

Twenty-five of the 30 executive officers of the Canadian Labour Congress have been drawn from the ranks of Canadians in international unions. However, with few exceptions, the officers and employees of international unions in Canada are Canadians resident in Canada.

In 1967, the Canadian members of international unions increased by about 54,000 or 4.2 per cent over the 1966 membership to a total membership of about 1,300,000. This represented an increase of 30.3 per cent over the 1962 membership of about 1,000,000. However it is to be noted that while the membership of international unions increased in absolute terms between 1966 and 1967 the internationals' percentage of the total union membership in Canada remained about the same (approximately 67 per cent) from 1962 to 1966 and decreased to 64.3 per cent in 1967.

By way of summary, it is clear that in terms of membership, industrial coverage and financial resources, international unions with headquarters in the United States constitute the dominant force in Canadian organized labour.

4.03 *Constitution of Labour Unions* Each national and international union has its own constitution or set of laws and rules which establishes the structure of the organization and the legal framework for its government and administration. The constitution fixes the relationship between the parent union and the locals. Typically, it sets forth a minimum amount of dues (and sometimes the maximum) that members are required to pay to the locals, the portion of dues that locals must transmit to the parent union (the per capita tax), the general qualifications for membership, the functions of union officers and the method of their election, the frequency of conventions and the authority of the conventions, the composition of the union's executive body, and disciplinary and appeal procedures.

Canadian locals of international unions derive their rights from the constitutions of their parent organizations in the United States, including entitlement to union dues, to strike pay, pensions, welfare and other benefits, to jurisdiction under collective bargaining agreements and to property and other assets. They pay per capita taxes or affiliation fees to the international headquarters on the same basis as the United States locals and are subject to the same laws, regulations, disciplinary action and penalties as their United States counterparts under the same international union constitutions.

The union constitution is the basic charter which governs the internal operation of a union; and from a study of union constitutions it becomes clear that membership in an international union pre-supposes control in some areas by the parent body over the affiliated subordinate bodies at the local as well as the intermediate levels. The international union charters the locals in the first place and the principle that the parent should have the power to discipline or even expel from membership recalcitrant subordinate bodies is clearly set forth in international union constitutions. Neither the authorizing language nor the reasons for taking disciplinary action are uniform throughout these constitutions, but the principle is well established. It is implied that subordinate bodies should operate and function in conformity with the governing laws and philosophy of the parent organization; where subordinates adopt their by-laws, such by-laws must be consistent with the objectives, principles and procedures of the parent body. Thus the framework for orderly and consistent operations within the total body is established; at the same time, the penalties for deviation are indicated—sometimes specifically, sometimes loosely, and sometimes only by implication.