

# PREAMBLE & CONSTITUTION



## CANADIAN REGIONAL ORGANIZING COMMITTEE

*of the* **Industrial Workers of the World**

Ratified by Canadian IWW members

August 30, 2009

Chartered by the General Executive Board

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# Preamble to the Constitution

The working class and the employing class have nothing in common. There can be no peace so long as hunger and want are found among millions of the working people and the few, who make up the employing class, have all the good things of life.

Between these two classes a struggle must go on until the workers of the world organize as a class, take possession of the means of production, abolish the wage system, and live in harmony with the earth.

We find that the centering of the management of industries into fewer and fewer hands makes the trade unions unable to cope with the ever growing power of the employing class. The trade unions foster a state of affairs which allows one set of workers to be pitted against another set of workers in the same industry, thereby helping defeat one another in wage wars. Moreover, the trade unions aid the employing class to mislead the workers into the belief that the working class have interests in common with their employers.

These conditions can be changed and the interest of the working class upheld only by an organization formed in such a way that all its members in any one industry, or in all industries if necessary, cease work whenever a strike or lockout is on in any department thereof, thus making an injury to one an injury to all.

Instead of the conservative motto, "A fair day's wage for a fair day's work," we must inscribe on our banner the revolutionary watchword, "Abolition of the wage system."

It is the historic mission of the working class to do away with capitalism. The army of production must be organized, not only for everyday struggle with capitalists, but also to carry on production when capitalism shall have been overthrown. By organizing industrially we are forming the structure of the new society within the shell of the old.

Knowing, therefore, that such an organization is absolutely necessary for emancipation, we unite under the following set of guiding principles and rules:

# Articles of the Constitution

## Article 1 – 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.

## Article 2 – Officers and Committees

### 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. It is the duty of the officer finishing their mandate to adequately train their replacement.

### 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. It is the duty of the officer finishing their mandate to adequately train their replacement.

### 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 It is the duty of the officer finishing their mandate to adequately train their replacement.

#### 4. 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. It is the duty of the officer finishing their mandate to adequately train their replacement.

#### 5. Membership coordinators (2 positions)

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

*Duties* The membership coordinators shall ensure that the membership files of the members of the ROC are up to date and exact. The membership coordinators shall enter data from the membership reports of the branch delegates in the North American database, and work with the other ROC officers, the branch representatives of the ROC and the branch secretaries and treasurers in order to put in place a uniform and durable system to regularly submit their reports.

#### 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. A ROC Representative can bring motions forward during a ROC meeting. A ROC Representative can vote on their own motions.

*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. 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.

## 8. Finance and Internal Review Committee

*Committee Composition* The Committee will be composed of a minimum of two (2) members in good standing, with a maximum of seven (7) members. All members of the committee need to be elected at the annual referendum. The Regional Treasurer is a member of this committee by default and counts in the minimum requirement of members. The Chair of the Committee cannot be the RT. The Chair of the Committee can bring motions forward during ROC meetings, and has a voice, but no vote at ROC meetings.

*Duties* The Committee shall meet at least once every three months. Meeting quorum is fifty percent plus one of the current members of the Committee. The Chair of the Committee shall be responsible for reporting to the Canadian Regional Organizing Committee on their work, and every adopted motion. The Committee will be responsible for inquiring about internal financial controls at the ROC and branches with the goal of recommending improvements and suggesting changes to increase transparency and accountability. The Committee will be responsible for supporting the RT in crafting an annual budget, financial statements, and any other financial reports. The Committee will be responsible for creating education programs of a financial nature for branches. The Committee will make itself available to meet with branches to provide them with any required support regarding finance matters (i.e. assistance to do a budget). The Committee will report their activities on a regular interval to the Representatives and the members of CanROC. Any and all members of CanROC can inquire about the work of this committee and assist at meetings.

## 9. Gender and Sexuality Equity Committee (GSEC)

(i) The Secretary of the committee shall be elected in the annual referendum. The Secretary can bring motions at CanROC monthly meetings.



(ii) The GSEC will be responsible for studying and reporting to the ROC on issues pertaining to gender and sexuality equity and diversity.

(iii) The GSEC will endeavour to provide to CanROC branches training and education on issues of gender and sexuality in the workplace and in the union.

## 10. Complaints Committee

(i) The Complaints Committee will be composed of a minimum of three (3) members in good standing from at least two (2) chartered bodies of the ROC, to a maximum of 7 members. The Committee Secretary shall be counted among its members for all purposes.

(ii) The Secretary and other members of the committee shall be elected in the annual CanROC referendum.

a. Should the committee consist of fewer than 7 members, additional members may be appointed by CanROC representatives during a CanROC meeting.

b. Should the Complaints Committee Secretary be removed, or should no Secretary be elected during a referendum, the Committee may appoint a new Secretary from amongst themselves.

c. CanROC representatives and officers may not simultaneously serve on the Complaints Committee.

(iii) The Committee will meet at least once every three months. Meeting quorum is fifty percent plus one of the current members of the committee.

(iv) The Secretary has a voice and a vote at ROC meetings and can bring motions forward during a ROC meeting. The Secretary's vote may be used only for matters pertaining to complaints.

(v) If the committee fails to make quorum for six months, it loses its vote until it makes quorum again.

(vi) Individuals may file complaint with the Committee in lieu of filing such a complaint with their branch.

(vii) Chartered bodies of CanROC may approach the Committee for support in handling complaints at the branch level.

(viii) On receipt of a complaint against a member, the Complaints Committee will confer with the GSEC so that the GSEC may determine if its support is needed.

a. The GSEC shall have the right to send an observer to any complaints proceedings held by the Committee, and must be provided with the dates and times of proceedings if requested. Any observer may be asked by the Committee to sign a confidentiality agreement before participating in order to protect sensitive personal information.

b. The GSEC may assist in any other ways at the discretion of the Committee.

(ix) When the Complaints Committee receives a complaint, it must decide whether to hear the complaint or to dismiss it. The Committee may request additional information from the complainant before making their decision.

a. If the Committee decides to dismiss a complaint, it must produce a written statement on the reasoning for this decision, and provide a copy of this statement to the complainant.

b. If the Committee decides to hear a complaint, it is responsible for facilitating a fair hearing process. The Committee must allow both parties equal opportunity to speak, present evidence, and to call and cross examine witnesses. Detailed records of complaints proceedings must be kept by the committee, to be made available at the request of CanROC representatives, with redactions if necessary.

c. Following a complaints process, the Committee must decide by a supermajority whether the complainant is culpable. Proceedings shall not be closed until this decision is made. The Committee must produce a written statement on their decision, and any dissenting Committee members may produce their own statements.

d. Should the complainant be found culpable, the Committee must then decide on the consequences it wishes to impose. Possible consequences may be found in NARA General Bylaws Article III Sec. 6 (f), though the Committee may impose any consequence it sees fit within the confines of Article III Sec. 7.

(x) All culpable decisions must be presented by the Complaints Committee Secretary at a CanROC representative meeting. The Secretary is responsible for providing any information requested by the representatives present, except where that information must be kept confidential.

a. CanROC representatives shall have the authority to overturn culpable decisions made by the Committee by presenting and voting on a motion to that effect during the meeting it is presented. Representatives may not overturn decisions from previous meetings barring a formal appeal process (G. Bylaws Art. III Sec. 8).

b. Should a decision by the Committee not be overturned, it is the responsibility of CanROC, its officers, and its member branches to ensure that the decision is upheld.

(xi) Any Committee member or CanROC representative found to have a significant conflict of interest in regard to a complaint must recuse themselves of any votes relating to that complaint.

## 11. Survey and Research Committee (CSRC)

*Committee Composition* The committee shall consist of at least three members from CanROC member branches to be elected annually during the CanROC referendum. In the event that the committee consists of only one member, motions before the committee must be moved to CanROC business meetings.

*Duties* The committee shall meet at least every three months. The committee shall conduct an annual survey dealing with the demographics and needs of CanROC members and other issues as the committee sees fit. The committee may, at its discretion, conduct other surveys and research pertaining to the CanROC membership. The committee shall report the results of its surveys to the CanROC membership. The committee shall keep records of research it undertakes and shall provide data to organizing campaigns as needed. The committee shall make itself available to representatives requesting information on the membership for the purpose of making decisions. The committee shall be responsible for the security and privacy of all data collected. The committee shall only divulge the minimum required level of information pertaining to a request. Any identifiable information shall only be provided when necessary and adequate protective measures are in place, such as an agreement to operate according to a “Data Protection Agreement (DPA)”

## 12. IWW Canada Committee on Information Technology (CIT)

*Committee Composition* The CIT will be composed of members in good standing from the ROC. The CIT Liaison shall bring reports of their activities at the ROC meetings. The CIT Liaison shall be elected at the ROC annual referendum.

*Duties* Further the goal of the IWW in Canada by supporting and providing technological guidance and resources to branches, at-large members, and CanROC. To do so, the CIT shall create a common technological infrastructure in Canada for the usage of branches, at-large members, and CanROC. The CIT shall assist branches in managing their own technological infrastructure. The CIT shall support ongoing organization campaigns in Canada on matters of IT. The CIT shall guide and advise fellow workers in Canada and abroad on their technological challenges, their choice of software, etc. The CIT shall collaborate with other IT-related committees in the IWW.

## 13. 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.

## 14. 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.

## 15. Appointment of an Officer

In the absence of candidates for an officer position in the yearly referendum, the ROC Representatives may appoint a replacement officer.

## 16. 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.

## 17. 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.

## Article 3 – Financing

### 1. Dues

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

### 2. 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.

### 3. Dues structure

All dues collected by the ROC will be divided according to this formula:

- 55% General Membership Branches affiliated with CanROC
- 35% Canadian Regional Organizing Committee (CanROC)
- 10% North American Regional Administration (NARA)

### 4. 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 mobilization.

### 5. 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.

### 6. Assessments

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

## Article 4 – Meetings

### 1. 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.

### 2. Meeting chair

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

### 3. 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.

### 4. 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.

### 5. Special meetings

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

## Article 5 – Constitutional Amendments

### 1. 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.

### 2. Voting

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

### 3. 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.

## Article 6 – Membership

### 1. Affiliation

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

### 2. 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.



# Article 7 – Process for reviewing and issuing charters

## 1. Process

- a. This article must be read complementarity 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.
- b. 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.
- c. An entity of the IWW in the making, until the issuing of its charter, can be supported by an entity recognized by the IWW. Both of these entities must be a reasonable distance from 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.
- d. 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.
- e. 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.
- f. 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:
  - f.1. 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;
  - f.2. 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;

- f.3. A letter expressing the intentions and objectives in receiving a charter must be sent to the ROC;
- f.4. 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.
- g. 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.
- h. 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.
- i. IWW shop, IWW coop and IWW Sole proprietorship credentials shall be issued by a majority vote of the officers of CanROC upon review of the application and upon verification of the other criteria as outlined in the NARA constitution. Upon reception of the request, an e-mail is to be sent to the branch representatives informing them of the application. Branch representatives shall also be informed when the credential is issued.

## 2. Appeal a decision to issue a charter

Branches may appeal the decision of issuing a credential. Once a formal appeal has been made, a vote by the branch representative shall be called to either validate or recall the credentials.

## Article 8 – Bilingualism

1. All official communications of the ROC shall be translated to both French and English, “official communications” include, but are not limited to, meeting agendas, motions, referendum resolutions, training documents and the Canadian Organizing Bulletin.
2. No member shall be penalized for expressing themselves in French or English during ROC meetings.
3. The COB Editor shall be responsible for maintaining bilingualism in the ROC.

## Article 9 – Purpose of the ROC and creation of a RA

1. The purpose of CanROC shall be to form a Regional Administration (RA) per the guidelines listed in the IGPR, its membership consisting of all CanROC-affiliated branches at the time of the RA's creation
2. CanROC shall decide upon a date via annual referendum before which a Regional Administration should be formed
3. Upon the agreement among CanROC branches to form an RA and ratification of its forming constitution:
  - a. CanROC shall be considered dissolved and this constitution void;
  - b. All branches previously associated with CanROC shall be automatically affiliated with the new Regional Administration;
  - c. All at-large members previously associated with CanROC shall be automatically affiliated with the new Regional Administration.
4. The newly formed Regional Administration shall petition other Regional Administrations for recognition.

# Appendices to the Constitution

## Appendix A – Procedure and Regulations for Referenda

### 1. 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.

### 2. 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.

### 3. 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.

### 4. Restrictions

No member of the ballot committee or scrutineer can be an existing officer of the ROC nor a 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 year's 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 at 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 training within CanROCs jurisdiction. How much of these costs are covered by branches is a matter between the OTC and the branches.



## Appendix C – List Of Industrial Unions

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

### DEPARTMENT OF AGRICULTURE AND FISHERIES 100

110 Agricultural Workers: All workers who cultivate land, raise crops, or work with livestock, including those workers on farms, ranches, orchards and plantations, and those workers in supporting industries such as breeding and large animal veterinary services.

120 Forest and Lumber Workers: All workers on tree farms, in forestry and logging operations, in saw and shingle mills, in preparing wood for fuel and manufacture, and in bark, brush and sap collection.

130 Fishery Workers: All workers who fish and harvest on oceans, lakes, and rivers, including those workers who are engaged in receiving, unloading, and processing catches at the wharf, and those workers who specifically distribute these products.

140 Greenhouse & Nursey Workers: All workers who produce, harvest and process crops grown under cover, including those workers in nurseries, flower gardens, green and hothouses, and those workers involved in the distribu- tion of these products.

### DEPARTMENT OF MINING AND ENERGY 200

210 Mine Workers: All workers in mines extracting metals, coal, or minerals including those engaged in smelters, mills, and other reduction works, as well as workers engaged in processing and distributing these materials.

220 Energy Workers: All workers who are involved in all forms of energy exploration, production, and harvesting, including workers in refineries and processing facilities, and workers engaged in the distribution of these products.

### DEPARTMENT OF GENERAL CONSTRUCTION 300

310 Civil Construction Workers: All workers who build transportation, water, and pipeline infrastructure.

320 Ship and Boat Builders: All workers who build and repair ships, boats and small vessels, including dry dock and support workers in these facilities.

330 Building Construction Workers: All workers who construct, renovate, or demolish buildings, including those workers employed by general construction contractors and in prefabrication of houses and major components.

340 Building Maintenance and Landscaping Workers: All workers in routine commercial and residential building maintenance such as painting, plumbing, HVAC, and gutter cleaning., including all workers not otherwise engaged who provide janitorial and landscaping services in privately owned establishments.

## DEPARTMENT OF MANUFACTURE AND GENERAL PRODUCTION 400

410 Textile and Leather Workers: All workers who manufacture material from natural or synthetic fibers, process or distribute leather and leather substitutes, or fabricate wearing apparel.

420 Wood Processing and Furniture Workers: All workers who process wood products or build wood furniture.

430 Chemical Workers: All workers who produce chemically-based products such as drugs, paint, rubber, explosives, medicines, chemicals, plastics, and synthetic fibers.

440 Metal and Machinery Workers: All workers in metal production including steel mills, aluminum plants, tool and die shops, and other metal-related industries. including all workers engaged in the production, repair, or maintenance of metal or composite products including agricultural machinery, automobiles, locomotives, bicycles, or aircraft.

450 Printing and Publishing Workers: All workers who produce and distribute newspapers, books, catalogs, and other printed matter including reporters, journalists, staff writers, photographers, graphic artists, researchers, and programmers within the publishing industry.

460 Food Product Workers: All workers, except agricultural and fishery workers, who produce, process, and distribute foodstuffs, beverages, and tobacco products.

470 Electronics and Instrument Workers: All workers who manufacture and assemble electronic devices, musical instruments, jewelry and timepieces, and components of technical, medical, and scientific instruments.

480 Glass, Pottery Workers, and Mineral Workers: All workers who produce glass, pottery, chinaware, tile, bricks, wallboard, lime, gypsum, cement, abrasives, and other non-metallic mineral products other than fuels.

490 Pulp and Paper Mill Workers: All workers in pulp and paper mills.

## DEPARTMENT OF TRANSPORTATION AND COMMUNICATION 500

510 Marine Workers: All workers in cargo and passenger transportation by water. All repair, maintenance, and supply workers specific to the marine industry, including food, beverage, and newsstand workers in ports.

520 Railroad Workers: All workers in long distance railway freight and passenger transportation. All repair, maintenance, and supply workers specific to the railroad industry including food, beverage, and newsstand workers in railroad terminals.

530 Ground Transportation and Transit Workers: All workers in freight and passenger transportation by ground including truck, commuter rail, bus, limousine, cab, and pedicab. All workers in towing and storage of motor vehicles. All repair, maintenance, and supply workers specific to the industry. including food, beverage, and newsstand workers in bus and transit stations.

540 Postal, Express, and Message Delivery Workers: All non-governmental workers in processing, transfer, and delivery of letters and messages by motor vehicle and bicycle.

550 Air Transport Workers: All workers in freight and passenger transportation by air. All repair, maintenance, and supply workers specific to the aviation industry ,including food, beverage, and newsstand workers in airports.

560 General Distribution Workers: All workers in general wholesale and warehouse facilities not attached to a particular industry. All workers engaged in support activities for transportation and storage of goods including packing and crating services, inspection and survey services, freight-forwarding services, etc.

570 Communication and Internet Technology Workers: All workers who provide and maintain telephone, internet, telegraph, satellite communication and computer operations, including programming and networking. All workers engaged in the installation, maintenance, and repair of communications cable, signal towers, transmitters, and other telecommunication devices.

580 Information Service Workers: All workers who collect, store, and retrieve information by conducting market research, opinion polling, fundraising, and archival and statistical research services. All workers in telephone call centers, telephone answering services, captioning services, and mailbox and mail forwarding services, including workers not otherwise organized who work in communications and public relations.

590 Video, Audio, and Film Production Workers: All workers who produce recorded music, video games, motion pictures, and radio and television programs, or distribute them for sale, rental, or broadcast. All workers involved in providing auxiliary services to the industry including food and beverage, catering, talent booking, set and costume production, equipment and location rentals, bulk duplication of recorded media.

## DEPARTMENT OF PUBLIC SERVICE 600

610 Health Service Workers: All workers employed in hospitals, nursing homes, clinics, and medical offices, including workers in rehabilitation centers, medical research services, health-maintenance organizations, medical billing services, and other industries auxiliary to health services.

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

620 Educational Workers: All workers in educational institutions including educators, students (except those mainly employed outside the education industry), and those in industries auxiliary to education including testing services, educational consulting services, and dedicated school bus services, including all workers in research institutions including foundations and museums, enterprises primarily engaged in providing technical and scientific services, and in research laboratories not attached to educational institutions.

630 Performing Arts, Recreation, and Tourism Workers: All workers involved in the creation and dissemination of the performing arts including writers, dancers, and performing artists in theaters, concert halls, opera houses, movie theaters, and similar establishments. All workers involved in the recreation and tourist industries including amusement parks, carnivals, race tracks, casinos, cruise ships, guiding services, and tourist information centers, including all workers involved in providing auxiliary services to the industry including food and beverage, catering, talent booking, set and costume production, equipment, and location rentals.

631 Freelance and Temporary Workers: All workers who are engaged in multiple industries on a temporary or short term contractual basis, who obtain their own clients, or are engaged through employment and temporary staffing agencies, including writers, editors, language teachers, translators, photographers, videographers, sound technicians, visual artists, graphic

artists, designers, programmers, call center workers, warehouse workers, and construction workers.

640 Restaurant, Hotel, and Catering Workers: All workers in facilities for food and beverage services, public accommodation, and catering services not dedicated to serving a particular industry.

650 General, Legal, Public Interest and Financial Office Workers: All workers who provide legal services including attorneys, those in law offices, title settlement offices, and notary offices. All workers who provide services to the legal industry including law publishers, private investigators, legal researchers, and providers of brief-writing, transcription, and title-search services. All workers who provide financial and insurance services including those in banks, stock and commodities exchanges, and real estate, accounting, and insurance companies. All workers in enterprises primarily engaged in providing humane services to the public, other than health services, including those in religious, charitable, public advocacy, community, and service organizations, and employment agencies not otherwise organized.

651 Government Workers: All civil service workers at the federal, state, provincial, county, and municipal levels not otherwise organized, including office staff, librarians, utility and construction inspectors, firefighters, recreation workers, and public works.

660 Retail Workers: All workers in general distribution facilities, wholesale and retail.

670 Utility & Sanitation Workers: All non-government workers engaged in the supply, maintenance, and transmission of gas, electric, water, and sewer services including all workers employed in the collection and processing of disposable and recyclable materials.

680 Household and Personal Service Workers: All workers performing services in and around the home including homemakers, cooks, maids, and house cleaning services. All workers perform personal services for individuals and families including barber shops, beauty salons, massage services, dry cleaning and laundry establishments, tailor shops, funeral parlors and crematoria, veterinary offices and other animal care centers.

690 Sex Industry Workers: All workers who use sexuality as the primary tool of their industry including telephone and webcam sex workers, actors, erotic massage services, erotic and escort services, and dancers and models in night clubs, exotic dance clubs and peep shows.