

NATIONAL UNION OF WORKERS (NUW)

PART 1 TITLE AND OBJECTS

NAME

1. The name of the Union shall be **National Union of Workers (NUW)**

REGISTERED OFFICE

2. The registered office of the union shall be at 16 Walu Street, Marine Drive, Lautoka , such other place as the National Executive Committee may from time to time determine.

REGISTERED POSTAL ADDRESS

3. The registered postal address shall be Post Box 330, Lautoka or such other address as the national Executive committee may from time to time determine.

PART II OBJECTS

OBJECTS

4. The objects of the union shall be as follows:-
 - a) To secure the complete organisation in the union of all workers as defined in rules 6 of this constitution.
 - b) To obtain and maintain just and proper rates of wages, hours of work, and other conditions of labour and generally to protect the interest of members.
 - c) To regulate the relations and to settle disputes between members and employers, between members and other workers by amicable agreements whenever possible.
 - d) To promote a spirit of mutual respect and understanding between the employers and the union and to secure the establishment of recognised and permanent machinery for negotiation with employers.
 - e) To provide for members and in certain circumstances their families, any or all of the following benefit and such others as the Annual or Extraordinary General Meeting or Annual Delegates Conferences may decide :-

- i. Monetary relief, or such other benefit as may be decided, for sickness, accident disablement, distress, unemployment and retirement;
 - ii. Death gratitudes and funeral expenses;
 - iii. Educational fees and scholarships;
 - iv. Compensation to members for loss arising out of trade disputes;
 - v. Legal advice and legal assistance where necessary in connection with the employment of members
- f) Generally to promote the material, cultural social, educational and recreational welfare of members and their families in any lawful manner by the provision of educational facilities, clinics, clubs or other undertakings which the Annual or an Extraordinary General Meeting or Annual Delegates Conference may from time to time deem expedient.
 - g) The furtherance, by financial assistance or otherwise of the work for purpose of any lawful association or trade union federation having for its objects the promotion of the interest of labour, trade unionism or trade unionists.
 - h) The establishments, carrying on an participation, financial or otherwise, in the business of the printing or publishing of newspapers, periodicals, bulletins, books pamphlets or other publications or printed literature in the interest of and with the main purpose of furthering the lawful interest of the union or its members.
 - i) The promotion of legislation in the interest of its members.

PART III POWER TO CARRY OUT THE OBJECTS

POWER TO CARRY OUT THE OBJECTS

5. For all or any of the above objects the union and the National Executive Committee shall have the powers – inter alia:-

To hold purchase lease mortgage or otherwise deal with land.

- a) To erect and furnish such buildings as may be considered necessary or desirable.
- b) To purchase mortgage and maintain transport facilities as may be considered necessary and desirable.
- c) To raise funds by borrowing money on any real or personal property of the union, or by levies on its members.
- d) To enjoy such offers of the union as may be necessary and desirable, permanent or otherwise.
- e) To establish superannuation schemes, contributory or otherwise, for the officers and servants of the Union.

MEMBERSHIP

6. Membership of the union is open to the following of either sex resident in Fiji.

1. All workers employed and engaged in the manufacture, experimenting of sugar, molasses baggage of any by produce out of sugar cane.
2. All workers employed by the Fiji Sugar Corporation or South Pacific Distillery and any other subsidiary of Fiji Sugar Corporation.
3. All workers engaged in experimenting cultivating and harvesting of Sugar cane in any part of the Dominion.
4. a. in accordance with section 32 and 33 of the Fiji constitution and ILO core convention 87, any worker who is not a member of any other union.

b. Union and wish to join any union of his/her choosing or those workers whose existing Union wishes to merge and or amalgamate with the National Union of Workers Union.

MEMBERSHIP OF YOUNG PERSONS

7. Young persons of the either sex and under the age of sixteen years employed in the categories and establishments outlined in rule six (6) may join the union. They shall not have the right to vote in any of the decision taken by the union but they may participate in the benefits provided by the union.

MEMBERSHIP OF PERSONS OVER THE AGE OF SIXTEEN BUT UNDER TWENTY ONE

8. Persons of either sex under the age of twenty-one but above the age of sixteen employed in the categories and establishment outlined in the rule (6) may join the union and on joining shall enjoy all the rights and privileges of such membership except that they shall not be a member of the National Executive Committee.

HONORARY MEMBERSHIP

9. Members reaching the age of forty-five years retiring from the establishment in the rule six (6) and not being fully employed elsewhere, may subject to the decision of the National Executive Committee, be appointed honorary members. They shall have not any right to vote in any decisions of the union. They may however participate in the benefits provided by the union.

SUBSCRIPTIONS

- a) The amount of annual subscriptions payable by \$2.50 per week.
- b) That the following benefits of member's be increased:

Death of members - \$1200.00
Death of Spouse - \$500.00
Retirement - \$700.00

- c) That the death benefit for children below eighteen (18) be \$300.00
- d) That the death benefit for parent of single (unmarried) members be \$300.00
- e) Members would be required to provide evidence to receive the above benefits.
- f) That new members who have not been financial members of the union for six (6) year or more shall be paid death and retirement benefits proportional to their years as financial members of the Union.

ALTERATION OF FEES AND IMPOSITION OF LEVIES

11. The Annual or Extra –Ordinary General Meeting or Annual Delegate Conference of the union shall have the power to alter all fees, subscriptions, contribution and to impose additional fees, subscriptions and contribution for the purpose of providing further benefits for the members.

EXCEPTION FOR UNEMPLOYED WORKERS

12. The National Executive Committee is empowered if the Unions financial positions permit, to reduce the subscription of unemployed members or to exempt such members from payment of subscriptions during the period of their unemployment.

MEMBERS FINDING WORK ELSEWHERE TO RESIGN

13. Members of the union leaving employment with trade or profession from these with the Union is concerned shall resign from the Union.

VOTING OF EXTRA ORDINARY GENERAL MEETING OR ANNUAL DELEGATE CONFERENCE

19. All members other than honorary members and under the age of sixteen years employed and resident within the republic whose subscriptions are not more than thirteen weeks in arrears are entitled to vote at the Annual General Meeting or Annual Delegate Conference or an Extraordinary General Meeting or Annual Delegate Conference, no member who is a voting member of another Union shall be entitled to vote.

19(i) The Annual Delegates Conference shall compromise of elected officials of each Branch of the Union. The composition of the ADC shall be based on financial membership of each Branch as follows:

- 20 - 100 financial members - 2 Delegates
- 101 - 200 financial members - 4 Delegates
- 201 – 300 financial members -5 Delegates
- 301- 400 financial members – 6 Delegates
- 401 – 500 financial members – 8 Delegates
- 501 – 1000 financial members – 10 Delegates
- 1001 + financial members shall have 1 additional delegates for every 500 financial members

Postal ballots may be allowed in accordance with the Trade Union Act.

CALLING OF EXTRAORDINARY GENERAL MEETING OR ANNUAL DELEGATE CONFERENCE

20. Extraordinary General Meeting or Annual Delegate Conference may be called by the National Executive Committee or at the request of twenty percent (20%) or more of the total of members of the Union who are not more than thirteen weeks in arrears with their subscriptions.

BUSINESS OF ANNUAL GENERAL MEETING OR ANNUAL DELEGATE CONFERENCE

21. The business of the Annual General Meeting or Annual Delegate Conference shall be;

NOMINATIONS

25. The nominations for the elections of the National President, General Secretary and General Treasure shall reach the General Secretary twenty one clear days before the date fixed for such meeting.

GENERAL SECRETARY TO CIRCULATE MOTIONS AND NOMINATIONS

26. The General Secretary shall, circulate the motions and nominations received under rules 24 and 25 to the Branch Secretaries not less than fourteen days before the date fixed for the Annual General Meeting or Annual Delegate Conference.

NOTICE AND AGENDA OF EXTRAORDINARY GENERAL MEETING OR ANNUAL DELEGATE CONFERENCE

27. Not less than fourteen days' notice of an Extraordinary General Meeting or Annual Delegate Conference shall be given by inserting notice in two newspapers circulating in the Republic and an agenda showing the business of the meeting shall accompany such notice. Discussion at the Extraordinary General Meeting or Annual Delegate Conference shall be limited to those matters contained in the agenda the decisions reached thereat shall have the same validity as decisions reached by the Annual General Meeting or Annual Delegate Conference.

QUORUM

28. The quorum for all Extraordinary General Meeting or Annual Delegate Conference of the Union shall be at least twenty percentages (20%) of the voting members of the union. With the exception of the decision regarding any change of the name of the Union, or the amalgamation with another Union, all decision taken at the Annual or the Extraordinary General Meeting or annual Delegate Conference will be valid if passed by a majority vote of all voting member, present.

VOTING

29. Except where provided for in rule 31 voting will be by show of hands. Provided that if fifty or more voting members at an Annual, or an Extraordinary General Meeting or Annual Delegate Conference ask for a vote to be taken by secret ballot such vote must be by secret ballot.

SECRET BALLOT HELD UNDER THE AUTHORITY OF THE NATIONAL EXECUTIVE COMMITTEE
PART VII ELECTIONS AND SECRET BALLOT

30. All elections or other matters for decision by secret ballot at an annual or an Extraordinary General Meeting or Annual Delegate Conference the union shall be held under the authority of National Executive Committee or under the authority of the Sub – Committee appointed for the purpose by the National Executive Committee.

MATTERS TO BE DECIDED BY THE NATIONAL EXECUTIVE COMMITTEE

MATTERS TO BE DECIDED BY THE SECRET BALLOT

31. All decisions in respect of the following matters shall be taken by a secret ballot:

- i. Election or dismissal of an officer, including branch officers of the union;
- ii. Election and dismissal of National Executive Committee;
- iii. Alteration of the rules of the Union;
- iv. Amalgamation of the Union with another Trade Union
- v.. All matters relating to strikes;
- vi. The federation of the trade union with any other Trade Union or with the Trade Union Federation;
- vii. Dissolution of the Union;
- viii. Imposition of levies;

ISSUE OF BALLOT FORMS

32. The General Secretary or other officers appointed for the purpose under Rule 30 above shall be responsible for custody of ballot forms. Ballot forms will be issued only to voting members.

COMPLETION OF BALLOT FORMS

33. All ballots must be filled in at the place provided. They must not be signed by the person filling them in. They must be placed in the sealed ballot box provided for the purpose only by the person filling in the ballot form. The Executive Committee or the Election Sub-Committee will appoint persons to supervise and safe guard the ballot forms.

SCRUTINEERS

34. Two or more scrutineers shall be elected at the Annual or Extraordinary General Meeting or Annual Delegate Conference, from members. The scrutineers will be responsible under the National Executive Committee or Election sub-committee for collecting ballot boxes and counting and checking ballot forms.

GOVERNMENT OF THE UNION VESTED IN TNE NATIONAL EXECUTIVE COMMITTEE
PART VIII NATIONAL EXECUTIVE COMMITTEE

35. The Government of the Union and the conduct of its business in the periods between Annual General Meeting and Annual Delegate Conference shall be vested in the National Executive Committee.

36. a) The National Executive Committee shall consist of the President, General Secretary, General Treasurer who shall be elected in accordance with rules 52 (a), 65 (a), 67 (a),
- b) Any financial member seeking election as National President, National Vice President, and National Treasurer shall serve as a branch principal office bearer for at least three (3) years prior to seeking election.
 - c) The General Secretary shall be a person who has been a member of a Trade Union for five (5) years. He / She should have performed as a principle office bearer for at least (5) years. In addition he/she be a person with thorough knowledge of the Trade Union Movement, the Industry and Labour Legislation.
 - d) The composition of total Central Board shall be as follows:

ONE representative up to 300 voting members
TWO representatives for over 300 voting members up to 500
THREE representatives for over 500 voting members.
 - e) Elections of representatives in the case of a new branch, shall be based on the members of the Branches as at 31st December of the preceding year. In the case of a new Branch only the Branch President
 - f) In cases where the interest of members employed in one particular industry, trade or establishment is not adequately represented, the National Executive Committee with full consultation with members in such industry, trade or establishment may appoint a member from them to represent in the National Executive Committee. All such members appoint shall enjoy just as equal rights and privileges as any elected member of the National; Executive Committee.

POWER TO VACANCIES

37. In the event of the vacation of office before the expiry of the full term for any reason by any officer or the member the National Executive Committee, the vacancy shall be filled by the National Executive Committee and such appointment will hold good until the next elections.

In filling any such vacancies, the National Executive Committee shall consider the merits of the unsuccessful candidates who secured the next highest number of votes at the last elections and in particular the eligibility of the Vice-President to succeed the President.

APPOINTMENT OF ACTING GENERAL SECRETARY AND TREASURER

38. In the event of the General Secretary or General Treasurer being unable to perform their functions required of them under these rules the National Executive Committee may appoint an acting General Secretary or an acting General Treasurer as the case may be to perform their respective duties on their behalf during their such absence or disabilities.

REMOVAL FOR NOT ALLOWING THE MEETING OF THE NATIONAL EXECUTIVE MEETING

39. Any officer or the member of the National Executive Committee who is absent without satisfactory reasons from three consecutive meetings may be removed from the office by the Executive Committee.

Amend Rule 52 (f) to read "Each Branch Committee immediately after its composition shall nominate representative(s) from the Branch in accordance with Rule 36(d) to represent the Branch in the National Executive Committee."

REPRESENTATIVE OF NATIONAL EXECUTIVE COMMITTEE

- f) Each Branch Committee immediately after its composition shall nominate representatives from the Branch in accordance with Rule 36, excluding the Branch in the National Executive Committee.
- g) Notwithstanding the generality of the foregoing rules the National Executive Committee may, and on the request of the Registrar of the Trade Unions, shall give such directions for election of any branch representatives of the trades or calling to which the Branch members belong.
- h) any financial members seeking election as a principal office bearer of a Branch shall serve on the Branch shall serve on the Branch Executive for at least one (1) year prior to election.

BRANCH COMMITTEE TO MEET AT INTERVALS

53 The Branch Committee shall meet not less than four times a year

54 Branch Committee:-

- a) Of ten members not less than 50 percent of such members shall form a quorum.
- b) With less than ten members not less than five shall form a quorum.

REPLACEMENT OF BRANCH COMMITTEE OR MEMBERS

55. In the event of death, resignation, removal or dismissal of any member of the Branch Committee between the two Annual General Meeting or Annual Delegate Conferences, or when during such period any members is unavoidably absent from Republic and such absence is likely to extend for a longer period than four months, the candidate who secured the next highest votes in the ballot at the Annual General Meeting or Annual Delegates Conference of the Branch when the Branch Committee was elected shall fill the vacancy. If no such candidate the vacancy shall be filled by the majority decision of the Branch Committee.

ELECTION OF THE BRANCH OFFICERS

56. Secret Ballot for the elections of the Branch Officers shall be held in the manner prescribed in the rules 30,32 and 34 hereof with the provisions that in so far as they may be applicable the function of the National Executive Committee and the General Secretary set out there in shall be carried out by any officers appointed by the National Executive Committee.

ELECTION OF DELEGATES TO ATTEND THE ANNUAL GENERAL MEETING OR ANNUAL DELEGATES CONFERENCE DUTIES OF BRANCH PRESIDENT

57. a) Each Branch situated at a distance of not less than forty five miles from the place at which the Annual General Meeting, Extraordinary General Meeting or Annual Delegates Conference is to be held shall, be entitled to elect delegates to attend meeting on the basis of one delegate on every twenty voting members of the Branch
58. The Branch President shall preside over all business meetings of the Branch and shall sign all minutes. He shall have a voting cast. He shall supervise the working of the Branch and it's officers and shall have the right to inspect all members, all Branch Papers and books. He shall ensure that all the collections, levies etc collected in the name of the Union are promptly sent to the head office of the Union. He may order a special general meeting of the branch or of the Branch Committee to be called as and when he considers it to be necessary.

DUTIES OF BRANCH VICE PRESIDENT

59. The Branch Vice Secretary shall assist the Branch President and in his absence shall act in his place and exercise his powers and functions.

DUTIES OF BRANCH SECRETARY

60. The Branch Secretary shall conduct the business of the branch in accordance with the rule and constitution of the Union. He shall carry out the instructions of the Branch Committee. He shall keep a Register of names and addresses of members. He shall summon and attend all Branch and Committee Meetings, and keep record of such meetings and shall have all the rights of a voting members.

DUTIES OF BRANCH TREASURER

61. The Branch Treasurer shall, in conjunction with the Branch Secretary be responsible for the collections of the contributions and subscriptions from members. He shall forward all Monies collected on behalf of the Union to the Head Office of the Union. Such Monies shall be remitted monthly. He shall notify all the members in arrears. He shall be responsible for safety for all the Monies and properties of the Union placed in his hands and shall keep full and accurate accounts of all the Monies and properties of the Union placed in his hands and shall keep full and accurate accounts of all transactions conducted by the Branch in the name of the Union. He shall prepare financial statement of for each general meeting of the Branch and at any time as may be required by the Branch or the National Executive Committee. He shall have a right to speak and to vote on all matters connected with the Union with the exception of financial matters.

BRANCH FUNDS

62. The funds of every Branch shall be a common property of the Union, all monies, books, and other properties of the Union held by any Branch which is dissolved should be sent to the

head office immediately on such dissolution together with the details of the receipt and expenditure of the current year prepared by the Treasurer of the Branch.

SUSPENSION BRANCH

63. An Annual General Meeting, an Extraordinary General Meeting or Annual Delegate Conference may suspend any Branch for refusal of carry out rules or decisions of any General Meeting or the National Executive Committee Meeting.

REMOVAL FOR NOT ATTENDING BRANCH MEETING

64. Any officer or the member of the Branch Committee who is absent for any unsatisfactory reason from three consecutive meetings may be removed from the office by the Branch Committee.

PART X OFFICER OF THE UNION

ELECTIONS AND DUTIES OF THE PRESIDENT

65. a) The President shall be elected at the Annual General Meeting or Annual Delegate Conference every two (2) years. He shall be eligible for re-election.
- b) The President, if present shall preside at all Annual, Extraordinary General Meeting or Annual Delegate Conferences and National Executive Committee Meetings shall be responsible for the proper conduct of the business. He shall sign the minutes of each meeting after they are approved. He shall endeavour to secure observance of these rules by all concerned. He may fine any member for misconduct during a meeting. He shall have a casting vote.

DUTIES OF VICE PRESIDENT

66. A) The National Executive Committee shall elect 3 National Vice Presidents from within the Executive Committee at its first meeting. The term of the National Vice President shall be for 2 years.

ELECTION AND DUTIES OF GENERAL SECRETARY

67. a) The General Secretary shall be elected by a secret ballot at an Annual General Meeting or Annual Delegate Conference once in every four years and he shall be paid officer of the Union when elected and he shall be eligible for re-election upon the expire of his term provided always to move doubt the first period of four (4) years conference from the election of the General Secretary at the 1984 Annual General Meeting or Annual Delegates Conference.

The General Secretary shall call and attend all meetings and record minutes thereof. The General Secretary shall have the right to speak and vote.

- c) He shall conduct the correspondence and the general business of the Union in accordance with the rules and carry out all the instructions given to him by the Annual or the Extraordinary General Meeting or Annual Delegates Conference and the National Executive Committee.
- d) He shall keep a register of all the members, in which shall be entered:

- i) the name, address and occupation of each member:
 - ii) the date on which each member was admitted to the membership;
 - iii) the payment made by each in respect to subscriptions, levies or other payment provided for under the constitution and the dates of such memberships;
- e) He shall prepare the Annual report of the Union for submissions to the Annual General Meeting or Annual Delegates Conference and any other reports necessary for the Extraordinary General Meeting or Annual Delegates Conferences. He shall at the end of each financial year forward to the Registrar of Trade Unions the annual returns and such other information as may be called for.
 - f) He shall supervise generally the work of the Union in all sections and departments.
 - g) The 2 Assistant General Secretaries shall deputize the General Secretary and shall assist the General Secretary as required.
68. a) The General Treasurer shall be elected after every two (2) years by the secret ballot at the Annual General Meeting or Annual Delegates Conference and shall serve until the next Annual General Meeting or Annual Delegates Conference and shall be eligible for re-election.
- b) He shall be responsible for safety of all monies belonging to the Union and shall keep full and accurate account of all the transaction conducted in the name of the Union. He shall prepare a financial statement for each meeting of the National Executive Committee and an annual statement of account for audit and for presentation to the Annual Delegate Conference. He shall have right to speak and to vote on all matters except financial matters.
- c) On the request being made to him at the Annual General Meeting or Annual delegates conference or thereafter within one (1) month of the receipt of such request he shall give every voting member of the union free of charge a general statement of accounts and all the receipt and expenditure of the Union.
- d) He shall deposit in the bank appointed by the National Executive Committee all sums of money received by him.

FULL TIME OFFICERS MAY BE PAID SALARY

69. Any officer whose duties call for full time service on behalf of the Union may be paid a salary, such salary to be determined by the National Executive Committee.

OFFICERS MAY BE REQUIRED TO PROVIDE SECURITY

70. Any officer whose duties involve financial responsibilities shall provide such security as the National Executive Committee may determine.

BOOKS TO BE KEPT IN HEAD OFFICE

71. All the receipt books, vouchers, receipts, and the books of accounts etc...shall be kept in the head office of the Union.

PART XI USE OF FUNDS

The funds of the union shall be used solely for:-

- i. Payment of salaries, allowance and expenses of the officers of the Union.
- ii. Payment of the expenses for the administration of the union, including the audit of the accounts of the funds of the Union;
- iii. The prosecution or defence of any legal proceedings to which the Union or any member is a party, when such prosecution or defence is undertaken for the purpose of securing or protecting any rights of the Union as such or any rights arising out of the relations of any member with the Union.
- iv. The conduct of the trade disputes on behalf of the Union or any member.
- v. The compensation of the members for loss arising out of the trade disputes.
- vi. Allowance to the members or their dependents on accounts of death, old age, sickness, accident or unemployment of such members.
- vii. The payment of subscriptions, fees and contribution necessary for affiliations to any Trade Union federation or other lawful Trade Union Organisation in Fiji or outside.
- viii. Contribution to any charitable, educational or cultural institution or society approved by the Registrar.
- ix. The educational cultural and vocational training of the members as approved by the Registrar and any incidental expenses thereof.
- x. The organisation of any theatrical performance concert, reception, dance, sports, meetings or excursions.
- xi. The purchase of books, newspaper and other literatures and upkeep of reading room for the use of the members.
- xii. The editing, printing, publication and circulation of any book, newspaper and other periodicals, bulletin, pamphlets or other printed literature for the advancement of the lawful objects of the trade union or the promotion of the interest of the members as such.

ACCOUNT TO BE OPERATED BY

73. The Account of the Union shall be operated upon cheques signed by the President, General Secretary and the General Treasurer or such other person or persons as the National Executive Committee may be resolution direct or appoint.

INVESTMENT

74. The funds of the Union which are not required for current expenses, may on the direction of the National Executive Committee be invested by the Treasurer and General Secretary in the Government Securities, or in such other securities as the National Executive Committee may recommend and which are approved by the voting members at the Annual General Meeting, Extraordinary General Meeting or Annual Delegate Conference.

FINANCIAL YEAR

75.The financial year of the Union shall commence on the 1st day of January of each year and terminate on the 31st December in the same year.

PART XII PROPERTY AND LIABILITY OF OFFICERS

PROPERTY

76. All the property of the Union shall be in the name of the Union.

EXECUTION OF AGREEMENT AND DOCUMENT

77.All industrial agreements, deeds, documents of title, securities for money, mortgage or other instrument shall be executed under the common seal of the Union signed by the President and the General Secretary or such other person or persons as the National Executive Committee may appoint in their behalf.

CUSTODIAN OF THE COMMON SEAL

78.The General Secretary shall be the custodian of the Common Seal which shall be affixed by the General Secretary in the presence of the President or such other person or persons as the National Executive Committee may appoint in their behalf to such industrial agreement, deeds, documents of title, securities for money mortgage or other instruments shall be deemed to have been duly executed if signed by the President and the General Secretary or such other person or persons as the National Executive Committee may appoint in their behalf.

NATIONAL EXECUTIVE COMMITTEE MEMBERS LIABILITY

79.Every member of the National Executive Committee shall be liable for such sums of money or monies he shall actually receive but he shall not be answerable for the acts, receipts, neglects, defaults of any other person or persons or joining in any respect in any receipt or other acts for conformity or for loss or expenses happening to the Union or to the National Executive Committee through the insufficiency or deficiency of the title of any property or properties which may be from time to time purchased or acquired by or on behalf of the Union not for the insufficiency or deficiency of any security or securities in or upon which any of money or monies of the Union shall be vested by either the National Executive Committee or for any loss damage arising from bankruptcy, insolvency, or tortuous act of any banker collector or other person or persons with whom or in whose hands any securities or effects of the Union National Executive Committee shall be deposited, paid or for any loss, damage or misfortune or whatever, which may happen in the execution of the duties of the Office or in relation thereto unless the same shall happen through his own wilful act or neglect or default.

PART XIII ESTABLISHMENT OF PROVIDENT FUND OR PENSION FUND SCHEME

PROVIDENT FUND SCHEME

80.In the event of the Union establishing contributory provident fund scheme or pension fund scheme all monies received or paid by the Union in respect of such scheme shall be executed for in a separate fund which will be administrated in accordance with the rule enacted for that purpose, and which shall be approved by the Annual General Meeting or Annual Delegates Conference.

PART XIV LEVIES

IMPOSITION OF LEVIE

81.The National Executive Committee may recommend that a levy shall be imposed upon all the members of the Union provided that such levy shall not be imposed unless agreed by the secret ballot held at the annual or at an Extraordinary General Meeting or Annual Delegates Conference.

FAILURE TO PAY LEVIES

82.If any member fails to pay levy imposed in pursuance of 81 within 26 weeks of its imposition, such member shall be regarded as being in arrears of subscription and shall cease to be entitled to any of the rights and privileges of a voting member.

PART XV AUDITORS

AUDITORS NEED NOT BE A MEMBER

83. One or more auditors, who need not be a member of the Union, shall be appointed or elected by the National Executive Committee.

AUDIT OF ACCOUNTS

84.The General Treasurer shall cause all the accounts of the Union to be audited as soon as possible after the close of each financial year and at all other times when required by the union or by law. All books and accounts of the Union will be examined and certification as their correctness or otherwise given by the auditors.

COPY OF THE AUDITORS REPORT

85.A copy of the auditor's report of the Union funds shall be conspicuously placed at the office of the Union where it may be conveniently examined by any member.

PART XVII TRADE DISPUTE

REPORTING OF TRADE DISPUTE

87.In the event of any trade dispute arising between members and their employers the members concerned shall make the same known to the Branch Secretary of their Branch who shall immediately report the issue in dispute to the General Secretary for

information of the National Executive Committee who will advise what act shall be taken to deal with the member.

BALLOT TO CALL A STRIKE

88. Any decision to call a strike shall be taken by secret ballot. Provided that the National Executive Committee in its discretion may confine the ballot to only those members who will or likely to be involved in the strike.

PART XVIII RULES

RULES TO BE MADE AVAILABLE

89. A copy of these rules shall be given to any member within seven days of joining the Union and thereafter on demand on payment of the sum of two dollars and fifty cents.

RULES TO BE DISPLAYED IN THE REGISTERED OFFICE

90. A copy of these rules shall be prominently displayed in the registered office of the union and every branch office thereof.

PART XIX DISSOLUTION

DISSOLUTION

91. The Union shall not be dissolved except with the consent of the two thirds or more of the total voting membership of the Union obtained by means of secret ballot.

DEBTS AND LIABILITIES FULLY DISCHARGED

92. In the event of the Union being dissolved all debts and liabilities legally insured on behalf of the Union shall be fully discharged and the remaining fund together with the proceeds of the sale of any assets of the Union, excluding any provident and welfare fund which may have been established, shall be divided amongst all the voting members in equal proportions or otherwise disposed of in accordance with a resolution passed at the meeting of the dissolution.

NOTICE SENT TO REGISTRAR OF TRADE UNION

93. When the Union is dissolved notice of the dissolution signed by the General Secretary and seven voting members shall be sent to the Registrar of Trade Unions within fourteen days of the date of the meeting at which the dissolution was agreed to.

PART XI AMALGAMATION

AMALGAMATION

94. The Union shall not amalgamate with another Union unless:-

i. A secret ballot of the proposed amalgamation is taken at the annual or Extraordinary General Meeting or Annual Delegate Conference.

- ii. At least half of the votes of the voting members in the union are cast and recorded and
- iii. Of such votes cast and recorded those in favour of the amalgamation exceed by fifth or more of the votes against the amalgamation.

PART XXI INTERPRETATION

REGISTRAR

95. For the purpose of these rules the word Registrar means the Registrar of Trade Union appointed under the provisions of the Trade Unions Act.

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FELIX ANTHONY

GENERAL SECRETARY

