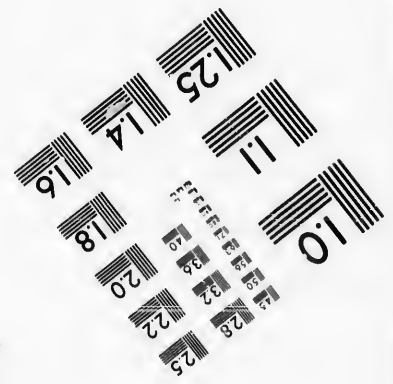
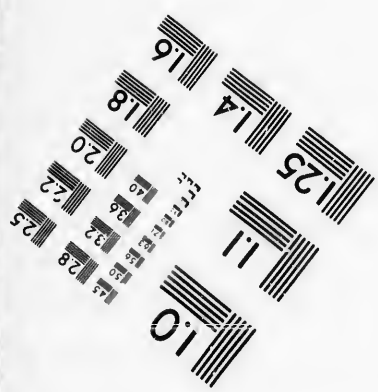
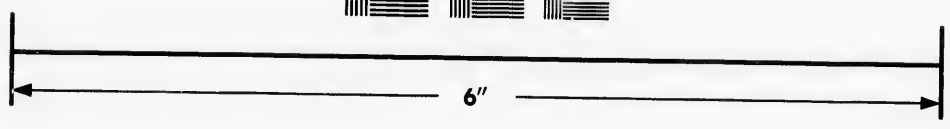
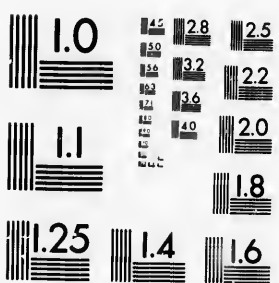


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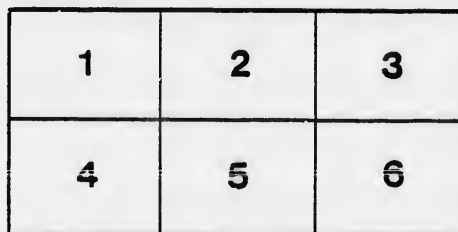
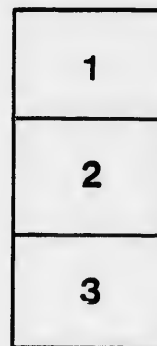
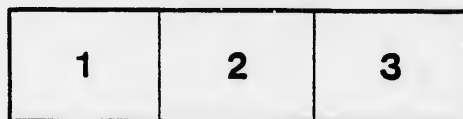
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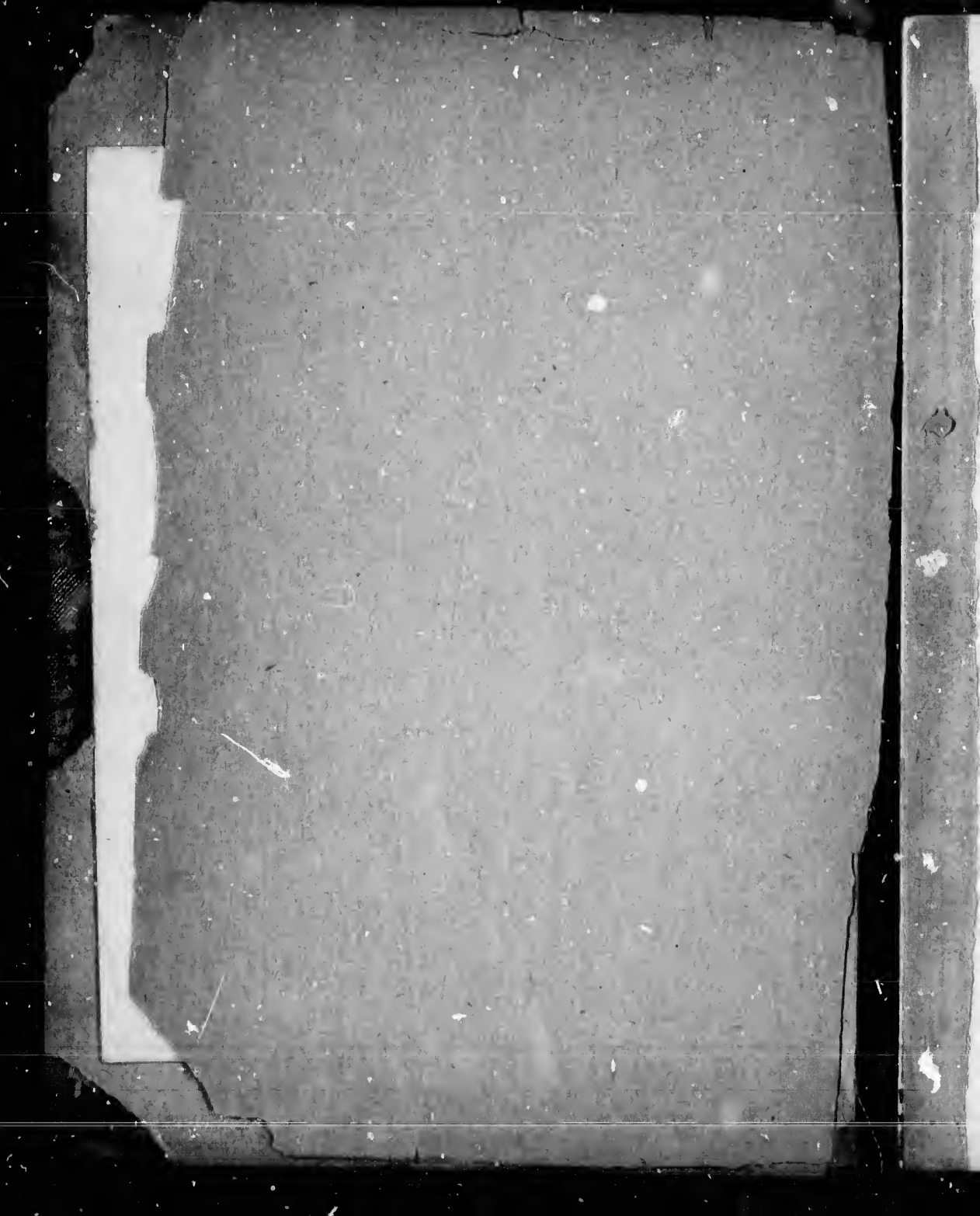
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CONSTITUTION  
OF THE  
CENTRAL  
TRADES AND LABOR COUNCIL  
OF THE  
CITY OF MONTREAL



MONTREAL  
IMPRIMERIE GÉNÉRALE, J.-CARTIER SQUARE  

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# CENTRAL TRADES AND LABOR COUNCIL

## OF THE CITY OF MONTREAL

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### PREAMBLE.

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Disorganized Labor has no protection—the weak are devoured by the strong. All wealth and all power centre in the hands of the few, and the many are their victims and their bondsmen ; and in studying the history of the past, the impartial thinker must be impressed with the truth of the above: In all countries, and at all times, capital has been used by those possessing it to monopolize particular branches of business, until the vast and various industrial pursuits of the world have been under the immediate control of a comparatively small portion of mankind.

Year after year the capital of the country becomes more and more concentrated in the hands of the few, and in proportion as the wealth of the country becomes centralized, its power increases, and the laboring classes are impoverished. It, therefore, becomes us, as men, who have to battle with the stern realities of life, to look this matter fair in the face. There is no dodging the question. Let every



man give it a fair, full and candid consideration, and then act according to his honest convictions. What position are we to hold in society? Are we to receive an equivalent for our labor sufficient to maintain us in comparative independence and respectability, to procure the means with which to educate our children, and qualify them to play their part in the world's drama, or, must we be forced to bow the suppliant's knee to wealth, and earn, by unprofitable toil, a life too void of solace to confirm the very chains that bind us to our doom?

“ In union there is strength, and in the system of Trade and Labor organizations, embracing every workman in the country—a system founded upon a basis broad as the land in which we live lies our only hope. Single-handed we can accomplish nothing, but, united, there is no power of wrong we may not openly defy.

Let the craftsmen, and those of other vocations, who have not already moved in the matter, organize as quickly as possible, and connect themselves with the Central Trades and Labor Council of the City of Montreal. Do not be deceived with the idea that the project cannot succeed. We are no theorists; this is no visionary plan, but one eminently practicable. Nor can injustice be done to anyone; no undue advantage can be taken of any of our employers. There is not, there cannot be, any good reason why they should not pay us a fair price for our labor. If the profits of their business are not sufficient to remunerate them for the trouble of doing business, let the consumer make up the balance. The stereotype argument of our employers in every attempt to reduce wages, is, that their large

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expenses and small profits will not warrant the present prices for labor ; therefore, those just able to live now must be content with less hereafter.

In answer, we maintain, the expenses are not unreasonable, and the profits are large and in the aggregate great. There is no good reason why we should not receive a fair equivalent for our labor. A small reduction seriously diminishes the already scanty means of the operative, and puts a large sum in the employer's pocket ; and yet some of the employers would appear charitable before the world. We ask, is it charitable, is it honest, is it humane to take from the laborer, who is already fed, clothed and lodged too poorly, a portion of his food and raiment, and deprive his family of the necessaries of life by the common resort, a reduction of wages ? It must not be so.

To rescue our trades and other callings from the condition into which they have fallen ; to raise ourselves to that position in society to which we, as workmen, are justly entitled ; to place ourselves on a foundation sufficiently strong to rescue us from further encroachments ; and to elevate the moral, social and intellectual condition of all workmen, is a work the necessity of which has been fully demonstrated. We believe unity of action can be best accomplished by an organization composed of delegates elected by the various Trades and Labor organizations ; therefore,

*Resolved*, That we, representatives of the various Trades and Labor organizations in the City of Montreal, in order to form a central organization for the benefit of all laboring men, do adopt the following :

## DECLARATION OF PRINCIPLES.

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While opposed to entering any political party as a body, we declare it to be our duty to use our influence with the law-making powers to secure the following objects :

### EDUCATION.

1o. The obligation for persons having in their employ children who can neither read nor write to allow them to go to school on days and hours determined.

2o. The formation of evening classes and popular libraries.

### JUSTICE.

1o. The establishment of Commissioners' Courts in towns where there are none.

2o. The power given to judges to grant a delay to persons receiving a salary, and are indebted before the execution of the judgment as it is done in England and France.

3o. Suppression of the seizure on household effects against those who receive a salary and are in debt.

4o. *Saisie-Arrêt* : The maximum of the seizure for all creditors, to be fixed at 15 per cent. of the salary,

with power granted to judges to diminish this maximum as said in paragraph 2, according to the nature of the debt, and the position of the debtor.

Execution of the *Saisie-Arrêt* for amounts due or to become due, by a simple notice given to the employer without causing any trouble to the latter, and without any possible opposition from the person against whom the seizure is practised, other than an opposition for illegalities or a lack of procedure.

50. The forming of a tribunal of arbitrators composed one half of employers and employees, having jurisdiction in all questions concerning labor and salary.

60. The act concerning masters and apprentices who are treated as criminals to be replaced by regulations more in conformity with modern civilization, and to be under the control of arbitrators instead of police magistrates.

70. The Taillon's act—Manufacturers Act of 1885—to be replaced by a humane and sensible act.

#### LABOR.

10. Children under 14 not to be allowed to work in manufactures.

20. Women and children's days labor to be of 8 hours.

30. The tribunal of arbitrators to intervene in all contracts made by apprentices.

40. The suppression in prisons of all work that compete with honest industry.

50. The suppression of immigration outside of agricultural immigrants.

PUBLIC HEALTH.

The laws concerning public health to be ameliorated and put into execution in all manufactures, in the construction of dwelling houses and sewers.

POLITICAL RIGHTS.

10. The suppression of the qualifications required from candidates to be elected for the local parliament and municipal councils as it has been established for the federal parliament.

20. Suppression of the Statute Labor tax and opposition to the establishment of any per capita tax.

We bind and engage ourselves to assist each other to obtain, by all honorable means, a just retribution of our labor, and we shall withdraw, and use all our influence on others to withdraw, all patronage to an unjust patron. We are in favor of arbitration each time that difficulties may happen between patrons and employes.

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# CONSTITUTION.

## ARTICLE I.

### NAME AND OBJECT.

SEC. 1.—This organization shall be known as the “CENTRAL TRADES AND LABOR COUNCIL OF THE CITY OF MONTREAL.” Its objects shall be to unite the various trade and labor organizations of the city, and to assist in the formation of organizations where none exist, so that they may form one brotherhood for the defence of the rights and the protection of the interests of the laboring classes.

SEC. 2.—To discuss and examine all questions affecting the interests of labor which cannot be acted upon in special trade organizations, and to so concentrate labor as to enable it to successfully compete with concentrated capital in controlling the law-making power of the country.

SEC. 3.—To use our utmost endeavors to impress upon the various branches of labor the necessity for the organization and maintenance of protective organizations, to use every honorable means in our power to adjust difficulties that may arise between workmen and employers, and to labor assiduously for the development of a plan of action that will be beneficial to both parties; and while the central

body has no power to dictate to organizations as to matters of compensation in their several organizations, it is deemed better for the general interest that the central body be consulted in all disputes, in order that its good offices as arbitrator may be used.

## ARTICLE II.

### REPRESENTATION.

SEC. 1.—This Council shall be composed of three delegates from each organization represented. Delegates must deposit their credentials, together with proper address, with the Recording Secretary before taking their seats.

SEC. 2.—Any representative who is absent from this Council for two consecutive meetings shall be so reported to the organization he represents by the Secretary.

SEC. 3.—Any representative who is absent from this Council for three consecutive meetings without any acceptable excuse shall forfeit his seat as a representative to this Council, and the same shall be declared vacant, and immediate notice given to the organization he represents.

SEC. 4.—For the regular transaction of business the one-fourth of the membership shall constitute a quorum.

SEC. 5.—Any member of a labor organization visiting this Council while in session must be presented by a delegate and have permission from the presiding officer.

### ARTICLE III.

#### MEETINGS.

SEC. 1.—The regular meeting of this Council shall be held on the first and third Tuesdays in each month, for the transaction of business. The meetings shall be held at such place as the majority may from time to time determine.

SEC. 2.—The hours of meeting shall be 8 p. m. ; and the meetings shall adjourn at 10 o'clock, unless otherwise ordered by a majority of three-fourths of the members present.

SEC. 3.—The Council will, at each meeting, after the regular business is completed, allow discussion of all matters directly concerning the interests of wage-earners.

### ARTICLE IV.

#### EXPENSES.

SEC. 1.—The expenses of this Council shall be defrayed by a tax upon the organization represented of one-half cent per month upon each member in good standing on the roll, to be paid quarterly.

SEC. 2.—The funds of this Council, or any part thereof, shall not be disposed of in any other way than in defraying the expenses of the same, and that only when the appropriation has been adopted by the majority at a regular meeting.

SEC. 3.—Any organization failing, after proper notification, to pay its assessment for three consecutive months shall be suspended from representation.



ARTICLE V.

SEC. 1.—In case of a dispute between employers and employees, it shall be the duty of the delegates from such organization to at once lay the matter before the Council for such action as may be deemed advisable. In the absence of such official notification, no action shall be taken in any trade or labor dispute or difficulty.

ARTICLE VI.

OFFICERS.

SEC. 1.—The officers of this Council shall consist of a President, Vice-President, English and French Recording Secretaries, Corresponding Secretary, Financial Secretary, Treasurer, and Sergeant-at-arms—all of whom shall be nominated, with their consent only, at the last regular meeting in June and December. All officers of this Council shall be elected by ballot, and must receive a majority of votes cast.

SEC. 2.—The officers of this Council shall be elected semi-annually, viz., at the first regular meeting in January and July, and shall be eligible for re-election.

SEC. 3.—On any officer absenting himself for three consecutive meetings except from sickness or temporary absence from the city, his office shall be declared vacant, and the Council shall at once proceed to elect his successor. An officer so elected shall enter upon his duties at once.

SEC. 4.—Whenever any officer or delegate is charged with neglect of duty or misdemeanour, such accusation shall be referred to a special committee of five members, who shall investigate the same impartially, hearing witnesses, and examining papers, books, etc., carefully, as the case may be. They shall report as soon as possible, and if the charge be sustained according to the committee's report, such officer or delegate may be removed by a majority vote of the members present. Such removal, in cases of misdemeanour, shall operate as an expulsion.

SEC. 5.—No person, expelled by the Council, shall be again eligible to be elected from any organization as a delegate to the Council.

## ARTICLE VII.

### DUTIES OF OFFICERS.

SEC. 1.—It shall be the duty of the President to preside at all meetings ; he shall see that the laws are operating, and that the offices are duly filled ; he shall sign all orders on the Treasurer, authorized by the Council ; appoint all committees not otherwise provided for, and transact such other business as may of right appertain to his office.

SEC. 2.—*Vice-President* --The Vice-President shall perform the duties of the President in case of absence or resignation of that officer, and shall also discharge the duties of the chair when called upon by the President.

SEC. 3.—*Recording Secretary*.—The Recording Secretary shall keep a correct record of the proceedings of the meetings of the Council, in a book pro-

vided for that purpose ; make an enrolment of the name, residence and vocation of each delegate, and perform such other duties as may be incidental to his department.

SEC. 4.—*Corresponding Secretary*.—The Corresponding Secretary shall attend to and carry on all correspondence connected with the business of the Council ; summon all special meetings of the Council when so directed by the President, and perform such other duties as may pertain to his office.

SEC. 5.—*Financial Secretary*.—The Financial Secretary shall receive all monies, and pay the same over to the Treasurer, taking his receipt therefor ; he shall keep an accurate account of all monies received and expended, and shall make quarterly returns of the same, fill and sign all drafts on the Treasurer, and perform such other duties as may of right appertain to his office.

SEC. 6.—*Treasurer*.—The Treasurer shall receive all monies from the Financial Secretary, and hold the same subject to the order of the Council. He shall keep a correct account of the monies received and disbursed, and shall make quarterly returns of the same. He shall pay all orders that may be drawn by the Financial Secretary and attested by the President.

SEC. 7.—*Sergeant-at-Arms*.—It shall be the duty of the Sergeant-at-Arms to have charge of the door of the place of meeting, under direction of the President, and perform such duties as may be assigned to him by that officer, or by vote of the Council.

SEC. 8.—*Auditors*.—Three auditors shall examine

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and report on the state of the books at least once in six months. One to be appointed by the President and two by the Council.

SEC. 9.—*Trustees.*—Immediately after the Officers elect have taken their places, the Council shall elect a Board of Trustees, which shall consist of three members elected from different organizations, who shall exercise general supervision over the property of the Council. They shall invest all monies placed in their hands in a safe and profitable manner, as may be directed by the Council, depositing their vouchers with the Treasurer immediately, and shall make quarterly returns of their transactions.

## ARTICLE VIII.

### COMMITTEES.

SEC. 1.—There shall be three Standing Committees, consisting of the Credential, Legislative, and Organization Committees, which Committees shall be nominated at the stated meetings in June and December, and elected at the first regular meeting in January and July—each member to have a majority of votes cast. Each of the said Committees shall consist of five members.

SEC. 2.—All Special Committees shall report in writing at the next regular meeting, unless otherwise ordered.

SEC. 3.—No member shall be appointed on a Committee unless present at time of appointment.

SEC. 4.—The Recording Secretary shall furnish the

Chairman of each Committee with the names of the members associated with him upon it, together with copies of the resolution, subjects or documents referred to them.

SEC. 5.—Committees appointed at a session of this body to make reports at the same sitting shall have precedence of all other business, except reports on credentials or a motion to extend the time.

## ARTICLE IX.

### ALTERATIONS OR AMENDMENTS.

This Constitution shall not be altered, amended, or suspended, except at a regular meeting of the Council, and with the concurrence of a two-thirds vote of the members present. Notice of any amendment or alteration of this Constitution must be given in writing at a previous regular meeting.

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## RULES OF ORDER.

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1. The meetings of the organization shall be opened at the appointed time.

2. The business of each session shall be conducted in the following order, viz :

- (1) Calling Roll of Officers by the Secretary.
- (2) Reception of Credentials.
- (3) Reading of the Minutes of last meeting.
- (4) Calling Roll of Delegates.
- (5) Election and Installation of Officers.
- (6) Reports of Standing Committees read and disposed of.
- (7) Reports of Special Committees read and disposed of.
- (8) Receiving and disposing of Communications from local organization and other correspondence.
- (9) Unfinished business.
- (10) New business.
- (11) Report of Receipts.
- (12) Adjournment.

3. The regular order of business may be suspended at any time by the President to admit new delegates, or by a two-third vote for the transaction of special business.
4. Every motion and resolution shall be made in writing, at the request of the Chairman.
5. No question shall be stated unless moved by a member, and seconded.
6. When a question is before the Council, no motion will be in order, except—
  - (1) To amend ; (2) To refer or recommit ; (3) To postpone ; (4) The previous question ; (5) To lay on the table ; (6) To adjourn ;and shall have precedence in the order they stand herein—the last three of which shall be decided without debates.
7. After the previous question shall have been stated, no amendment shall be entertained, and no explanation shall be allowed to be made or offered by any member, and all debate shall cease, and the Council shall proceed forthwith to vote.
8. Any member voting in the majority may during the same meeting move a reconsideration.
9. Any member feeling himself aggrieved by the decision of the Chairman may appeal therefrom ; and in such cases the question shall be : " Shall the Chair be sustained ? " and shall be decided without debate.
10. When a blank is to be filled, the question shall be taken first on the highest sum or number and the longest time.

11. Any member may call for a division of the question when the sense will admit of it.

12. Any member wishing to address the Council must rise, and if more than one rise at the same time the President shall decide which has the floor; and the other shall speak next in order.

13. During the reading of the minutes, reports, communications, or other papers, and when a member is addressing the Council, silence shall be observed, and no one shall be allowed to retire or otherwise disturb the meeting.

14. No member shall interrupt another member when speaking, except to raise a point of order, which shall be definitely stated, and the President shall decide it without debate.

15. Any member who shall misbehave himself during the meeting, and disturb the harmony thereof, by abusive, disorderly or profane language, or who shall refuse obedience to the President, shall be admonished by that officer, and if he offend again he shall be excluded from the room for the evening, and afterwards dealt with as the Council may determine.

16. The previous question shall be stated in the following form: "Shall the main question be now put?"

17. Each speaker on any question before the house shall be allowed *ten minutes*, and no member shall speak more than twice on the same question, except by the unanimous consent of the Council.



18. The Chairman shall not be permitted to speak on any subject while in the discharge of his duty as President, except on matters of order, in which he shall have precedence: when the Council has occasion for facts within his knowledge, then he may, with leave, state the matter of fact.
19. The President shall have the right in the absence of the Vice-President, to name any member to perform the duties of that chair, who shall be during such time invested with all the powers of the Vice-President.
20. A member shall not be interrupted while speaking, except on a privileged question, a call to order, or for the purpose of explanation.
21. If a member, while speaking, be called to order, he shall, at the request of the Chairman, take his seat until the question is determined, when, if permitted, he may proceed.
22. Each member when speaking shall be standing, and respectfully address the presiding officer, confine himself to the question under debate, and avoid all personalities, indecorous, or sarcastic language.
23. When a question is put every member shall vote, unless the Council shall for special reasons excuse him.
24. On a call of one-third of the members, the yeas and nays shall be ordered, when every member's name and manner of voting shall be recorded on the minutes.
25. The first person named on a Committee shall act as Chairman until the Committee is called to-

gether, when they may choose any one of their number they may think proper.

26. No committee shall be discharged until all debts contracted by it shall have been paid.

27. When there is no question before the Council no debate whatever shall be allowed, save questions asking for information, which shall be at the option of the President to entertain.

28. All questions of order as to the propriety of entertaining the consideration of any subject may be debated.

29. The President, when in the chair, shall state every question coming before the Council, and immediately before it is put to vote shall ask—"Are you ready for the question?" when it shall be open for debate.

30. The President need not rise from his seat to state a question, but must rise to put a question.

31. When the Chairman has arisen to put the question all debate shall cease, and he shall immediately proceed to declare the result of the vote on the question which has been under consideration.

