

APL CONSTITUTION

As Amended in 1998



PREAMBLE

We the Filipino workers, imploring the aid of divine providence, in order to establish a strong, militant and democratic Labor Center; promote the dignity, general welfare, security and well being of workers; foster workers' unity and social movement unionism; and in order to enjoy the fruits of economic, political and cultural democracy, do hereby ordain and promulgate this Constitution.

ARTICLE I NAME, DOMICILE AND AFFILIATION

- SECTION 1. Official Name. This labor center shall be named and known as the Alliance of Progressive Labor, or APL for short, which shall herein be referred to as the "CENTER".
- SECTION 2. Domicile. The Domicile and Principal office of the Center shall be located within Metro Manila.
- SECTION 3. Affiliation. The CENTER, by resolution of the Congress, may affiliate with any international organization. By the resolution of the Council of Leaders, the CENTER may affiliate with any national organization.

ARTICLE II PRINCIPLES, OBJECTIVES AND PROGRAM

- SECTION 4. Principles. The CENTER shall adhere to the following principles:
- a. The prevalent problems afflicting all working people is caused by lack of real democracy in the economic, political as well as cultural spheres of the society. It is therefore imperative for the unions to effect changes towards democratization by ensuring that an equitable relation exists in all aspects of human relations.
 - b. Unions are alternative centers of power. They are the schools and building blocs of democracy which simulates the ideal social arrangement, harness the collective strength of the workers and asserts the general interest of the majority of the citizenry - the workers themselves.
 - c. Workers' rights are human rights. It rejects all forms of abridgement to the right to work, organize, collectively bargain, wage strikes and other forms of concerted actions and to an equitable share of the fruits of labor.
 - d. The tenets of democracy both as a form of government and a way of life shall be the basis in the exercise of the CENTER's rights and prerogatives. This would include the respect for the autonomy of member organizations.
 - e. Social transformation is a wholistic project. The multi-dimensional struggle must constantly be applied with a balanced approach that does not only recognize the importance of each aspect but also the complementarity of the political, economic and the cultural interests of the workers.
 - f. Workers must link up with other sectors and pursue the struggle as a collective project of the Filipino people. This also means that our struggle forms part of the struggle of other people in this global village. International solidarity is not only an affirmation of the international character of the workers' movement but also the recognition that democratization is a global agenda.
 - g. Workers' unity in diversity should be based on the respect and promotion of political discourse and ideological debate within a broad pluralist labor movement.

- h. The struggle for equal rights extends not only in relation to social classes but also to gender. As a response to the long standing issue of gender discrimination that was spawned by the patriarchal society, gender development should be an important agenda of the social movement unionism.
- a. The family, being a part of the society, shall be a part of the Center's agenda for development. Thus, reproductive work should be treated of the same value with productive work for it is essential in the continuity of life and enable the working people to perform their jobs effectively and efficiently.
- i. Alternative education shall be an integral part of the union's tradition which would facilitate the constant renewal of the members and officers through the continuous development and upgrading of workers' consciousness.
- j. Workers' empowerment means the end of all forms of exploitation. Ultimately this requires direct control and self-management of the workers over the economic, political and cultural institutions of the society to ensure that they serve the general interest rather than the selfish interest of the minority.

SECTION 5. Objectives. Guided by these principles, the CENTER shall undertake to defend in every way the general and specific interests of the workers through the following objectives:

- a. To work for, to the full extent of its abilities and resources, and in unity with other organizations acting on similar principles, a new social and power relations that caters to the needs of the majority.
- b. To build a strong, democratic, balanced and militant labor center that is free from any external control.
- c. To help expand organized labor in the formal and informal, private and public sectors including the OCWs.
- d. To foster workers' unity at the national as well as global level by actively participating in the pursuit of a singular organizational expression for the whole Philippine labor movement along pluralist lines and forging stronger international linkages.
- e. To broaden workers' political action and governance by maximizing and expanding existing handles of democracy including electoral politics and local governance.
- f. To undertake every effort possible to strengthen its affiliates in the field of organization and education, and to support in their struggles to improve the living and working conditions of their membership.
- g. To create programs and venues where members' families can be involved.
- h. To work for a new gender relation that will advance the interests of women in the society.
- i. To advance the general interest of the workers.

SECTION 6. Program of Action. The CENTER shall seek to attain its objectives by undertaking the following:

- a. Organizational Formation and Development. This will include maintenance work thru formation of trade groups within the labor center as well as the expansion of organized workers thru the development of various forms of labor organizations both in the formal and informal sector.
- b. Political and Legislative Actions. Includes representing the interest of workers in fora, conferences and similar activities, convening conferences on specific sectoral and multi-sectoral issues, legislative and executive lobby work, coordinating mass actions and other

forms of pressure politics and participating in the electoral arena as well as local governance.

- c. Unification Initiatives. Includes active participation in building issue-based as well as strategic coalitions and alliances that may serve as building blocks of a future singular expression for the whole trade union movement.
- d. Negotiations. Includes sharing information and strategies among its affiliate members as well as other fraternal organizations, improving negotiation skills and training new negotiators. Furthermore, it will pursue negotiations on the level of enterprises, industries, local, national and international.
- e. Education Work. Includes conducting various forms of workers' education that will respond to the consciousness-raising, moral values transformation and skills development needs of the general membership and leadership.
- f. Legal and Para-Legal Work. Will include complementing existing legal capabilities of member organizations by providing not only legal services but also helping develop its para-legal support mechanism.
- g. Economic Development Projects. Includes the development of cooperatives and other similar self-liquidating economic services that shall serve as training ground for workers' control and self-management.
- h. Gender Concerns. Includes gender sensitivity seminars for both male and female members; skills development for women; networking and advocacy on gender-specific issues; and other similar activities designed to encourage women's active participation in all levels of the CENTER's organizational life.
- i. Environmental Concerns. This will include environmental consciousness-raising and advocating environment-friendly policies and programs.
- j. Multi-Sectoral and International Solidarity. Includes participation in strategic as well as issue-based multi-sectoral coalitions, developing linkages with various international trade secretariats and other labor organizations and labor-based NGOs from both the developed and developing countries.
- k. Administrative Maintenance. Such as establishing and maintaining a national as well as territorial secretariats.

ARTICLE III
AFFILIATION

SECTION 7. Field of Affiliation. Affiliation in the CENTER shall be open to all forms of workers' organizations such as national unions, general federations, independently registered unions, industry-based as well as area-based alliances of independently registered unions, associations, craft unions and worker-based cooperatives.

SECTION 8. Types of Affiliation. Affiliation in the CENTER shall be classified as follows:

- a. Regular Affiliate. A workers' organization which has satisfactorily complied with all the requirements for affiliation as determined by Sec. 9, Art. III of this Constitution and enjoys all rights and privileges of membership;
- b. Auxiliary Affiliates. A workers' organization which has been accepted for membership in the CENTER by the Council of Leaders, subject to compliance with all the requirements for CENTER affiliation; and
- c. The Congress may determine other types of affiliation as needed.

SECTION 9. Conditions for Admission. Every applicant organization shall fulfil the following conditions for admission:

- a. Have its Executive Officers undergo at least a pre-CENTER membership orientation;
- b. Submit a resolution of its Executive Board or Executive Council, or its equivalent, authorizing such affiliation; a copy of its Constitution and Bylaws; where applicable, a copy of its registration certificate; list of names and addresses of all elected officers and a list of members;
- c. Subscribed to the principles and objectives of the CENTER and to abide by its Constitution and Bylaws; and
- d. Payment of its affiliation fee as determined by the Council of Leaders.

SECTION 10. Regular Affiliate in Good Standing. Regular affiliate in good standing is one which complies with Sections 12 and 14, Art. IV of this Constitution.

ARTICLE IV RIGHTS AND DUTIES OF AFFILIATES

SECTION 11. Jurisdiction Over Affiliates. The CENTER shall exercise general jurisdiction over its affiliates on the following:

- a. compliance with the CENTER's Constitution and By-Laws
- b. collection and payment/remittance of dues and other assessments; and
- c. other terms and conditions of affiliation.

SECTION 12. Loyalty. All affiliates shall preserve and defend the integrity of the CENTER and shall at all times remain loyal to the organization. No affiliate shall join another labor center.

SECTION 13. Autonomy. The Affiliate shall enjoy autonomy in the management of their respective internal affair as long as the exercise thereof shall not contravene any policy, decision, rules and regulation, as well as any provision of this Constitution and By-Laws.

SECTION 14. Duties and Obligations of Affiliates. The following are the duties and obligations of affiliates.

- a. To abide by the principles and objectives of the CENTER and comply with the policies and decisions of the Congress, the Council of Leaders, Executive Committee and other executive organs and officers of the CENTER; and report on the actions they have taken;
- b. To disseminate among its members the principles, objectives, policies, decisions, programs and general information on the activities of the CENTER;
- c. To carry and give full moral and financial support to fellow affiliates, and actively participate in all the campaigns, programs, projects and other activities of the CENTER at the local, regional, national and international levels;
- d. To pay/remit its dues regularly, as well as other fees and authorized assessments as they are defined in this Constitution and By-Laws, and/or as fixed by the Congress;
- e. To furnish the Secretary-General regularly information concerning their organization such as list of members and officers, annual financial statement, annual report, and other pertinent information;
- f. To send duly authorized representatives to all appropriate meetings, conventions, conferences and other activities of the CENTER;
- g. To vote in any CENTER election, plebiscite or referendum; and
- h. To perform such other duties and responsibilities as required of them.

SECTION 15. Rights and Privileges of Regular Affiliates. The following are the rights and privileges of regular affiliates:

- a. To participate in any CENTER election, plebiscite or referendum;
- b. To receive whatever assistance and avail of services due them;
- c. To examine and inspect the books and record of the CENTER during reasonable hours of any working day, upon written request;
- d. To receive reports on the state of the CENTER and its activities; and,
- e. To such other rights of affiliation as provided for by law.

ARTICLE V ORGANIZATIONAL STRUCTURE

- SECTION 16. Governing Organs. The governing organs of the CENTER are the Congress, Council of Leaders; and the Executive Committee.
- SECTION 17. Implementing Organs. The implementing organs of the CENTER are the Affiliates, Territorial Chapters, Trade Groups, General Secretariat; Territorial Secretariat; National Commissions and National Committees.

ARTICLE VI FINANCE

- SECTION 18. Principal Sources. The CENTER shall have the following principal sources of funds for its operations:
- a. Affiliation Fees;
 - b. Annual Dues;
 - c. Special Assessments and Fines;
 - d. Proceed from fund-raising activities and investments; and
 - e. Contribution, Donations and Grants.
- SECTION 19. Annual Dues. Affiliates shall pay annual dues as determined by the Congress.
- SECTION 20. Fiscal Year. The Fiscal Year of the CENTER shall cover the period from January 1 to December 31 of each year.
- SECTION 21. Program of Action and Budget. The Congress shall approve the general appropriations for CENTER's 2-year Program of Action and Budget to guide the systematic realization of its objectives. Funds from other sources or that which may come in after the approval of the general appropriation by the Congress shall be appropriated and approved by the Executive Committee.
- SECTION 22. Disbursement of Funds. Shall be in accordance with acceptable accounting and auditing procedures.

ARTICLE VII DISSOLUTION

- SECTION 23. Disposition of Funds and Properties. In the event of dissolution of the CENTER caused by the resolution of three fourth (3/4) of all voting delegates in a validly constituted Congress, the CENTER funds and properties shall be distributed in the following order:
- a. such amounts owing to the officers and staff of the CENTER;
 - b. such amounts owing to the creditors of the CENTER; and
 - c. the balance, except properties mortgaged by the CENTER, shall be distributed proportionally to all affiliates based upon the number of dues paying members and on the length of affiliation, the mechanics of which shall be decided upon by the Council of Leaders.

ARTICLE VIII
AMENDMENTS

SECTION 24. Power to Amend. Any Amendments to this Constitution shall be made by a 2/3 votes of all duly accredited voting delegates to the Congress, and all amendments shall take effect immediately upon approval. All proposed amendments shall be submitted to the General Secretariat 60 days before the holding of the Congress, which shall be distributed to all concerned not later than 30 days prior to the Congress.

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