shall be responsible for distributing paper copies to their members and the COB Editor shall be responsible for mailing the bulletin to individuals who request a paper copy, to be reimbursed by the ROC for printing and postage.

6 ROC Representative

Election ROC representative is elected by a branch to be the voice and vote of its members on the ROC. The branch is responsible for electing the representative in accordance with its own bylaws. A ROC representative is subject to recall only by the members of the branch that elected the representative. Branches should elect an alternate representative when possible.

Duties It is the responsibility of the ROC representative to consult one's branch and receive instructions on how to vote. It is the responsibility of the branch that elected the representative to provide timely and adequate instructions.

7 Nomination and election procedure for ROC officers

In July of each year, the ROC shall publish a notice in its internal bulletin calling for nominations. Nominations may be made by any member in good standing, affiliated with the ROC. All candidates for a ROC officer post must have been in continuous good standing for at least one year before their nomination, unless there are no other qualified candidates standing. The election shall take place in November of each year.

8 By-elections

If an officer of the ROC resigns, the ROC has 7 days to call for nominations. The nomination period shall last 30 days and an online election shall be opened for 10 days following the closure of the nomination period.

9 Ballot Committee

Operation The votes shall be counted by a three person ballot committee from a chartered branch of the ROC. The ROC shall appoint a branch to host the ballot committee on a rotating basis, through all branches in the ROC. As is possible, the ROC referendum should happen simultaneously with the international IWW referendum. The ballot committee must report the ROC referendum results in writing by email to the membership upon completion of the counting and publish them in the internal bulletin.

Results The successful candidate(s) shall take office on January 1 and shall serve for one year. No officer may serve more than three consecutive terms, unless there are no other qualified candidates standing.

10 Recall

All officers, excluding ROC representatives, are subject to recall by a petition of ten percent of the members in good standing paying dues to the ROC as of the most recent June 1. The petition must be delivered to the ROC representatives and shared with the officer being recalled. The recall vote must be conducted within forty-five (45) days of receipt of the petition. All parties must have a fair opportunity to publish a statement on the recall ballot.

11 Audit Committee

A three-person audit committee shall be elected from a chartered branch of the ROC. The ROC shall appoint a branch to host the audit committee on a rotating basis, through all branches of the ROC. The committee shall audit and annually report the accounts of the ROC and responses to member questions in the internal bulletin.

12 Committee rotation

All committees shall rotate annually. No branch shall perform the duties of any committee consecutively unless there are three or less chartered branches.

III Financing

Dues The ROC and General Administration (GA) shall define dues share through the negotiation of the CanROC–GA administrative agreement.

Dues rate The ROC shall define its own dues rates and structure as well as that of affiliated branches. Changes to the ROC dues rates and structure shall be ratified by referendum vote.

Organizing Fund Thirty percent (30%) of all dues collected by the ROC can be used for administrative costs, and at least seventy percent (70%) of all ROC income will be committed to organizing and mobilisation.

Fund management The RT shall be responsible for managing the funds within the ROC bank account. The ROC shall be responsible for distributing funds, or making monetary decisions, at quarterly or special meetings.

Assessments The ROC shall issue assessment stamps to offset any additional expenses.

IV Meetings

ROC meetings The ROC shall conduct its daily business by email list. Any IWW member in good standing affiliated with the ROC may subscribe to this list.

Meeting chair ROC meetings shall be chaired by the Regional Organizing Department Liaison to conduct meetings. ROC representatives shall approve bylaws for its procedures.

Meeting frequency ROC meetings are held by communication interface at a regular interval that is mutually agreed upon by the ROC officers and branch representatives at the beginning of the year (ex: every second Tuesday of the month). Minutes will be made available to the membership on the ROC listserv.

Meeting quorum ROC meetings shall have a quorum of 50% plus 1 of the current chartered branches member of the ROC. If a chartered branched member of the ROC does not send a branch representative for two consecutive meetings of the ROC, it ceases to be considered in the quorum. When the branch sends a representative again, it starts being considered in the quorum again.

Special meetings A special meeting may be called at the request of two chartered organizations of the ROC.

V Constitutional Amendments

Requirements This constitution may only be amended in the annual referendum. All members affiliated with the ROC in good standing two months prior to the mailout of the ballots are eligible to vote. The amendments shall be passed by a simple majority of the ballots cast.

Voting The amendments shall be passed by a simple majority of the ballots cast.

Proposals Proposals shall be submitted to the ROC and internal bulletin by August 1st. Proposals may originate from a chartered branch or from a petition signed by ten (10) percent of the ROC's members in good standing on June 1st of that year.

VI Membership

Affiliation All members of chartered branches voluntarily affiliated with the ROC are considered ROC members.

At-large members All disparate members of the IWW within the borders of the Canadian state are considered ROC members unless they choose to disaffiliate from the ROC.

VII Process for reviewing and issuing charters

1 This article must be read complementarily to Article XI of the Constitution of the IWW and aim to articulate the internal process of the ROC regarding the revision and issuing of charters from entities in the IWW.

2 Entities in the IWW wishing to be constituted are encouraged to contact ROC officers in order to develop local bylaws. Before submitting an official request to the ROC for the issuing of a charter, the entity in the process of becoming a chartered branch of the IWW must submit a working version of its statutes and bylaws to ensure their compliance with the Constitution and General Bylaws of the IWW.

3 An entity of the IWW in the making, until the issuing of its charter, can be supported by an entity recognized by the IWW. The entity supporting the entity in the making have to be in a reasonable distance of each other (see article IV, section 1 (c) of the Constitution). Although the entity supporting the entity in the making can elect representatives for the entity in the making, it may also elect its own representatives at any time.

4 A charter will be issued only if the ROC believes that it is possible for the members of the entity in the making to meet on a regular basis. It will be possible to create more than one general membership branch in the same municipality or in the same territory as long as the ROC judges it necessary because of language barriers, transportation issues or any other practical reasons.

5 An entity in the making of the IWW cannot open a bank account in the name of the IWW before the issuing of the charter. After opening the bank account, the entity constituted must send to the Regional Treasurer the name of the financial institution and the name of the account within 60 days. Several members of the entity constituted must have access to and be signatories of the bank account.

6 Before the adoption of a resolution for the issuing of a charter, the officers of the ROC must verify that the criteria have been respected:

- A petition including names, card numbers, the signature and the date of signature of a minimum of ten (10) members; all included members in the petition must be in good standing at the time of the adoption of the resolution for the issuing of the charter;
- A copy of local bylaws and minutes of the meetings during which the bylaws were adopted and a list of elected officers must be sent to the ROC;
- A letter expressing the intentions and objectives in receiving a charter must be sent to the ROC;
- All contributions and money owed to the ROC must be settled before the issuing of the charter, unless an exemption is allowed by the ROC.

7 Once the criteria in section 6 have been met, the officers of the ROC will send to the ROC representatives all relevant documents for the issuing of the charter. The charter will be issued following the proper adoption by the ROC.

8 Once the resolution for the adoption of a charter is adopted by the ROC, it is the duty of the Regional Secretary to send the charter and seal of the constituted entity. It is the duty of the constituted entity to send to the editor of the Industrial Worker all the relevant information (name, address, email, phone number, website) for the IWW directory.

Appendix A Procedure and Regulations for Referenda

Ballots The Regional Secretary shall be responsible for producing a referendum ballot. All ballot papers will be sent by first class post to branches and to individuals not attached to branches no later than thirty (30) days before the closing date of said ballot. The RS shall be responsible for sending out the ballots.

Scrutineers Candidates may request a scrutineer attend the count of the ballot papers. A scrutineer shall only observe the count and register objections or approvals of contested ballots.

Counting On the closing date for receipt of ballot papers, the ballot committee shall count ballots and compile a report which shall be issued to members.

Restrictions No member of the ballot committee or scrutineer can be an existing officer of the ROC nor member running for ROC office.

Appendix B Administrative Agreement Between the Canadian Regional Organizing Committee (CanROC) and the General Administration

Passed by the General Executive Board March 24, 2016

Ratified by members of CanROC May 26, 2016

1 This is the administrative agreement between the Canadian Regional Organizing Committee (CanROC) and the General Administration (GA). No part of this agreement may overrule the CanROC or international IWW Constitutions. It shall be appended to the CanROC constitution as Appendix 2 and included in the Manual of Policies and Procedures (MPP), Section 6-5. CanROC was chartered by the General Executive Board (GEB) in April 2011. CanROC has its own constitution approved by Canada-wide referendum in August 2009.

2 This agreement will be reviewed on the request of the General Executive Board, General Convention, or the majority of the CanROC branch representatives for fairness and effectiveness. Any changes to the CanROC constitution shall be voted on by the CanROC membership in its annual referendum. RS shall report any amendments to the constitution to the GEB and the GST.

3 Membership CanROC membership consists of the IWW branches affiliated with CanROC. At-large members in Canada are presumed to be CanROC members, but they also have the right to opt-out and ask to be at-large members. Affiliation of new branches is voluntary and must be decided by members at a regular business meeting. GMBs in Canada, who are not affiliated with CanROC, are responsible for their members and their relationship with the General Administration.

4 Communication The Regional Secretary (RS) and General Secretary-Treasurer (GST) shall be in monthly contact to share information and coordinate activity. The RS will provide the latest copy of the CanROC Internal Bulletin (COB), the annual CanROC financial audit, and share all new documents that have been translated into French with the GST and the GEB.

5 Regional Organizing Department Liaison The Regional Organizing Department Liaison and the Organizing Department Board shall be in monthly contact to share information on organizing activities.

6 GOB The GST will send an electronic copy of the GOB to the CanROC RS who will transfer it to all CanROC members, unless the member has no email or elects to receive it by mail. CanROC will be in charge of printing these electronic copies and distribute them to members who ask for paper versions. The RS shall maintain the list of members who chose to receive the GOB by mail. This GOB e-mail and print-list will be verified and updated quarterly by the RS and GST together.

7 CanROC internal bulletin CanROC will publish a quarterly internal bulletin for its members. The GST and GEB Chair may submit brief international reports.

8 International referendum The GST will email a blank electronic copy of each years General Referendum to the RS, as soon as the referendum text is finalized, and in no case later than 15 October. The RS will promptly print, uniquely number each ballot, and mail one for each CanROC member in good standing no later than October 20th with a voucher envelope. These ballots will be mailed to either the General Membership Branch which members are affiliated with or to the home addresses of at-large individual members without a GMB. The CanROC ballot committee shall count the international ballots received by CanROC by 11:59 PM CST on November 30th and report the results the evening of December 1st to GHQ so the GHQ ballot committee can report their results by 11:59 PM CST on December 1st. CanROC shall be responsible for the translation of the referendum ballot.

9 Delegate credentials, rigging and supplies The CanROC RS will be in charge of the production of membership supplies and delegate rigging, with the exception of dues stamps and 5 years dues cards. New CanROC delegates will receive numbers in the 4000 block; current or former delegates who return to service will continue to use their delegate numbers. The CanROC will issue delegate clearance forms in February of each year and delegates shall clear their credentials with the ROC. The RS will provide to GHQ a list of any newly credentialed or any newly cleared delegates on a quarterly basis.

10 Dues The CanROC will have the same dues structure as in the international constitution, in Canadian dollars. CanROC will remit dues money to General Headquarters on a quarterly basis. Dues remittance shall be sent with enough time to be received by GHQ the end of each January, April, July, and October. The ROC, chartered branch, and General Administration (GA) shall share dues as follows:

- (a) 90% to the ROC, and 10% to the GA. Dues shares between the ROC and its chartered branches are a decision internal to CanROC and shall be defined in the CANROC constitution.
- (b) Disparate CANROC members shall pay dues to the CanROC, and the CanROC will remit 10% to GHQ and retain 90%.
- (c) The GA shall retain 100% of initiation fees.
- (d) Sub-minimum dues collected by the CanROC and its chartered branches shall be shared as follows: \$1 to the General Administration and \$5 to CanROC.
- (e) CanROC shall submit their dues remittance using a ROC report form from GHQ.

11 Database Chartered branch secretaries and delegates at large shall send a copy of their report to the RST who will update the GA database on a regular basis and at least quarterly every March, June, September, and December. The RS will have administrative access.

12 Charters and Shop Cards The CanROC shall issue charters and shop cards within its jurisdiction. The chartering process will be a CanROC duty. The branch charters for new branches in CanROC will be provided by CanROC and signed by the RS. The RS shall report any new charters and shop cards to

the GEB and the GST. An annual clearance report of IWW shops shall be reported by the RS to GHQ by January 31 each year.

13 Organizer Training The OTC shall be responsible for all costs of trainings within CanROCs jurisdiction. How much of these costs are covered by branches is a matter between the OTC and the branches.

LIST OF INDUSTRIAL UNION

To be used for the information of delegates in initiating new members

DEPARTMENT OF AGRICULTURE AND FISHERIES No. 100

Agricultural Workers IU 110: All workers on farms, ranches, orchards, and plantations.

Lumber Workers IU 120: All workers in forests. All workers engaged in logging operations, in saw and shingle mills, and in preparing wood for fuel and manufacturing purposes. Bark and sap collection.

Fishery Workers IU 130: All workers in fishing pursuits on oceans, lakes and rivers. Oyster and clam bed keepers. Workers engaged in collecting pearls, corals, and sponges. Workers in fish hatcheries.

Floriculture Workers IU 140: All workers in nurseries, flower gardens, green- and hot-houses. Cultivation of silk. Distribution of floral products.

DEPARTMENT OF MINING AND MINERALS No. 200

Metal Mine Workers IU 210: All workers engaged in mining all metals and minerals. All workers in refineries, smelters, mills, and other reduction works. All workers in stone and other quarries.

Coal Mine Workers IU 220: All workers engaged in coal mining and the production of coke and briquettes.

Oil, Gas, and Geothermal Workers IU 230: All workers engaged in oil, gas, and geothermal fields, refineries and processing facilities. All workers engaged in distribution of the products.

DEPARTMENT OF GENERAL CONSTRUCTION No. 300

General Construction Workers IU 310: All workers engaged in construction of docks, railroads, highways, streets, bridges, sewers, subways, tunnels, canals, viaducts, irrigation canals and pipelines.

Ship Builders IU 320: All workers engaged in building and repairing ships, boats, and small harbor craft. All dry-dock workers.

Building Construction Workers IU 330: All workers engaged in erection and construction of houses and buildings, and in delivery of materials.

DEPARTMENT OF MANUFACTURE AND GENERAL PRODUCTION No. 400

Textile and Clothing Workers IU 410: All workers engaged in producing cloth from natural or synthetic fibers. All workers engaged in manufacturing wearing apparel.

Furniture Workers IU 420: All workers in planing mills and furniture factories. All workers engaged in producing wooden containers.

Chemical Workers IU 430: All workers engaged in producing drugs, paint, rubber, explosives, medicines, chemicals, plastics, synthetic fibers, and other chemically-based products.

Metal and Machinery Workers IU 440: All workers in blast furnaces, steel mills, aluminum plants, etc. All workers engaged in the production, repair or maintenance of agricultural machinery, cars, locomotives, engines, automobiles, bicycles, air craft, and various instruments. Tool makers, jewelry and watchmakers.

Printing and Publishing House Workers IU 450: All workers engaged in producing printed matter.

Foodstuff Workers IU 460: All workers except agricultural and fishery workers, engaged in producing and processing food, beverages, and tobacco products.

Leather Workers IU 470: All workers in tanneries and factories producing leather goods, luggage, boots, and shoes.

Glass and Pottery Workers IU 480: All workers producing glass, chinaware, pottery, tile and bricks.

Pulp and Paper Mill Workers IU 490: All workers in pulp and paper mills engaged in making pulp, paper and paper containers.

DEPARTMENT OF TRANSPORTATION & COMMUNICATION No. 500

Marine Transport Workers IU 510: All workers engaged in marine transportation. All workers on docks and in terminals. Railroad Workers IU 520: All workers engaged in long distance railway freight and passenger transportation. All workers in locomotive, car, and repair shops. All workers in and around passenger and freight terminals.

Motor Transport Workers IU 530: All workers engaged in hauling freight and passengers by truck, bus, and cab. All workers in and around motor freight sheds, and bus passenger stations.

Municipal Transportation Workers IU 540: All workers engaged in municipal, short distance transportation service.

Air Transport Workers IU 550: All workers employed in air service and maintenance.

Communications, Telecommunications, and Computer Workers IU 560: All workers engaged in telephone, telegraph, radio, television, satellite communication and computer operations, including programming and networking.

DEPARTMENT OF PUBLIC SERVICE No. 600

Health Service Workers IU 610: All workers employed in hospitals and health restoration services.

Incarcerated Workers IU 613: All incarcerated workers in the prison industry.

Educational Workers IU 620: All workers in educational institutions.

Recreational Workers IU 630: All workers in playgrounds and places of amusement and recreation. All professional entertainers.

Restaurant, Hotel, and Building Service Workers IU 640: All workers in facilities for public accommodation. All building service workers.

General, Legal, Public Interest and Financial Office Workers IU 650: All workers engaged in general, legal, public interest, and financial offices and institutions that do not directly involve any other industry.

General Distribution Workers IU 660: All workers in general distribution facilities, wholesale and retail.

Utility Workers IU 670: All workers engaged in the supply, maintenance, and transmission of gas, electric, water, and sewer services. All workers employed in the collection and processing of disposable and recyclable materials.

Household Service Workers IU 680: All workers engaged in performing services in the home.

Sex Trade Workers IU 690: All workers employed as dancers and models, telephone sex workers, actors and other workers who use sexuality as the primary tool of their trade (excluding all agents of the boss class able to hire or fire, or possessing equivalent coercive or punitive power).

