



RULE BOOK

Effective from Rules Conference 2011

(Updated by the Executive Council to December 2013)

UNITE RULE BOOK

CONTENTS

| | | |
|---------|--|----|
| RULE 1 | TITLE AND REGISTERED OFFICE | 1 |
| RULE 2 | OBJECTS | 2 |
| RULE 3 | MEMBERSHIP | 4 |
| RULE 4 | MEMBERSHIP CONTRIBUTIONS and BENEFITS | 6 |
| RULE 5 | OBLIGATIONS OF MEMBERS | 8 |
| RULE 6 | LAY OFFICE | 9 |
| RULE 7 | INDUSTRIAL/OCCUPATIONAL/PROFESSIONAL SECTORS | 10 |
| RULE 8 | REGIONS | 13 |
| RULE 9 | YOUNG MEMBERS | 15 |
| RULE 10 | MEMBERS IN RETIREMENT | 16 |
| RULE 11 | EQUALITIES | 18 |
| RULE 12 | POLICY CONFERENCE | 19 |
| RULE 13 | RULES AMENDMENT | 21 |
| RULE 14 | EXECUTIVE COUNCIL | 23 |
| RULE 15 | GENERAL SECRETARY | 29 |
| RULE 16 | ELECTION OF EXECUTIVE COUNCIL MEMBERS AND THE GENERAL SECRETARY | 30 |
| RULE 17 | BRANCHES | 36 |
| RULE 18 | WORKPLACE REPRESENTATION | 39 |
| RULE 19 | FUNDS | 41 |
| RULE 20 | ASSETS AND TRUSTEE PROVISION | 43 |
| RULE 21 | EXPENSES | 45 |
| RULE 22 | POLITICAL ORGANISATION – THE LABOUR PARTY | 46 |
| RULE 23 | POLITICAL FUND | 48 |
| RULE 24 | IRELAND | 57 |

| | | |
|---------|---|----|
| RULE 25 | REPUBLIC OF IRELAND – STRIKES AND OTHER INDUSTRIAL ACTION | 60 |
| RULE 26 | ISLE OF MAN | 62 |
| RULE 27 | MEMBERSHIP DISCIPLINE | 63 |
| RULE 28 | OFFICIAL ANNOUNCEMENTS | 66 |
| RULE 29 | VOLUNTARY DISSOLUTION | 67 |
| RULE 30 | TRANSITIONAL PROVISIONS FOR SUPERANNUATION SCHEMES | 68 |

APPENDICES

| | | |
|------------|---|----|
| APPENDIX 1 | RULE 6 – LAY OFFICE EC GUIDANCE | 69 |
| APPENDIX 2 | RULE 10 – MEMBERS IN RETIREMENT EC GUIDANCE | 78 |
| APPENDIX 3 | RULE 18 – WORKPLACE REPRESENTATION EC GUIDANCE | 81 |
| APPENDIX 4 | RULE 22 – POLITICAL ORGANISATION – THE LABOUR PARTY EC GUIDANCE | 83 |
| APPENDIX 5 | RULE 27 – DISCIPLINE OF MEMBERS EC GUIDANCE | 89 |
| APPENDIX 6 | LIST OF INDUSTRIAL SECTORS | 93 |
| APPENDIX 7 | SCHEDULE OF RULES AMENDED BY THE EXECUTIVE COUNCIL | 94 |

RULE 1 TITLE AND REGISTERED OFFICE

- 1.1 The Union formed under these rules (hereinafter called the Union) shall be known by the title of “Unite the union”.
- 1.2 This Rule Book applies to all members of the Union, and represents the entirety of the rules applicable to members of the Union, save as explicitly provided for under this Rule Book. For the avoidance of doubt, the Amicus and TGWU Sections ceased to exist on the day these rules came into force and neither of those sections shall constitute a group or association or other body or organisation of members for the purposes of these rules.
- 1.3 The Registered Office of the Union shall be Unite House, 128 Theobalds Road, London WC1X 8TN or such other place as may be decided upon by the Executive Council.

RULE 2 OBJECTS

- 2.1 The objects of the Union shall, so far as may be lawful, be:
- 2.1.1 To organise, recruit and represent workers, and strengthen workplace organisation to achieve real union power for its members.
 - 2.1.2 To defend and improve its members' wages and working conditions including the pursuit of equal pay for work of equal value. To help our members win in the workplace, using the union's resources to assist in that process, and to support our members in struggle including through strike action.
 - 2.1.3 To defend and improve the social and economic well-being of members and their families, both directly and via commensurate policies in relation to society both domestically and abroad.
 - 2.1.4 To have a strong political voice, fighting on behalf of working peoples' interests, and to influence the political agenda locally, regionally, nationally and internationally, so as to promote a socialist vision for
 - a more equal society in which wealth is distributed from the rich to the poor, including by means of progressive taxation and other regulatory measures to restrict excessive wealth
 - a collective society in which public services are directly provided on the basis of public need and not private greed, and a fair system of welfare and benefits to support those in need
 - public ownership of important areas of economic activity and services, including health, education, water, post, rail and local passenger transport.
 - 2.1.5 To further political objectives including by affiliation to the Labour Party.

UNITE RULE BOOK

- 2.1.6 To promote equality and fairness for all, including actively opposing prejudice and discrimination on grounds of gender, race, ethnic origin, religion, class, marital status, sexual orientation, gender identity, age, disability or caring responsibilities.
- 2.1.7 To affiliate to the TUC, ICTU, Welsh and Scottish TUCs and other appropriate trade union cooperation/coordination bodies domestically and internationally.
- 2.1.8 To promote constructive cooperation between trade unions internationally to further the interests of members of the Union and those in other unions in dealing with the direct and indirect impact of globalisation.
- 2.1.9 To promote education and training; both vocational and industrial and otherwise as conducive to these objects.
- 2.1.10 To provide such financial and other benefits and legal assistance to members as may be specified in these rules.
- 2.1.11 To do all such other things as may in the opinion of the Executive Council be incidental or conducive to the attainment of these objects.

RULE 3 MEMBERSHIP

- 3.1 The Executive Council shall define the categories of membership. Where the Union organises or represents persons engaged in an occupation or seeks to do so, any person engaged in that occupation shall be eligible for membership of the Union, subject to these rules.
- 3.2 There shall be a category of membership for those members who are unable to follow employment because of retirement or permanent disablement. The Executive Council shall determine the qualifications for membership of this category as well as the level of contributions and entitlement to benefit. Such membership shall not accord an entitlement to vote in any ballot or election held by the Union other than an election to the office of General Secretary under rules 15 and 16, an election to any position within the Retired Members' Association or any ballot or election in which all members must by statute, be accorded an unconditional entitlement to vote, unless otherwise specified in these rules.
- 3.3 There shall be a further category of membership open to students and others not in employment who wish to play a part in the work of the union in the wider community. The Executive Council shall determine the level of contributions and entitlement to benefit and services for members in this category. Such membership shall accord an entitlement to representation on Area Activist Committees and Regional Political Committees in such proportion as the executive Council shall determine, but not an entitlement to vote in any ballot or election held by the Union other than an election to the office of General Secretary under rules 15 and 16 or any ballot or election in which all members must by statute be accorded an unconditional entitlement to vote.
- 3.4 Any eligible person may apply for membership by completing the appropriate application form agreeing to be bound by the rules of the Union and submitting it to the Union office or by electronic means as may be provided for via the Union's website. An applicant shall become a member when his/her application has been approved and he/she has been entered into the register of members. Such approval process may require receipt by the Union of the contribution applicable under these rules.

UNITE RULE BOOK

- 3.5 Each member must notify the Union's membership department of any subsequent change of address, and in the absence of such notice the Union shall be entitled to treat the address shown on that member's application form as the member's address for all correspondence.
- 3.6 Each member must notify the Union's membership department of any subsequent change of workplace or contribution category status.
- 3.7 If an applicant has previously been a member of the Union (or any of its predecessors), the Executive Council may, as a condition of re-admission, require the applicant to pay some or all of any monies owed by the applicant to the Union (or any of its predecessors).
- 3.8 The Executive Council may reject an application if in its opinion the conduct of the applicant has at any time been such as would justify a disciplinary charge under these rules against a member of the Union who behaved in a similar fashion.
- 3.9 Any period of continuous membership of a predecessor union at the point of amalgamation or transfer shall count as continuous membership of the Union for the purposes of these rules.

RULE 4 MEMBERSHIP CONTRIBUTIONS and BENEFITS

- 4.1 It shall be the personal responsibility of the member to maintain contributions and avoid arrears in all circumstances. Any period during which a member's contributions are 13 or more weeks in arrears shall break continuity of membership for the purpose of the qualification required to be an officer employed by the Union set out in rule 14 save where a member establishes to the satisfaction of the Executive Council that the arrears arose through no fault of that member. A member whose contributions are recorded by the Union as more than 26 weeks in arrears may be excluded from membership by the Union posting notice to that effect to the member. A member so excluded from membership may apply for reinstatement which may be allowed on such terms as to the payment of outstanding arrears as the Executive Council may consider appropriate.
- 4.2 The Executive Council shall determine the period of membership necessary prior to the member attaining eligibility for benefits, and any period during which contributions are in arrears which shall remove such eligibility.
- 4.3 The Executive Council shall determine the level of contributions for each category of membership.
- 4.4 The Executive Council shall determine the scope and level of benefits.
 - 4.4.1 Such benefits may include such things as: DriverCare, funeral, incapacity, personal accident (death, loss of limb/eye, permanent disability), maternity/adoption, paternity, convalescence, professional liability insurance, etc.
 - 4.4.2 Maximum sum assured. The Union shall not have the power to assure for any member/individual provident benefits amounting to more than £4,000 by way of a gross sum or £825 by way of an annuity.
- 4.5 The Union shall pay dispute benefit in such circumstances and on such terms as are decided by the Executive Council from time to time.
- 4.6 The Union will provide legal assistance, as follows:

- 4.6.1 A member who is entitled to benefit who suffers injury or disease arising out of or in connection with his/her employment (or the dependants of such a member who has died) shall be entitled to such legal advice and representation, and on such terms, as the Executive Council may consider appropriate.
- 4.6.2 A member seeking legal assistance must ensure that a request in the appropriate form is lodged at the appropriate Union office in sufficient time and with sufficient information to enable the request to be considered and appropriate action taken.
- 4.6.3 A member who requires advice and/or representation on a problem relating to the member's employment which first arose at a time when the member was entitled to benefit and which cannot be resolved through the member's workplace representative should refer the matter to the appropriate Regional Officer. The Union may provide such advice and/or representation as the Executive Council shall consider appropriate, whether by a full time officer or otherwise, and on such terms as the Executive Council shall consider appropriate.
- 4.6.4 The Executive Council may provide such additional legal advice and representation to members and to members' families as it may consider appropriate.
- 4.6.5 The Executive Council may extend legal assistance to a member who is not otherwise entitled to benefits.
- 4.6.6 A member who is given advice and/or representation under this rule shall provide all relevant information and co-operate fully with the compilation of evidence for any legal proceedings and shall comply with any other obligations and/or conditions set out in any arrangements for the provision of legal assistance. If a member fails to do so or provides false or misleading information or fails to act upon the advice of those appointed to represent him/her, the Executive Council may at its absolute discretion annul all legal assistance or withdraw any further legal assistance to that member.
- 4.7 The Executive Council shall have discretion to provide additional benefits.

RULE 5 OBLIGATIONS OF MEMBERS

- 5.1 A member of the Union must comply with these rules and with any duty or obligation imposed on that member by or pursuant to these rules whether in his/her capacity as a member, a holder of a lay office or as a full time officer.
- 5.2 A member must not knowingly, recklessly or in bad faith provide the Union with false or misleading information relating to a member or any aspect of the Union's activities.
- 5.3 A motion shall not be submitted by or on behalf of the Union or any group or body within the Union to an organisation or body outside the Union if that motion is inconsistent with existing Union policy.
- 5.4 When acting as a representative of the Union at a meeting of an organisation or body outside the Union a member shall speak and vote in accordance with the policy of the Union and with any decision taken by the Union's representatives at that meeting which is consistent with the Union's policy.

RULE 6 LAY OFFICE

- 6.1 The Executive Council shall make provision to ensure accountability of Regional and Industrial Executive Council members and those Executive Council members elected pursuant to rule 14(3.3) shall meet with their respective National Committees at least four times per year.
- 6.2 In order to be eligible to be a candidate for election to, or hold office on, the Executive Council and/or any committee, council, or other body of the Union provided for by these rules, the member in question must be an accountable representative of workers, with the exception of Area Activists Committees and Regional Political Committees as specified elsewhere in these rules.
- 6.3 The definition of the term “accountable representative of workers” shall be in the exclusive power of the Executive Council, which is empowered to take into account changing industrial realities and the unique nature of some industries (e.g. construction, contracting, leisure, rural etc) in formulating such a definition. It must nevertheless include Branch office-holders who are in employment, shop stewards, health & safety , equalities and learning representatives.
- 6.4 It is further required that a fair procedure be developed by the Executive Council to deal sympathetically with cases where a member’s eligibility to stand for election or continue to hold office may be affected by employer victimisation.
- 6.5 The electoral period to hold lay office shall be three years unless otherwise provided for under these rules.

RULE 7 **INDUSTRIAL/OCCUPATIONAL/ PROFESSIONAL SECTORS**

- 7.1 Members in employment shall be allocated to the Industrial Sector in which they are employed. The term 'Industrial Sector' is a generic term including occupational and professional sectors.
- 7.2 There shall be organisation and representation of union members at both regional and national level by reference to their Industrial Sector.
- 7.3 These Industrial Sectors shall be determined by the Executive Council, which shall have the right to amalgamate existing sectors and to create new sectors as seems expedient on the basis of industrial logic and developing patterns of membership organisation (see appendix 6 for full current list).
- 7.4 Each Industrial Sector shall be led by a National Industrial Sector Committee, to be elected from the appropriate Regional Industrial Sector Committees in such proportion, as may be determined by the Executive Council. The Executive Council shall have the power to determine additional special constituencies (which may be on a national basis) where they deem it necessary in light of the particular industrial circumstances of the sector.
- 7.5 National Industrial Sector Committees shall enjoy full autonomy in the conduct of their own proper industrial business provided that such conduct is not inconsistent with the general policy and objectives of the Union.
- 7.6 Each Industrial Sector shall hold a national conference, with delegates elected from amongst the membership in that sector, once every two years to determine its own industrial policies provided that they are not inconsistent with the general policy and objectives of the Union. That the Executive Council shall determine the size and composition of each National Industrial Sector Conference and shall ensure that in each case it is larger than the number of seats on the corresponding National Industrial Sector Committee.

- 7.7 Each Industrial Sector shall, where practicable, be divided into Regional Industrial Sectors, in conformity with the territorial Regions of the Union. There shall be a Regional Industrial Sector Committee in each Region where a Regional Industrial Sector is established elected in such proportion, as may be determined by the Executive Council, to reflect Branch and workplace organisation.
- 7.8 Each Regional Industrial Sector Committee shall be empowered to fill vacancies arising from the failure of any Regional Industrial Sector Committee member, without good reason, to attend 2 consecutive Regional Industrial Sector Committee meetings for following the resignation of any member.
- 7.9 Members employed in managerial, professional, supervisory, technical and/or clerical grades may, where appropriate, be organised and represented separately from other members in the same sector.
- 7.10 Special sub-sectors and/or advisory committees of Industrial Sectors
- 7.10.1 The Executive Council shall constitute special sub-sectors and/or advisory committees of Industrial Sectors as may seem expedient, on the basis of company or occupation, and shall have discretion to maintain the autonomy of specific craft or professional groupings which may not have the status of industrial committees.
- 7.10.2 The Executive Council may approve byelaws to govern the activities of a group or association or other body or organisation of members. In the event of a conflict between these rules and the byelaws of a group or association or other body or organisation of members, these rules shall prevail. Any amendment to the byelaws of a group or association or other body or organisation of members shall require the consent of the Executive Council

7.10.3 Any group or association or other body or organisation of members existing immediately before these rules came into force which had its own constitution, byelaws, regulations or rules shall treat that constitution, those byelaws, regulations or rules as being byelaws for the purposes of these rules. Accordingly, in the event of a conflict between these rules and the constitution, byelaws, regulations or rules of a group or association or other body or organisation of members, these rules shall prevail. Further, any amendment to such constitution, byelaws, regulations or rules shall require the consent of the Executive Council which may also amend such constitution, byelaws, regulations or rules after consultation with the relevant group or association or other body or organisation of members.

RULE 8 REGIONS

8.1 For the purpose of regional administration the Union shall constitute Regions for Ireland, Scotland and Wales with England divided into 7 Regions on the basis of Regional Development Agency boundaries (as at 1st January 2006) as follows:

North West;
North East, Yorkshire and Humberside;
West Midlands;
East Midlands;
South West;
South East; and
London and Eastern

8.2 Each Region shall have a Regional Committee of lay members elected from the Regional Industrial Sector Committees, Area Activists Committees where established, and as otherwise provided for by these rules in such proportions, as may be determined by the Executive Council. Should any seat become vacant on the Regional Committee, then the Regional Secretary shall write to the nominating committee seeking a replacement delegate.

8.3 The Regional Committees shall have responsibility for the management of the Union's affairs in their Regions in conformity with decisions of the Executive Council and responsible to it.

8.4 The Regional Committees shall have their own funds not exceeding 1% of the membership income attributable to members within that Region. Regional Committees shall be responsible for the affiliation of union organisations to Trades Councils and appropriate public bodies within their Region.

- 8.5 Regions shall constitute Area Activists meetings between activists in different companies, sectors and Branches, across geographical areas within a Region, subject to the approval of the Executive Council. The first of these meetings in an electoral period shall elect Area Activists Committees, the size and composition of which being determined by the respective Regional Committee, subject to the approval of the Executive Council. Thereafter Regions may convene further Area Activists meetings, up to four times a year. All activists shall be eligible to stand for election to Area Activists Committees.
- 8.6 The Regional Committee shall meet once a quarter or more frequently if, in the opinion of the Regional Secretary, the business renders it necessary. The Regional Secretary is responsible for convening all meetings.
- 8.7 A special Regional Committee meeting can be called by 50% +1 of the members of the Regional Committee, either by a show of hands at a Regional Committee meeting or by written requisition.
- 8.8 The Regional Committee shall have power to appoint one or more sub-committees from among its members and, except where otherwise determined by the Executive Council, shall have the power to delegate to any such sub-committee all or any of its powers including therein the conduct of hearings, appeals, inquiries, investigations or any other proceedings or functions whatever which it is authorised by these rules to undertake.

RULE 9 YOUNG MEMBERS

- 9.1 In each Region there shall be a young members' forum open to all members up to and including the age of 30 in that Region.
- 9.2 The purpose of the structure shall be to advocate the interests of young workers, to cement links with youth organizations both within the labour movement and beyond and to promote relevant policies provided that they are not inconsistent with the general policy and objectives of the Union.
- 9.3 There shall be conferences in each Region every three years for young members. The Regional Secretary shall be responsible for convening these conferences. The Executive Council shall determine the number of delegates to the regional conferences and how they shall be appointed or elected.
- 9.4 There shall be a Young Members Regional Committee elected from Branches, Regional Industrial Sector Committees and Area Activists Committees where established in such proportion, as may be determined from time to time by the Executive Council. The Regional Young Members Committee shall elect a delegate to the Regional Committee.
- 9.5 There shall be a national conference every two years for young members which the Executive Council shall be responsible for convening. The Executive Council shall determine the number of delegates to the national conference and how they shall be appointed or elected.
- 9.6 There shall be a Young Members National Committee elected from each Young Members Regional Committee in such proportion, as may be determined from time to time by the Executive Council.
- 9.7 The Young Members' National committee shall elect from its number an observer delegate to the Executive Council.

RULE 10 MEMBERS IN RETIREMENT

- 10.1 Members in retirement may be organised as “retired members plus” or as ordinary retired members. Only “retired members plus” members or members in retirement who choose to pay full contributions may hold office in any retired members’ structures that the Union may establish. Separate arrangements may apply in the Republic of Ireland, Channel Islands, Isle of Man and Gibraltar.
- 10.2 Unite retired members, working through retired members’ structures, shall promote the interests of senior citizens by working with other bodies involved with the retired, cementing links with the Union and ensuring support both within Unite and beyond.
- 10.3 The retired members’ structures shall harness the support of retired members in promoting the Union’s political and campaigning objectives.
- 10.4 Retired members may be members of the workplace, local or national branches of the union (as defined in Rule 17) or may be organised in retired members’ branches. Members in retirement may not simultaneously be members of more than one branch of the union.
- 10.5 In each Region there shall be a triennial conference of retired members representatives, elected in such proportion as may be determined by the Executive Council. The Regional Secretary shall be responsible for convening the conference.
- 10.6 There shall be Regional Co-ordinating Committees for retired members, elected from the regional conference, in such proportion as may be determined by the Executive Council. These Committees shall elect an observer delegate to their respective Regional Committee of the union as a whole.
- 10.7 Retired member activists are entitled to attend the triennial Area Activists Meetings and general Area Activists Meetings, and to stand for election for up to 2 defined retired members’ seats on Area Activists Committees, elected by retired members attending the meeting.

- 10.8 Retired members who are also Unite branch CLP GC delegates plus up to four nominees (who must be a members of the Labour Party) from the Regional Retired Members' Co-ordinating Committee, elected by the members of that Committee, are entitled to attend the Regional Political Conference and are eligible to stand for election to additional retired members seats on Regional Political Committees.
- 10.9 There shall be a national conference of retired members' representatives held every two years. The Executive Council shall be responsible for convening this conference which shall be made up of delegates elected by the regional retired members' structures.
- 10.10 There shall be a National Committee for retired members, elected from the Regional Co-ordinating Committees in such proportion as may be determined by the Executive Council. This Committee shall elect an observer delegate to the National Political Committee who must be a member of the Labour Party, and, an observer delegate to the Executive Council.
- 10.11 No member who is in receipt of a pension from any funds of the union shall be eligible for election to the observer positions as set out in Clauses 10.6 and 10.10 of this Rule.

RULE 11 EQUALITIES

- 11.1 The Union shall strive to have elected equalities representatives recognized and active in all workplaces and who participate in the work of the Union's industrial structure.
- 11.2 All constitutional conferences and committees of the Union shall have a gender and ethnic balance of elected representatives at least reflecting the proportion of the black, Asian and ethnic minority and female membership which they represent. The Executive Council shall ensure the implementation of this rule and shall report on its implementation to the Policy Conference of the Union.
- 11.3 There shall be separate conferences in each Region every three years for women members; black, Asian and ethnic minority members; disabled members; and lesbian, gay, bisexual and transgender members. The Regional Secretary shall be responsible for convening these conferences.
- 11.4 There shall be Regional Committees for women members; black, Asian and ethnic minority members; disabled members; and lesbian, gay, bisexual and transgender members, elected in constituencies at the appropriate regional conference in 11.3, to advance the area of equalities, and to represent and report to the Regional Industrial Sector Committees and Area Activists Committees where established in such proportion, as may be determined by the Executive Council. These committees shall each elect a delegate to their respective Regional Committee of the Union as a whole.
- 11.5 There shall be separate national conferences every two years for women members; black, Asian and ethnic minority members; disabled members; and lesbian, gay, bisexual and transgender members. The Executive Council shall be responsible for convening these conferences which shall be made up of delegates elected at each of the appropriate Regional Conferences.
- 11.6 There shall be National Committees for women members; black, Asian and ethnic minority members; disabled members; and lesbian, gay, bisexual and transgender members, elected from their respective Regional Committees in such proportion, as may be determined by the Executive Council.

RULE 12 POLICY CONFERENCE

- 12.1 The supreme policy making body of the Union shall be a Policy Conference held every two years consisting so far as is reasonably practicable of one lay delegate for each two thousand working members of the Union. Additionally, each Regional Committee shall elect two Lesbian, Gay, Bisexual & Transgender members and two Disabled members to attend the Policy Conference. Only elected lay delegates shall have the right to vote. No member shall be a lay delegate if they are currently employed by the Union.
- 12.2 Motions to the Policy Conference shall be confined to the general policies of the Union and shall not deal with matters relating to the interpretation or amendment of rule or which are concerned solely with the Union's policy within an Industrial Sector. Following the conference any motion which commits the Union to expenditure of funds must be put to the Executive Council for consideration and ratification before implementation.
- 12.3 The General Secretary will present a financial report to the Policy Conference.
- 12.4 The Executive Council shall determine the procedure for nomination, qualification and election of delegates and the constituencies from which they shall be elected.
 - 12.4.1 In addition each Regional Committee shall elect three delegates to Policy Conference directly.
- 12.5 The Executive Council shall be in attendance at any Policy Conference, and its members may speak upon but may not vote on any subject.
- 12.6 Each delegate shall hold office until the next Policy Conference.
- 12.7 The Executive Council shall determine the number of policy motions which may be submitted by the Branch; regional; industrial and equalities structures, and from the Executive Council itself.

- 12.8 The Policy Conference shall be chaired by the Chair of the Executive Council.
- 12.9 The Policy Conference may be recalled by the Executive Council in an emergency. It shall deal only with the business for which it is summoned.
- 12.10 The Executive Council shall draft the standing orders for the Policy Conference. A Standing Orders Committee shall be constituted on the basis of one delegate from each Region, under a procedure to be agreed by the Executive Council. No member of the Executive Council shall be eligible to serve on the Standing Orders Committee. The Chair of conference may attend the meetings of the Committee.
- 12.11 No member of the Executive Council, employee of the Union or retired employee of the Union, or any member who is in receipt of a pension from any of the funds of the Union, no tutor employed by the Education Department, and no member who is employed on Union business on a full-time basis with remuneration paid from funds which are raised from special contributions paid by Branch members as distinct from Union contributions, shall be eligible for nomination as a delegate to the Policy Conference.

RULE 13 RULES AMENDMENT

- 13.1 For the revision of the rules and constitution of the Union there shall be a Rules Conference which shall meet in every fourth year. The first Rules Conference shall take place in the year following the first Policy Conference. No member shall be a lay delegate if they are currently employed by the Union.
- 13.2 The Rules Conference shall be constituted in the same way as the Policy Conference.
- 13.3 Amendments to rule may be approved by a simple majority of those voting. Only elected lay delegates shall have the right to vote.
- 13.4 The Executive Council shall be entitled to submit motions and amendments to motions to amend the rules to a Rules Conference and if an urgent issue arises it may do so at short notice.
- 13.5 If in the opinion of the Executive Council there is an urgent need to amend the rules between Rules Conferences, the Executive Council may amend the rules by a resolution supported by not less than 75% of its members, provided that amendment shall cease to have effect at the end of the next Rules Conference unless it has been ratified by a resolution of that conference.
- 13.6 The Executive Council shall determine the procedure for nomination, qualification and election of delegates and the constituencies from which they shall be elected.
- 13.7 The Executive Council shall be in attendance at any Rules Conference, and its members may speak upon but may not vote on any subject.
- 13.8 Each delegate shall hold office until the next Rules Conference.
- 13.9 The Executive Council shall determine the number of rules motions which may be submitted by from the Branch; regional; industrial and equalities structures, and from the Executive Council itself.

- 13.10 The Rules Conference shall be chaired by the Chair of the Executive Council.
- 13.11 The Rules Conference may be recalled by the Executive Council in an emergency. It shall deal only with the business for which it is summoned.
- 13.12 The Executive Council shall draft the standing orders for the Rules Conference. A Standing Orders Committee shall be constituted on the basis of one delegate from each Region under a procedure to be agreed by the Executive Council. No member of the Executive Council shall be eligible to serve on the Standing Orders Committee. The Chair of conference may attend the meetings of the Committee.
- 13.13 No member of the Executive Council, employee of the Union or retired employee of the Union, or any member who is in receipt of a pension from any of the funds of the Union, no tutor employed by the Education Department, and no member who is employed on Union business on a full-time basis with remuneration paid from funds which are raised from special contributions paid by Branch members as distinct from Union contributions, shall be eligible for nomination as a delegate to the Rules Conference.

RULE 14 EXECUTIVE COUNCIL

14.1 Election of the Executive Council

14.1.1 The election of the Executive Council shall be on the basis of representatives from the Union's regional structure, representatives from the Union's Industrial Sectors and National Representatives of the Union's women and black, Asian and ethnic minority, disabled and LGBT membership.

14.1.2 Elections to the Executive Council shall be conducted in conformity with guidance issued by the Executive Council from time to time.

14.2 14.2.1 Election to the Executive Council shall be on the basis of electoral constituencies determined by the Executive Council. These constituencies shall ensure the fair and equitable representation of the working membership and shall include representatives to be elected from the Regions as constituted in the union on the basis of each region with fewer than 150,000 members on the date at which the membership figures are struck having two representatives, each region with 150,000 members but fewer than 200,000 members having three, and each region with 200,000 members or more having four; and shall include representatives from the national industrial sectors, on the basis of each sector with fewer than 50,000 members at the date at which the membership figures is struck having one representative, each sector with 50,000 but fewer than 100,000 members having two and each sector with 100,000 members or more having three. The allocation of constituencies based on this formula will be automatically applied to all Executive Council elections henceforward unless the formula is varied by the Rules Conference.

14.2.2 The Executive Council shall also provide for National Representatives for women and for black, Asian and ethnic minority; Lesbian, Gay, Bisexual & Transgender; and Disabled members to sit on the Executive Council.

- 14.2.3 The Executive Council of the Union shall include designated seats within the electoral constituencies to ensure the proportionate representation of women members and of black, Asian and ethnic minority members.
- 14.2.4 The term of office for the Executive Council shall be three years.
- 14.2.5 No current or former employee of the Union, nor any current employee of any other union, is eligible to stand for, or hold office on, the Executive Council.
- 14.3 The Executive Council shall meet at least four times a year, with up to a maximum of five days duration per meeting to complete the business at hand. Special meetings of the Executive Council may be called when the General Secretary or when a majority of the Executive Council considers it necessary.
- 14.4 Members of the Executive Council who do not attend two consecutive meetings to which they are summoned, may be removed from office by the Executive Council if they fail to provide a written explanation of that absence to the General Secretary or if any written explanation provided is in the opinion of the Executive Council unsatisfactory. The Executive Council shall determine the guidance on the application of this rule.
- 14.5 The Executive Council shall elect a Finance and General Purposes Committee provided that it shall include the Chair of the Executive Council. The Executive Council shall determine the number of members thereof. This committee shall meet not less than six times a year. This Committee shall also act as an emergency committee, and the Executive Council shall delegate to such Committee all or any of its powers and duties as it may determine, and may modify or revoke such powers.
- 14.6 At the first meeting of the Executive Council following its election there shall be appointed by and from the members a Chair. The Executive Committee will have the power to remove and replace its Chair at any time, and to appoint one or more Vice Chairs for such business and period as it deems fit from time to time.

- 14.7 The Chair shall preside over all Executive Council meetings, see that the business is properly conducted, and sign the minutes of each meeting when passed. The Chair shall also preside at the Biennial Policy Conference, the Rules Conference, the Finance and General Purposes Committee and in addition shall be a delegate to the Trades Union Congress and Annual Conference of the Labour Party (where appropriate) held during their term of office, and to such other conferences as the Executive Council may determine.
- 14.8 The Government, management and control of the Union shall be vested in the Executive Council collectively, which may do such things consistent with the rules and objects of the Union as it may consider expedient to promote the interests of the Union or any of its members. In particular and without limiting the general powers conferred on it by these rules the Executive Council shall have the power to:
- 14.8.1 Ensure that properly prepared management accounts and annual statements of account relating to all financial affairs of the Union are presented at its regular meetings, and it may call for the production of any book, vouchers, or documents.
 - 14.8.2 Direct that special audits or examinations of the books or finances of any part of the Union shall be made by special auditors appointed by the Executive Council.
 - 14.8.3 Appoint and remove the Union's auditor for which purpose the members of the Executive Council shall act as the delegates of the members by whom they were elected.
 - 14.8.4 Appoint all officers who are employed as such by the Union (who shall have been paying members of this Union or, if employed by Unite, paying members of another trade union recognised by the union for bargaining purposes, for at least two years immediately preceding the date of application) other than the General Secretary. The promotion of individual officers (up to but excluding the level of General Secretary) and the allocation/reallocation of officer roles shall be subject to the approval of the Executive Council in each case.

- 14.8.5 Determine one or more constitutional committees of lay members to which each officer employed by the Union shall report and be accountable and ensure that the list of these allocations is available to members.
- 14.8.6 Consider all appeals and resolutions addressed to it, subject to where it deems appropriate the Council shall have the power to refer such appeals and references to Regional or National Industrial Committees.
- 14.8.7 Require reports to be submitted to it of all disputes, and shall take such action with regard thereto as it shall deem fit.
- 14.8.8 Raise or borrow money and secure the payment of money or the carrying out of any other obligation of the Union on any of the properties or securities of the Union in such manner as it shall think fit.
- 14.8.9 Decide questions of policy which may arise between Policy Conferences and which have not been decided by a previous decision of such a conference.
- 14.8.10 Send delegates or deputations to represent the Union, and to delegate power to any person to act on behalf of the Union for any purpose.
- 14.8.11 Sanction payment of benefit in respect of any strike and in respect of any lockout.
- 14.8.12 Expend moneys on any of the purposes authorised by these rules, or on any other purpose which, in their opinion, is expedient in the interests of the Union or its members, including, at its discretion, the provision of legal services to members (and where it additionally and severally sees fit, to members' families), and the taking and defending of legal action by the Union.

- 14.8.13 Suspend, or impose any other penalty on any Branch, Region or other administrative section of the Union for such reasons and on such terms as they deem expedient and their decisions, save as herein provided, shall be final and conclusive for all purposes provided that every Branch, Region or other administrative section shall have the right within 14 days, of the date of notification of the decision of the Executive Council to give notice of appeal, and until the hearing of such appeal the decision of the Council shall be binding.
- 14.8.14 Delegate to any committee constituted under these rules such of their powers as are necessary or expedient and consistent with the powers and duties of such committee as in these rules provided, and may modify or revoke such powers and duties from time to time.
- 14.8.15 Provide training for lay representatives, activists and its employees.
- 14.8.16 Decide its own Standing Orders and procedures in all matters not expressly provided for in these rules.
- 14.8.17 Make standing orders, consistent with these rules, governing the proceedings of Regional Committees, Industrial Committees and any other body provided for by these rules, as it sees fit.
- 14.8.18 Decide any question relating to the meaning and the interpretation of these rules or any matter not expressly provided for by these rules which decision shall be binding on all members of the Union.
- 14.9 Recognising the central importance of the organisation of workers into the Union the Executive Council shall devote no less than five per cent of membership income to organising each year and shall aim to move to no less than ten per cent within no less than three years of amalgamation. Organising units shall be maintained by these funds in each Region and shall be controlled by a national organising department under the control of the General Secretary.

14.10 In addition to any express powers in these rules provided, the Executive Council shall have power generally to carry on the business of the Union, as it may deem necessary, and do such things and authorise such acts, including the payment of moneys, on behalf of the Union, as it, in the general interests of the Union, may deem expedient, and to delegate to any person or persons the power to represent and to act on behalf of the Union. Between Executive Council meetings the Executive Council's powers under clause 8 above and this clause are delegated to the General Secretary save the following:

14.10.1 regarding appeals and resolutions

14.10.2 regarding delegation of powers from the Executive to any committee

14.10.3 regarding Executive Council procedures

14.11 The Executive Council may exercise any power given to it by these rules as it sees fit from time to time.

RULE 15 GENERAL SECRETARY

- 15.1 All elections for the General Secretary shall be on the basis of a ballot of the whole membership of the Union.
- 15.2 The General Secretary shall not hold office without re-election for more than 5 years from the last day on which the votes were cast in his/her previous election.
- 15.3 The General Secretary shall be responsible for the administration of the affairs of the Union; including convening the meetings and implementing the decisions of the Executive Council, and such other duties as may be determined by the Executive Council.
- 15.4 All employees of the Union shall be under ultimate control of the Executive Council whose approval shall be required before changing their terms and conditions of employment or superannuation arrangements. Subject to that ultimate control the General Secretary shall be responsible for managing all employees of the Union who, subject to their terms and conditions of employment, shall perform such duties and work from such locations as the General Secretary may direct.
- 15.5 The General Secretary shall be under the control of and act in accordance with the directions of the Executive Council.
- 15.6 The General Secretary may delegate to any employee of the Union such of the General Secretary's powers as the General Secretary may consider appropriate.
- 15.7 The General Secretary shall be entitled to attend all meetings of the Union and to take part in their deliberations but shall not have a vote.

RULE 16 ELECTION OF EXECUTIVE COUNCIL MEMBERS AND THE GENERAL SECRETARY

- 16.1 Subject to the provisions of these rules and the powers of the independent scrutineer, the election of members of the Executive Council and the General Secretary shall be organised and conducted in accordance with the directions of the Executive Council.
- 16.2 The Executive Council shall appoint an independent scrutineer to supervise the production, storage and distribution of voting papers, to receive and count the voting papers, to report on the election, to retain the voting papers for an appropriate period and to perform such other duties as the Executive Council may specify.
- 16.3 The Executive Council shall appoint a suitable, independent person to act as Election Commissioner to adjudicate on any complaints made under clause (23) of this rule relating to the conduct of the election. In the event that the Electoral Commissioner finds it necessary to carry out an investigation in the conduct of his or her duties under rule all members and employees of the Union are required to afford him or her every assistance in this regard.
- 16.4 The Executive Council shall appoint a Returning Officer to deal with the conduct of the election between the Executive Council meetings and may delegate to him/her its powers relating to the conduct of that election provided that the Returning Officer shall not act inconsistently with any decision of the Executive Council and shall report to the next meeting of the Executive Council all actions taken and decisions made in respect of that election.
- 16.5 A candidate in an election shall play no part in any deliberations of or decision by the Executive Council which relates specifically to the conduct of an election in the constituency in which an individual is a candidate.

- 16.6 Executive Council candidates for election to represent a Region shall be nominated by at least three Branches within that Region or that part of a Region as the case may be. A branch shall be entitled to make only such number of nominations as there are members to be elected from that Region or part thereof.
- 16.7 Executive Council candidates for election to represent a particular Industrial Sector constituency shall be nominated by branches and workplaces consisting of members of the particular Industrial Sector constituency concerned (where there is no workplace branch).
- 16.8 In every case no nomination shall be valid unless a meeting of the Branch, or workplace, has been convened and that nomination has been endorsed by the meeting. The Executive Council guidance shall state whether and how a nomination may be made by a workplace, or Branch (in relation to Industrial Sector seats).
- 16.9 A member is required to receive at least three nominations. On receipt of such nominations the candidate shall be invited to confirm in writing that she/he accepts the nomination. Each member who does so and who is otherwise eligible shall be a candidate in the election for that constituency.
- 16.10 Executive Council candidates for election to represent a constituency under any equalities provision of these rules shall be nominated by Branches and workplaces (where there is no workplace branch).
- 16.11 Executive Council candidates must be a member of the electoral constituency they wish to represent.
- 16.12 Nominations of Candidates for election of General Secretary may be made by each branch and each workplace. A candidate must be eligible to vote in the election; have at least 5 years continuous membership of the union; and have received at least 50 branch nominations or workplace nominations (where there is no workplace branch), subject to the total including nominations from more than one region. In every case no nomination will be valid unless a meeting of the branch, or workplace, has been convened and that nomination has been endorsed by the meeting. The Executive Council guidance will state whether and how a nomination may be made by a workplace, or branch.

- 16.13 If the number of candidates does not exceed the number of vacancies to be filled by that constituency, the candidate(s) shall be declared elected. If there are more candidates than vacancies, the election shall be conducted by a secret postal ballot.
- 16.14 The election shall not be concluded until the Executive Council has received the independent scrutineer's report and declared which candidate(s) has been elected. This should take place as soon as reasonably practicable after the votes have been counted. If the Election Commissioner advises the Executive Council that it should not declare the outcome of an election until he/she has adjudicated on a complaint, it shall comply with that request.
- 16.15 The Executive Council may decide that members who have joined the Union after a prescribed date shall not be eligible to vote, provided the date shall not be more than 13 weeks before the first day on which voting is due to take place in that election.
- 16.16 Members of a territorial Region shall be accorded equally an entitlement to vote in the election for a representative from their own territorial Region (but no other territorial Region) to the Executive Council. A member's Region for the purposes of this rule shall be the Region to which their Branch is allocated by the Executive Council. In the case of Branches covering more than one Region the method of establishing a member's individual Region shall be determined by the Executive Council.
- 16.17 Members of a particular Industrial Sector shall be accorded equally an entitlement to vote in the election for a representative from their own Industrial Sector Constituency (but no other Industrial Sector Constituency) to the Executive Council.
- 16.18 In relation to the election of the National Representative(s) for Women Members; members who are women shall be accorded equally an entitlement to stand and vote.
- 16.19 In relation to the election of the National Representative(s) for Black or Asian ethnic minority Members; members who are Black or Asian ethnic minority members shall be accorded equally an entitlement to stand and vote.

- 16.20 In relation to clauses 18 and 19 above, the Union shall rely on its membership records and shall endeavour to collect and record such relevant information, but shall be entitled to make a presumption of non-entitlement to vote in such election where there is an absence of the relevant qualification information.
- 16.21 A member who is eligible to vote in an election who does not receive a voting paper should contact the Union but the final decision on whether to issue a further voting paper to that member shall be a matter for the independent scrutineer.
- 16.22 Each candidate shall be entitled to attend as an observer the counting of the votes from the constituency in which he/she is a candidate.
- 16.23 If at any stage during an election or within 28 days of the declaration of the outcome a candidate in an election or the Executive Council considers that there has been a breach of these rules or of any other legal requirement relating to the conduct of the election or any other interference with the conduct of the election and that the breach or interference may materially affect or may have materially affected the outcome of the election, he/she or the Executive Council may submit a complaint to the Election Commissioner.
- 16.24 If the Returning Officer or a member who is not a candidate considers that there are grounds for a complaint to the Election Commissioner, he/she should refer the matter to the Executive Council.
- 16.25 A complaint to the Election Commissioner should be made as soon as is reasonably practicable. The Election Commissioner shall not consider any complaint made more than 28 days after the date on which the Executive Council declared the outcome of the election.
- 16.26 A complaint to the Election Commissioner shall be made in writing addressed to the Election Commissioner care of the Returning Officer and accompanied by all the supporting evidence which the complainant wishes to be taken into account.

- 16.27 If when the Election Commissioner receives a complaint the independent scrutineer has not yet reported on the election and the Election Commissioner considers that the complaint raises matters which fall within the jurisdiction of the independent scrutineer, he/she shall refer the complaint (or the part thereof which raise such matters) to the independent scrutineer unless it is not reasonably practicable to do so. When the Election Commissioner has referred a complaint (or part thereof) to the independent scrutineer he/she shall not adjudicate on the complaint until the independent scrutineer has expressed a view on that complaint.
- 16.28 The Election Commissioner may adjudicate on a complaint on the basis of written material submitted with the complaint or, at his/her complete discretion, call for such further information as he/she shall think fit and/or conduct a hearing of the complaint. Subject to the provisions of this rule, the Election Commissioner shall decide his/her own procedures for investigating and adjudicating upon the complaint provided that he/she shall endeavour to adjudicate on the complaint as quickly as is reasonable practicable.
- 16.29 If after considering a complaint the Election Commissioner considers; that there has been a material breach of these rules or of any other legal requirement relating to the conduct of the election or any other material interference with the conduct of the election; and that the breach or interference may materially affect or has or may have materially affected the outcome of the election; the Election Commissioner may recommend that the Executive Council should take one or more of the following measures:-
- 16.29.1 Declare the ballot and, if it has been declared, the outcome of the election void and call for a fresh ballot to be held;
- 16.29.2 Disqualify a candidate or candidates and permit the remaining candidates to go forward in the ballot or in any fresh ballot that may be ordered; or
- 16.29.3 Such other remedial measures as the Election Commissioner considers appropriate.

- 16.30 Subject always to any decision to the contrary by a court, the Certification Officer or any other lawful authority, the Executive Council shall give effect to any recommendation by the Election Commissioner made in accordance with clause (29) of this rule.
- 16.31 If an election is delayed as a result of action taken pursuant to a recommendation by the Election Commissioner, an order of a court, the Certification Officer or other lawful authority, a member who holds the office which is the subject of that election shall be entitled to continue in that office until the election is concluded.

RULE 17 BRANCHES

- 17.1 Wherever possible, Branches shall be based on the workplace, although provision shall also be made for local Branches, including local industrial sector branches, and National Industrial Branches as appropriate and as approved by the Executive Council.
- 17.2 Branch membership shall be allocated on the basis of the workplace if there is a workplace branch at the member's workplace, or the local branch most appropriate for their workplace if there is not a workplace or National Industrial branch.
- 17.3 Branches shall have direct access to a proportion of membership subscriptions. Such a proportion and access arrangements to be determined by the Executive Council, and may be conditional on performed compliance with financial reporting requirements. These funds may be used to meet the cost of administering the Branch; for recruitment and other campaigns approved by the Executive Council; for local affiliations; to assist members or their dependants who have suffered misfortune; or for any other worthy cause, subject to any provisions elsewhere in these rules, and that no general purposes funds shall be used for political objects. Any payments made in connection with any form of industrial action must be made strictly in line with Executive Council guidance applicable at the time.
- 17.4 All the property of the Branch including the books and other effects of the Branch, shall be the property of the Union and shall, on request by the Executive Council, be produced for inspection and audit. In the event of a closure, merger or dissolution of the Branch, all property of the Branch shall be dealt with as directed by the Regional Committee subject to the overall control of the Executive Council.
- 17.5 The Regional Committee shall be required to ensure that each Branch meets at regular intervals and operates in accordance with the standing orders provided for in clause 10 of this rule. Where a Branch fails to convene an Annual General Meeting of all members that Branch shall be suspended and members of the Branch shall be allocated to a Branch which meets subject to the right of the Branch to appeal to the Executive Council.

- 17.6 Where deemed desirable for organisational and/or administrative reasons the Regional Committee shall be empowered to merge Branches; which shall be implemented in the event of approval by the Executive Council.
- 17.7 Each Branch shall have for its management a Chair, a Treasurer, an Equality Officer and a Secretary and such other officers as the Branch may elect. They shall be elected at a Branch meeting by show of hands, or by ballot, if so decided by the meeting. The election shall take place and be completed not later than June 30 in each third year, and the elected candidates shall take office the following July for three years. Casual vacancies may be filled at an ordinary Branch meeting, but notice of the impending election must be given to members of the Branch on the notice convening the meeting. The positions of Secretary and Treasurer may be held by the same member if the Branch so chooses.
- 17.8 The Regional Committee shall be required to ensure that branches meet at regular intervals; at a minimum they shall convene an Annual General Meeting of all members. Where a branch fails to convene such a meeting the branch will be suspended and members of the branch shall be allocated to a branch which meets the requirements of rule subject to the right of the branch to appeal to the Executive Council. Branches, shall, with the assistance of the Region advise their members of the venue, time and date of branch meetings, this may be by post or by posting the information on the union's website. It shall be the responsibility of the branch secretary to ensure that up to date information about branch meetings is held by the Union.
- 17.9 The Executive Council shall issue standing orders to regulate the conduct of Branch meetings and business and may amend the standing orders from time to time. Those standing orders may only be varied in respect of a Branch with the prior approval of the Executive Council. The quorum for a Branch meeting to make a decision on any matter shall be 5 members and all matters should be decided by a simple majority of those voting. If the votes are equal the proposition before the meeting shall fail.

- 17.10 The Branch chair shall preside over all meetings of the Branch and shall ensure that business is conducted in accordance with the rules and Branch standing orders. If the chair is absent from a Branch meeting, those present shall elect a substitute to take his/her place for that meeting. The chair shall be entitled to vote on all matters to be decided by the Branch but he/she shall not have a second or casting vote. The Branch secretary shall be responsible for the general administration of the Branch including maintaining the Branch membership, financial and other records in the manner required by the Executive Council, taking and preserving Branch minutes and conducting all correspondence on behalf of the Branch. On taking office the branch secretary shall provide an address where members can contact him or her. This information shall be posted on the Union's website.
- 17.11 The Branch treasurer shall be responsible for dealing with financial transactions concerning the Branch, ensuring that all payments are made in accordance with the rules of the Union, receiving contributions from members who pay at the Branch and banking monies. He/she shall provide the Branch secretary with a record of all financial transactions and shall ensure that they are accurately recorded in the Branch records and that all monies are dealt with in accordance with the rules and the instructions of the Executive Council.
- 17.12 If a Branch is unable to fill a vacancy for secretary or treasurer, the Executive Council may appoint a full time officer to fulfil the duties of that office until such time as the Branch is able to fill the position.
- 17.13 All references to "Branch" throughout these rules refer to lay member organisations. All references to Branch secretaries refer to lay officials.

RULE 18 WORKPLACE REPRESENTATION

18.1 At each workplace, the members employed at that workplace, shall elect from amongst themselves, at least every 3 years, 1 or more of the following representatives:

18.1.1 Shop stewards/workplace representatives

18.1.2 Safety representatives

18.1.3 Learning representatives

18.1.4 Equality representatives

18.1.5 Environment representatives

The election shall take place and be completed not later than June 30 in each third year, and the elected candidates shall take office the following July for three years.

18.2 The election of workplace representatives shall, where practicable, have a gender and ethnic balance at least reflecting the proportion of black, Asian and ethnic minority and female members which they represent. Election to one representative role shall not preclude election to another such role within the same workplace.

18.3 The method of election shall be by such means as authorised by relevant guidance which shall be issued by the Executive Council from time to time.

18.4 The Executive Council may group workplaces together for the purposes of representation where the number of members at each workplace is so small that representation and bargaining for the individual workplaces is not, in the opinion of the Executive Council, practicable.

18.5 The constituency of a workplace representative shall be the workplace from which they were elected, or such grouping of workplaces as was defined by the Executive Council under clause 4 of this rule.

- 18.6 Following election of a workplace representative the appropriate Regional Officer shall be informed of the election by the elected representative without delay. The Regional Officer shall ensure that the Regional Industrial Sector Committee and the Union's membership department are informed of the date of the election and the identity, constituency and contact details of the elected workplace representative.
- 18.7 The Executive Council may issue guidance on the powers and procedures of the Regional Industrial Sector Committee in relation to ratification of such election. The Regional Industrial Sector Committee shall ensure compliance with such procedures.
- 18.8 Shop stewards/workplace representatives shall receive the fullest support and protection from the union, and an immediate inquiry shall be undertaken by the appropriate regional industrial sector or regional committee into every case of dismissal of a shop steward with a view to preventing victimisation, either open or concealed. If it is deemed necessary, a ballot for industrial action will be convened.

RULE 19 FUNDS

- 19.1 The General Secretary and employees of the Union authorised by him/her shall subject to the endorsement of the Executive Council have authority to open and operate such bank accounts on behalf of the Union as he/she may consider appropriate.
- 19.2 Subject to clause 3 of this rule, the funds of the Union may be used in accordance with the provisions of these rules for the payment of provident benefits as defined in Section 467(2) Income and Corporation Taxes Act 1988, as that section may be amended, consolidated or re-enacted from time to time. Such provident benefits shall include the provision of legal advice and assistance.
- 19.3 No member shall be entitled to sums in excess of the limits set out in section 467(1) of the Income and Corporation Taxes Act 1988 as that section may be amended, consolidated or re-enacted from time to time.
- 19.4 There shall be a provident benefits fund which shall only be used for paying provident benefits expressly authorised by these rules.
- 19.5 The Executive Council shall publish an annual financial report providing details of the Union's income and expenditure in the previous year, this shall include an audited account of all Officers and Organisers remuneration including the pay, benefits and expenses – up to and including all Unite the union Regional Secretaries, National Officers, Directors, Executives, Assistant General Secretaries, Deputy General Secretaries and the General Secretary, as well as details of Departmental and Regional spending, campaign costs and any other significant union expenditure.
- 19.6 All property (including all books, effects, funds or other assets) which immediately prior to the date of these rules coming in to effect was held by or in trust for or otherwise on behalf of the Amicus or TGWU Sections of the Union or the former trade unions Amicus or TGWU, or any committee, council, Branch, or other body of one of those sections or unions, shall be the property of the Union and shall be dealt with in accordance with the instructions of the Executive Council.

- 19.7 The Executive Council shall cause to be kept proper accounting records with respect to the Union's transactions, assets and liabilities and establish and maintain a satisfactory system of control of its accounting records, its cash holdings and all receipts and payments in accordance with Sections 28 and 29 of the Trade Union and Labour Relations (Consolidation) Act 1992.
- 19.8 The Accounts of the Union shall be audited at least once a year. The auditor shall be qualified in accordance with Section 34 of the Trade Union and Labour Relations Act (Consolidation) 1992. The appointment and removal of the auditor shall be subject to the provisions Section 35 of the Trade Union and Labour Relations (Consolidation) Act 1992.
- 19.9 No member or members, or Branch, or any committee of members shall be permitted to use the name of the Union, or any machinery of the Union, in connection with any appeal for funds or establishment of any subsidiary benefit connected with a Branch, unless the conditions stated hereunder are accepted and the requisite official sanction obtained:-
- 19.9.1 That the accounts of such funds and all documents in connection therewith shall be open at all times to inspection by the Union accountants.
- 19.9.2 That in the case of a regional or local appeal the permission and sanction of the Regional Committee shall be first obtained, and thereafter is subject to the endorsement of the Executive Council.
- 19.9.3 That in the case of a national appeal the permission and sanction of the Executive Council shall be first obtained.
- 19.9.4 Where such funds are properly raised they are included in the consolidated accounts of the Union and be subject to the requirements in clauses 1 and 2 of this rule.
- 19.10 In accordance with Section 30 of the Trade Union and Labour Relations (Consolidation) Act, 1992, any member of the Union has the right to access to any accounting records of the Union which are available for inspection and which relate to periods including a time when that person was a member of the Union.

RULE 20 ASSETS AND TRUSTEE PROVISION

- 20.1 All property of the Union shall be held by a trustee company specified by the Executive Council (hereinafter called the Trustee Company) in trust for the Union in accordance with the provisions of these rules. For the avoidance of doubt, the property of the Union includes all funds and assets of the Union and its constituent bodies.
- 20.2 The Trustee Company shall invest, dispose of or otherwise deal with the funds and other assets of the Union in accordance with the instructions of the Executive Council. Subject to the provisions of these rules, the Executive Council shall have complete discretion how to instruct the Trustee Company to invest, dispose of or otherwise deal with the property of the Union.
- 20.3 All property (including all books, effects, funds or other assets) which immediately prior to the date of these rules coming in to effect was held by or in trust for or otherwise on behalf of the Amicus or TGWU Sections of the Union or the former trade unions Amicus or TGWU, or any committee, council, Branch, or other body of one of those sections or unions, shall be the property of the Union and shall be dealt with in accordance with the instructions of the Executive Council.
- 20.4 Trustee
- 20.4.1 The Trustee Company is the trustee of the Union.
- 20.4.2 The Executive Council may appoint and remove a second trustee where necessary to facilitate disposal of Union property, and solely for such purpose.
- 20.5 Trustee Company
- 20.5.1 The Directors of the Trustee Company shall consist of
- 20.5.1.1 Directors appointed by and from the Executive Council.
- 20.5.1.2 The General Secretary.

- 20.5.2 A Director appointed by the Executive Council may be replaced by the Executive Council at any time.
- 20.5.3 Subject to the provisions of the Companies Act 2006, the Executive Council shall appoint and may at any time replace the company secretary of the Trustee Company.
- 20.5.4 Property which immediately prior to the coming into force of these rules was vested in other trustees (whether individual or corporate) in trust for the Union shall on the date of the coming into force of these rules vest in the Trustee Company.

RULE 21 EXPENSES

A lay member engaged on Union business shall be entitled to such reasonable expenses and in such circumstances as may be decided by the Executive Council provided that the method of calculating such expenses and any subsequent alteration thereto must be reported to and shall cease to have effect unless ratified by the next Policy Conference of the Union.

RULE 22 POLITICAL ORGANISATION – THE LABOUR PARTY

- 22.1 There shall be Regional and National Political Committees composed of individual members of the Labour Party to co-ordinate the Union's work in the Labour Party, acting under the direction of the Executive Council.
- 22.2 Neither the Union, nor any constituent part of the Union, shall affiliate to or give support to the candidates of any other political party in Great Britain and Northern Ireland other than the Labour Party.
- 22.3 Each Branch of the Union in Great Britain and Northern Ireland shall be entitled to affiliate and elect delegates to Constituency Labour Parties in appropriate areas subject to agreement by the Regional Political Committee and approval of the Executive Council.
- 22.4 A portion of the political fund, to be determined by the Executive Council, shall be remitted to each Region.
- 22.5 All Branch Constituency Labour Party delegates together with representatives from the Regional Industrial Sector Committees, Area Activist Committees and the Regional Committee, who are Labour Party members, shall be entitled to attend triennial Regional Political Conferences. The Regional Political Conferences shall elect Regional Political Committees. Retired members who conform with Rule 10.8 and community members who confirm with rule 3.3 are eligible to stand for election for Regional Political Committees. The size and composition of the Regional Political Committees shall be determined by the Executive Council from time to time. The Regional Political Conferences shall also elect delegates who, together with delegates from the Executive Council, shall form a National Political Committee, the size of which shall be determined by Executive Council.
- 22.6 The Executive Council shall designate a Regional Political officer in each Region, who shall act as Secretary to the Regional Political Conference and Regional Political Committee. Any individual Regional Political Officer may also have other responsibilities. The Executive Council is free to designate this role to a different employee at any time as it sees fit.

- 22.7 The Union shall be represented at the Labour Party Annual Conference by delegates elected by the Regional Political Conferences, the National Political Committee and others as determined by the Executive Council. The Regional Political Committees shall represent the Union at the Labour Party regional conference.
- 22.8 The Union shall enter into Labour Party Constituency Development Plans subject to agreement by the Regional and National Political Committees and sanction of the Executive Council.
- 22.9 The Union shall support a parliamentary group of Labour Party MPs who are members of the Union. Such support shall be determined by the Executive Council.
- 22.10 The Union shall maintain a panel of members wishing to seek political office including becoming member of the UK, Scottish, Welsh Assembly and European Parliaments and any such other public bodies as the Executive Council may decide. The composition, including the process and the qualifications required to become a member of the panel, shall be determined by the Executive Council.

RULE 23 POLITICAL FUND

Political Fund – Other than in Northern Ireland

- 23.1 The objects of the Union shall include the furtherance of the political objects to which section 72 of the Trade Union and Labour Relations (Consolidation) Act 1992 (the Act) applies, that is to say the expenditure of money:
- 23.1.1 on any contribution to the funds of, or on the payment of expenses incurred directly or indirectly by, a political party;
 - 23.1.2 on the provision of any service or property for use by or on behalf of any political party;
 - 23.1.3 in connection with the registration of electors, the candidature of any person, the selection of any candidate or the holding of any ballot by the Union in connection with any election to a political office;
 - 23.1.4 on the maintenance of any holder of a political office;
 - 23.1.5 on the holding of any conference or meeting by or on behalf of a political party or of any other meeting the main purpose of which is the transaction of business in connection with a political party;
 - 23.1.6 on the production, publication or distribution of any literature, document, film, sound recording or advertisement the main purpose of which is to persuade people to vote for a political party or candidate or to persuade them not to vote for a political party or candidate.

Where a person attends a conference or meeting as a delegate or otherwise as a participator in the proceedings, any expenditure incurred in connection with his/her attendance as such shall, for the purposes of paragraph 1.5 above, be taken to be expenditure incurred on the holding of the conference or meeting.

In determining, for the purposes of paragraphs 1.1 to 1.6, whether the Union has incurred expenditure of a kind mentioned

in those paragraphs no account shall be taken of the ordinary administrative expenses of the Union.

In these objects:-

“candidate” means a candidate for election to a political office and includes a prospective candidate;

“contribution”, in relation to the funds of a political party, includes any fee payable for affiliation to, or membership of, the party and any loan made to the party;

“electors” means electors at any election to a political office;

“film” includes any record, however made, of a sequence of visual images, which is capable of being used as a means of showing that sequence as a moving picture;

“local authority” means a local authority within the meaning of section 270 of the Local Government Act 1972 or section 235 of the Local Government (Scotland) Act 1973; and

“political office” means the office of member of Parliament, member of the European Parliament or member of a local authority or any position within a political party.

- 23.2 Any payments in the furtherance of such political objects shall be made out of a separate fund of the Union (hereinafter called the political fund).
- 23.3 As soon as is practicable after the passing of a resolution approving the furtherance of such political objects as an object of the Union the Executive Council shall ensure that a notice in the following form is given to all members of the Union in accordance with this rule:-

Trade Union and Labour Relations (Consolidation) Act 1992

A resolution approving the furtherance of political objects within the meaning of the above Act as an object of the Union has been adopted by a ballot under the Act. Any payments in the furtherance of any of those objects will be made out of a separate fund, the political fund of the Union but every member of the Union has a right to be exempt from contributing to that fund. A form of exemption notice can be obtained by or on behalf of any member either by application at, or by post from, the head office or any branch office of the Union or from the Certification Office for Trade Unions and Employers' Associations, 22nd Floor, Euston Tower, 286 Euston Road, London NW1 3JJ.

This form, when filled in, or a written request in a form to the like effect, should be handed or sent to the secretary of the branch to which the member belongs.

The notice shall be published to members by such methods as are customarily used by the Union to publish notices of importance to members and shall include the following minimum requirements. The notice shall be published in the Union's main journal which is circulated to members. A copy of the notice shall be posted up and kept posted up for at least 12 months in a conspicuous place, accessible to members at the office or meeting place of each Branch of the Union. The secretary of each Branch shall also take steps to secure that every member of the Branch, so far as is reasonably practicable, receives a copy of the notice and shall supply a copy to any member on request. The Executive Council shall provide the secretary of each Branch with a number of copies of the notice sufficient for these purposes.

- 23.4 Any member of the Union may at any time give notice on the form of exemption notice specified in Clause (5) or by a written request in a form to the like effect, that he/she objects to contribute to the political fund. A form of exemption notice may be obtained by, or on behalf of, any member, either by application at, or by post from, the head office or any Branch office of the Union, or from the Certification Office for Trade Unions and Employers' Associations, 22nd Floor, Euston Tower, 286 Euston Road, London NW1 3JJ.

23.5 The form of exemption notice shall be as follows:-

| |
|--|
| Unite the union |
| <p>POLITICAL FUND EXEMPTION NOTICE</p> <p>I hereby give notice that I object to contributing to the political fund of the Union and am in consequence exempt, in the manner provided by Chapter VI of the Trade Union and Labour Relations (Consolidation) Act 1992, from contributing to that fund.</p> <p>Signature _____</p> <p>Name _____</p> <p>Address _____</p> <p>Name of Branch _____</p> <p>Membership No _____ Date _____</p> |

- 23.6 Any member may obtain exemption by sending such notice to the secretary of the Branch to which the member belongs and, on receiving it, the secretary shall send an acknowledgement of its receipt to the member at the address in the notice, and shall inform the General Secretary of the name and address of that member.
- 23.7 On giving such notice, a member shall be exempt, so long as his/her notice is not withdrawn, from contributing to the political fund of the Union as from either: (a) the first day of January next after notice by the member is given, or, (b) in the case of a notice given within one month after the notice given to members under Clause (3) or after the date on which a new member admitted to the Union is supplied with a copy of these rules under Clause (17), as from the date on which the member's notice is given.

23.8 The Executive Council shall give effect to the exemption of members to contribute to the political fund of the Union by relieving any members who are exempt from the payment of part of any periodical contributions required from the members of the Union towards the expenses of the Union as provided and such relief shall be given as far as possible to all members who are exempt on the occasion of the same periodical payment.

For the purposes of enabling each member of the Union to know as respects any such periodical contribution what portion, if any, of the sum payable by him/her is a contribution to the political fund of the Union, it is hereby provided that a sum equal to seventy percent of the weekly contribution rate of a full time member payable in the first week of each quarter is a contribution to the political fund and any member who is exempt shall be relieved from the payment of the said sum and shall pay the remainder of such contribution only.

23.9 A member who is exempt from the obligation to contribute to the political fund of the Union shall not be excluded from any benefits of the Union, or placed in any respect either directly or indirectly under any disability or disadvantage as compared with other members of the Union (except in relation to the control or management of the political fund) by reason of his/her being so exempt.

23.10 Contribution to the political fund of the Union shall not be made a condition for admission to the Union.

23.11 If any member alleges that he/she is aggrieved by a breach of any provision of this rule for the political fund, being a rule made pursuant to section 82 of the Act, he/she may complain to the Certification Officer, and the Certification Officer, after making such enquiries as he/she thinks fit and after giving the complainant and any representative of the Union an opportunity of being heard, may, if he/she considers that such a breach has been committed, make such order for remedying the breach as he/she thinks just in the circumstances. Any such order of the Certification Officer may, subject to the right of appeal provided by section 95 of the Act, be enforced in the manner provided for in section 82(4) of the Act.

- 23.12 Any member may withdraw his/her notice of exemption on notifying his/her desire to that effect to the secretary of his/her Branch, who shall on receiving it send the member an acknowledgement of receipt of the notification and inform the General Secretary of the name and address of that member.
- 23.13 The Executive Council shall ensure that a copy of this rule is available, free of charge, to any member of the Union who requests a copy.
- 23.14 The Executive Council shall, so far as possible, secure that each member of the Union receives a copy of this rule.
- 23.15 The Executive Council shall also send to the secretary of each Branch sufficient copies of this rule to satisfy any requests for a copy by members of the Branch.
- 23.16 The secretary of each Branch shall supply a copy of this rule free of charge to each member who requests a copy.
- 23.17 A copy of this rule shall also be supplied by the secretary of each Branch to every new member on his/her admission to the Union.

Political Fund – Northern Ireland

- 23.18 Under Article 59 of the Trade Union and Labour Relations (Northern Ireland) Order 1995 no Northern Ireland member of the Union shall be required to make any contribution to the political fund of the Union as defined by Clauses (1) and (2) of this rule unless he/she delivered, as provided in Clause (20), to the Head Office or some Branch office of the Union, a notice in writing, in the form set out below, of his/her willingness to contribute to that Fund, and has not withdrawn the notice in the manner provided in Clause (19). Every member of the Union who has not delivered such a notice or who, having delivered such a notice, has withdrawn it in the manner provided in Clause (19), is to be deemed for the purpose of these rules to be a member who is exempt from the obligation to contribute to the political fund of the Union.

The form of the notice of willingness to contribute to the political fund of the Union is as follows:-

POLITICAL FUND NOTICE – NORTHERN IRELAND

I HEREBY give notice that I am willing, and agree, to contribute to the political fund of Unite the union, and I understand that I shall in consequence, be liable to contribute to that fund and shall continue to be so liable, unless I deliver to the head office or some branch office of the Union, a written notice of withdrawal. I also understand that after delivering such a notice of withdrawal I shall continue to be liable to contribute to the political fund until the next following first day of January.

Signature _____

Name _____

Address _____

Name of Branch _____

Membership No _____ Date _____

- 23.19 If at any time a member of the Union, who has delivered such a notice as is provided for in Clause (18) gives notice of withdrawal thereof, delivered as provided in Clause (20), to the head office or at any Branch office of the Union, he/she shall be deemed to have withdrawn the notice as from the first day of January next after the delivery of the notice of withdrawal.
- 23.20 The notices referred to in Clauses (18) and (19) may be delivered personally by the member or by an authorised agent of the member, and any notice shall be deemed to have been delivered at the head or Branch office of the Union if it has been sent by post properly addressed to that office.
- 23.21 The Executive Council shall give effect to the exemption of Northern Ireland members to contribute to the political fund of the Union by relieving those members who are legally exempt from the payment of part of any periodical contributions required from the members of the Union towards the expenses of the Union as provided and such relief shall be given as far as possible to all members who are exempt on the occasion of the same periodical payment.

- 23.22 For the purpose of enabling each Northern Ireland member, who has opted to pay to the political fund, to know as respects any such periodical contribution what portion of the sum payable by him/her is a contribution to the political fund of the Union, it is hereby provided that a sum equal to seventy percent of the weekly contribution rate of a full time member payable in the first week of each quarter is a contribution to the political fund and any member who is exempt shall be relieved from the payment of the said sum and shall pay the remainder of such contribution only.
- 23.23 Northern Ireland members who are statutorily exempt from the obligation to contribute to the political fund of the Union shall not be excluded from any benefits of the Union, or placed in any respect either directly or indirectly under any disability or disadvantage as compared with other members of the Union (except in relation to the control or management of the political fund) by reason of their being exempt.
- 23.24 Contribution to the political fund of the Union shall not be made a condition for admission to the Union.
- 23.25 If any Northern Ireland member alleges that he/she is aggrieved by a breach of any of the rules made pursuant to Article 59 of the Trade Union and Labour Relations (Northern Ireland) Order 1995 he/she may complain to the Northern Ireland Certification Officer, 10-16 Gordon Street, Belfast, BT1 2LG, under Article 57 (2) to (4) of that Order.
- 23.26 If after giving the complainant and a representative of the Union an opportunity to be heard, the Certification Officer considers that a breach has been committed, he/she may make an order for remedying it as he/she thinks just in the circumstances. Under Article 70 the Industrial Relations (N.I.) Order 1992 (as amended) an appeal against any decision of the Certification Officer may be made to the Court Rule 10 of Appeal on a question of law.
- 23.27 Additionally, if any Northern Ireland member alleges that he/she is aggrieved by a breach of the political fund rules made pursuant to section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 he/she may complain to the GB Certification Officer, 22nd Floor, Euston Tower, 286 Euston Road, London NW1 3JJ. If, after giving the

complainant and representative of the Union an opportunity of being heard, the GB Certification Officer considers that a breach has been committed, he/she may make an order for remedying it as he/she thinks just in the circumstances. Any such order of the GB Certification Officer is subject to the right of appeal provided for by section 82 (4) of the 1992 Act.

Political Fund – Republic of Ireland

23.28 Clauses (1) – (17) of this rule shall have effect in the Republic of Ireland subject to the following modifications:

23.28.1 all references to statutory provisions therein shall be construed as references to the appropriate legislation in the Republic of Ireland.

23.28.2 “political office” means the office of President, member of Dail Eireann, member of Seanad Eireann, member of the European Parliament, or any member of a local authority.

23.28.3 Forms of exemption notice may be obtained at or by post from any Union office within the Republic of Ireland.

23.28.4 A sufficient number of the forms of exemption notice shall be available at each office of the Union within the Republic of Ireland and any member shall be provided with a copy of such form on his/her request.

RULE 24 IRELAND

- 24.1 There shall be an Irish Executive Committee which shall make decisions in matters of an industrial or political nature which arise out of and in connection with the economic or political condition of the Republic of Ireland or Northern Ireland and which are of direct concern to members of the Union resident in the Republic of Ireland or Northern Ireland and which do not affect members of the Union not so resident. Each member of the Irish Executive Committee shall be resident in the Republic of Ireland or Northern Ireland.
- 24.2 The Irish Executive Committee shall be composed of elected lay members who are resident in the Republic of Ireland or Northern Ireland.
- 24.3 The size and composition of the Irish Executive Committee shall be determined by the Executive Council provided that the gender and ethnic balance of elected representatives at least reflect proportionality of the membership they represent.
- 24.4 The procedure for qualifications, election and nomination of representatives to the Irish Executive Committee shall be determined by the Executive Council. The Executive Council may organise constituencies both by reference to Industrial Sectors and geographic area following consultation with appropriate constitutional committees in Ireland.
- 24.5 The Irish Executive Committee shall take the place and have the powers, duties and responsibilities of the Regional Committee for Ireland. The Regional Secretary shall act as secretary to the Irish Executive Committee and shall be responsible for implementing its decisions.
- 24.6 The Irish Executive Committee shall meet once a quarter or more frequently if, in the opinion of the Regional Secretary, the business renders it necessary. The Regional Secretary is responsible for convening all meetings.

- 24.7 The Irish Executive Committee shall have power to appoint one or more sub-committees from among its members and, except where otherwise determined by the Executive Council, shall have the power to delegate to any such sub-committee all or any of its powers including therein the conduct of hearings, appeals, inquiries, investigations or any other proceedings or functions whatever which it is authorised by these rules to undertake.
- 24.8 The Executive Council, in consultation with the Irish Executive Committee, shall determine the number of delegates to be elected to the conferences/congresses of organisations in Ireland to which the Union is affiliated.
- 24.9 In alternate years to the Union's Policy Conference there shall be an Irish Policy Conference, the size and composition of which shall be determined by the Executive Council provided that the gender and ethnic balance of elected representatives at least reflect proportionality of the membership they represent.
- 24.10 For the purpose of electing delegates to the Irish Policy Conference the Executive Council may organise constituencies both by reference to Industrial Sectors and geographic area following consultation with Irish Executive Committee.
- 24.11 The procedure for qualifications, election and nomination of representatives to the Irish Policy Conference shall be determined by the Executive Council in consultation with the Irish Executive Committee.
- 24.12 The Irish Executive Committee shall determine the number of policy motions which may be submitted by the Branch; area regional; industrial and equalities structures, and from the Irish Executive Committee itself. The Irish Executive Committee shall submit a report to the Irish Policy Conference on the activities of the Union within Ireland.
- 24.13 The chair of the Irish Executive Committee shall chair the Irish Conference.

- 24.14 Resolutions of the Irish Conference concerning general policy matters affecting members employed in the Republic shall, provided they are not inconsistent with the general policy and objectives of the Union, constitute the policy of the Union in the Republic and shall be binding upon the Irish Executive Committee.
- 24.15 In respect of each Industrial Sector, the Executive Council shall determine, in consultation with the Irish Executive Committee, whether to convene separate Sector Conferences for the Republic of Ireland and Northern Ireland instead of convening a Regional Sector Conference for the whole of Ireland. Policy decisions of a Sector Conference for the Republic of Ireland shall decide the Union's policy in the Republic for that sector provided they are not inconsistent with the general policy and objectives of the Union.

RULE 25 REPUBLIC OF IRELAND – STRIKES AND OTHER INDUSTRIAL ACTION

- 25.1 The provisions of this rule shall apply notwithstanding any other provision contained in these rules.
- 25.2 In this rule the terms “strike” and “industrial action” shall have the same meaning as in the Industrial Relations Act 1990 of the Republic of Ireland.
- 25.3 In this rule the term “member” shall have the same meaning as elsewhere in these rules.
- 25.4 The provisions of this rule shall apply to the Republic of Ireland only.
- 25.5 The Union shall not organise, participate in, sanction or support a strike or other industrial action without a secret ballot, entitlement to vote in which shall be accorded equally to all members whom it is reasonable at the time of the ballot to believe will be called upon to engage in the strike or other industrial action.
- 25.6 The Union shall take reasonable steps to ensure that every member entitled to vote in the ballot votes without interference from, or constraint imposed by, the Union or any of its members, officials or employees and, so far as is reasonably possible, that such members shall be given a fair opportunity of voting.
- 25.7 The Irish Executive Committee shall have full discretion in relation to organising, participating in, sanctioning or supporting a strike or other industrial action notwithstanding that the majority of those voting in the ballot, including an aggregate ballot referred to in clause (8) of this rule, favours such strike or other industrial action.
- 25.8 The Irish Executive Committee shall not organise, participate in, sanction or support a strike or other industrial action against the wishes of a majority of the Union’s members voting in a secret ballot, except where, in the case of a ballot by more than 1 trade union, an aggregate majority of all the votes cast favours such strike or other industrial action.

- 25.9 Where the outcome of a secret ballot conducted by the Union or in the case of ballots conducted by the Union and any number of other trade unions which are affiliated to the Irish Congress of Trade Unions an aggregate majority of all the votes cast is in favour of supporting a strike organised by another trade union, a decision to take such supportive action shall not be implemented by the Union without the sanction of the Irish Congress of Trade Unions.
- 25.10 As soon as practicable after the conduct of a secret ballot the Union shall take reasonable steps to make known to the members of the Union entitled to vote in the ballot:
- 25.10.1 the number of ballot papers issued
 - 25.10.2 the number of votes cast
 - 25.10.3 the number of votes in favour of the proposal
 - 25.10.4 the number of votes against the proposal, and
 - 25.10.5 the number of spoiled votes.
- 25.11 Nothing in this rule shall constitute an obstacle to negotiations for the settlement of a trade dispute nor the return to work by members of the Union party to the trade dispute, and any decision take in accordance with this rule to organise, participate in, sanction or support a strike or industrial action may be rescinded or amended without the necessity of a further ballot of the members concerned.

RULE 26 ISLE OF MAN

The Union shall Register with the relevant Isle of Man authorities in accordance with the laws applying thereto including the Trade Unions Act 1991.

RULE 27 MEMBERSHIP DISCIPLINE

- 27.1 A member may be charged with:
- 27.1.1 Acting in any way contrary to the rules or any duty or obligation imposed on that member by or pursuant to these rules whether in his/her capacity as a member, a holder of a lay office or a representative of the Union.
 - 27.1.2 Being a party to any fraud on the Union or any misappropriation or misuse of its funds or property.
 - 27.1.3 Knowingly, recklessly or in bad faith providing the Union with false or misleading information relating to a member or any other aspect of the Union's activities.
 - 27.1.4 Inciting, espousing or practising discrimination or intolerance amongst members on grounds of race, ethnic origin, religion, age, gender, disability or sexual orientation.
 - 27.1.5 Bringing about injury to or discredit upon the Union or any member of the Union.
 - 27.1.6 Obtaining membership of the Union by false statement material to their admission into the Union or any evasion in that regard.
- 27.2 Disciplinary Hearings shall be organised and conducted under directions issued by the Executive Council. These directions ensure that the process is fair and conducted in accordance with the principles of natural justice.
- 27.3 A charge under this rule may be heard by a Branch, Branch Committee (where so determined by the Branch), Regional Committee or the Executive Council. The Executive Council may delegate to a sub-committee of the Executive Council.

- 27.4 The Executive Council or the relevant Regional Committee may suspend a member charged under this rule from holding any office or representing the Union in any capacity pending its decision. A member shall be given written notice (or, if the member was informed verbally confirmation in writing) of any such suspension as soon as is reasonably practicable.
- 27.5 The range of disciplinary sanctions shall include the following:
- 27.5.1 censure;
 - 27.5.2 withdrawal of workplace credentials;
 - 27.5.3 removal from office;
 - 27.5.4 barring from holding office and
 - 27.5.5 expulsion.
- 27.6 The full range of disciplinary sanctions shall be available to the Executive Council, however the range of disciplinary sanctions for other bodies shall be limited to the following:
- 27.6.1 Branch, shall have the power to censure;
 - 27.6.2 Regional Committee, shall have the power to censure and withdraw workplace credentials.
- 27.7 Appeals
- 27.7.1 A member shall have the right to appeal against any disciplinary sanctions.
 - 27.7.2 In the case of a sanction imposed by a Branch, or Branch Committee, the appeal shall be to the Regional Committee, whose decision shall be final.
 - 27.7.3 In the case of a sanction imposed by a Regional Committee the appeal to shall be to the Executive Council, whose decision shall be final.

- 27.7.4 In the case of a sanction imposed by the Executive Council the appeal to shall be to the Appeals' Tribunal, whose decision shall be final.
 - 27.7.5 An Appeal against a decision of the Executive Council shall be heard by an Appeals' Tribunal consisting of an individual nominated by the Chair of ACAS. The Appeals' Tribunal shall hear and adjudicate on an appeal as quickly as is reasonably practicable.
 - 27.7.6 Unless and until annulled or varied by the Appeals' Tribunal, the decision of the Executive Council shall remain in force.
 - 27.7.7 The Appeals' Tribunal shall have the power to decide its own procedures for dealing with the appeal. Providing that the process is fair and conducted in accordance with the principles of natural justice.
 - 27.7.8 The Appeals' Tribunal shall have the power to annul the Executive Council's decision that the charge was proven or to uphold that decision and either confirm or vary the penalties imposed pursuant to this rule.
 - 27.7.9 There shall be no further appeal from a decision of the Appeals' Tribunal.
 - 27.7.10 The Executive Council shall comply with any decision of the Appeals' Tribunal made in accordance with this rule.
- 27.8 A member may not be charged under this rule in respect of any alleged act or omission in connection with the performance of his/her duties as a full time officer and/or employee of the Union.

RULE 28 OFFICIAL ANNOUNCEMENTS

The Union shall maintain a website and posting information on this website, together with posting to Branch secretaries, shall be the official means of making announcements to members on matters of general interest concerning the affairs of the Union.

RULE 29 VOLUNTARY DISSOLUTION

- 29.1 The Union may be dissolved by a resolution supported by not less than 80% of votes cast in a postal ballot of all the members.
- 29.2 After discharging all debts and liabilities the remaining assets of the Union, if any, shall be distributed equally between the members at the date of dissolution on the basis of their complete years of membership, each year comprising one share, unless the members when voting for dissolution shall have resolved to the contrary.

RULE 30 TRANSITIONAL PROVISIONS FOR SUPERANNUATION SCHEMES

The Union hereby adopts the trust deeds and rules (including any amendments) which respectively govern the Unite Amicus Section Pension Scheme, the Officials and Staff Superannuation Fund, the MSF Staff Pension Scheme (NUIW Section) and the Unite Ireland Pension Scheme (together the “Scheme Rules”) provided that: references in the Scheme Rules to Amicus, TGWU and/or their predecessors or any body, officer or employee of Amicus, TGWU and/or their predecessors and references to the Amicus Section of the Union or the TGWU Section of the Union or any body, officer or employee of those Sections shall be construed respectively as references to the Union or the equivalent body, officer or employee of the Union; and further provided that any consent required under the Scheme Rules from Amicus, TGWU and/or their predecessors to an amendment to the Scheme Rules shall be dispensed with and the trustees of the relevant pension scheme may with the consent of only the Executive Council of the Union exercise the powers to amend the Scheme Rules contained therein.

Appendix 1 Rule 6 – Lay Office EC Guidance

1) RULE 6 - EXECUTIVE STATEMENT CARRIED AT THE JUNE 2011 RULES CONFERENCE

The Executive Council supports the principle set out in Rule Six that those who seek to serve on Unite's constitutional committees and as delegates to constitutional conferences should be accountable representatives of workers. The union is stronger and more representative for the application of this principle.

Rule Six rightly gives the Executive Council broad scope in determining the definition and implementation of the criteria set down in rule to ensure that those who serve on constitutional committees are genuinely representative of the membership at work but that no-one is unfairly barred from participation in the union's life. The Executive Council carries out its responsibilities in this respect by drawing up Guidelines for the implementation of the Rule. The EC may vary these guidelines at its own discretion, by a simple majority, in the light of its appreciation of changing industrial circumstances affecting the membership, and in the light of issues raised by the application of the Rule and the Guidelines.

For example, the Executive Council accepts that membership of Area Activist Committees should not be restricted in the way prescribed by Rule Six and should be open to all activists, including those who cannot be workplace representatives because of their circumstances. Additionally, membership of Regional Political Committees should not be denied to Unite members playing an active part within the Labour Party at all levels, whatever their other circumstances.

In relation to other bodies within the union, the EC will continue to take into account particular circumstances in particular industries, including but not confined to those identified in rule (construction, contracting, leisure and rural). The definition of what constitutes an accountable representative of workers as set out in the Guidelines is under regular review and will be reviewed by the EC before the next round of elections within the union. It will also take particular care to ensure that those members victimised or blacklisted for their trade union activities are not denied the right to serve on the union's constitutional committees. The EC recognises that particular measures need to be taken to

ensure the proper representation of activists in the construction industry and to monitor the impact of the rule in relation to Unite's equalities rules, with the intention of ensuring strong representative equalities committees.

The definition of an accountable representative of workers is vested exclusively in the Executive Council, which shall establish a mechanism to ensure that members denied the right to hold office under Rule Six and its associated Guidelines shall be able to appeal to a sub-committee of the executive.

2) EC GUIDANCE - RULE 6: LAY OFFICE

6.1 The Executive Council shall make provision to ensure accountability of Regional and Industrial Executive Council members and those Executive Council members elected pursuant to rule 14.3.3 shall meet with their respective National Committees at least four times per year.

6.1.1 Members elected to the Executive Council from a regional seat shall attend the Regional Committee for their region when it meets.

6.1.2 Members elected to the Executive Council from an industrial seat shall attend the National Committee for their industrial sector when it meets.

6.1.3. Members elected to the Executive Council pursuant to Rule 14.3.3 to be a national representative for women, shall attend the National Women's Committee when it meets.

6.1.4 Members elected to the Executive Council pursuant to Rule 14.3.3 to be a national representative for black, Asian and ethnic minority members, shall attend the national Black, Asian and Ethnic Minority Committee when it meets.

6.1.5 Members elected to the Executive Council pursuant to Rule 14.3.3 to be a national representative for Lesbian, Bisexual, Gay & Transgender members, shall attend the National LGBT Committee when it meets.

6.1.6 Members elected to the Executive Council pursuant to Rule

14.3.3 to be a national representative for Disabled members, shall attend the National Disabled Members' Committee when it meets.

6.1.7 Where a member is attending a meeting that is not an Executive Council meeting, in their capacity as an Executive Council member, they shall have the right to speak, but not to vote, at that meeting.

6.2 In order to be eligible to be a candidate for election to, or hold office on, the Executive Council and/or any committee, council or other body of the Union provided for by these rules, the member in question must be an accountable representative of workers, with the exception of Area Activists Committees and Regional Political Committees as specified elsewhere in these Rules.

6.2.1 Only members who are elected to represent workers will be eligible to participate in any body of the union, including any conferences, but with the exception of branch and workplace meetings (which all members can attend) and Area Activists Committees and Regional Political Committees as specified elsewhere in these Rules.

6.3 The definition of the term 'accountable representative of workers' shall be in the exclusive power of the Executive Council, which is empowered to take into account changing industrial realities and the unique nature of some industries (i.e. construction, contracting, leisure, rural, etc) in formulating such definition. It must nevertheless include branch office holders who are in employment, shop stewards, health and safety, equalities and learning representatives.

6.3.1 An accountable representative of workers must have been elected by the Unite members at a Unite branch or workplace. The workplace must contain a minimum of three members. The election must comply with the guidance under 6.5.

6.3.2 The range of relevant elected office may be specified by Executive Council guidance in relation to specific rules, however in all cases where the representative has been elected under this guidance to the following roles, such representatives will count as 'accountable representatives of workers':

- 6.3.2.1 convenor
 - 6.3.2.2 shop steward (or "workplace representative" / "father/mother-of-the-chapel", etc., where such phrases are the local colloquial term for such representative as represents members in bargaining and disciplinary and grievance matters)
 - 6.3.2.3 health and safety representative
 - 6.3.2.4 equalities representative
 - 6.3.2.5 learning representative
 - 6.3.2.6 environmental representative
 - 6.3.2.7 branch secretary/treasurer/chair/equalities officer (where that branch officer is a paid employee of a company or organisation which is not Unite the union), save with the specific permission of the Executive Council, (taking in to account their current employment).
- 6.3.3 To allow for proper representation in those industries with unique characteristics it shall be case:
- 6.3.3.1 that in most cases Construction Sector members shall be placed in Construction Sector branches and that officers of Construction Sector branches be recognised as accountable representatives of workers irrespective of their employment status
 - 6.3.3.2 that R&A Sector members who are elected branch officers and are in any form of employment be recognised as accountable representatives of workers.

- 6.3.4 It is also the case that implementation of the Union's equalities policies sometimes encounter difficulties because of, eg, enduring discrimination in society at large or little opportunity for effective equalities monitoring. The strict application of Rule 6 to some of our equalities committees sometime produces results that are the reverse of what we would wish, ie, that there are too few eligible accountable representative of workers to fill the available committee seats. Therefore the following shall apply:
- 6.3.4.1 Regional Women's Committees – there should be no change, ie, to sit on any of the Regional Women's Committees a member must be Rule 6 compliant
 - 6.3.4.2 Regional BAEM Committees – to sit on any English Regional BAEM Committee a member must be Rule 6 compliant; for Ireland, Scotland and Wales Rule 6 should not be applied for the election of the Regional BAEM Committees in such constituencies where there have been no nominations from accountable representatives of workers
 - 6.3.4.3 Regional Disabled members' Committees and Regional LGBT Committees – Rule 6 should not be applied to the election of any of these committees in such constituencies where there have been no nominations from accountable representatives of workers
 - 6.3.4.4 National Women's Committee, National BAEM Committee, National LGBT Committee, National Disabled Members Committee – there should be no change, ie, to sit on one of these four committees a members must be Rule 6 compliant.
- 6.4 It is further required that a fair procedure be developed by the Executive Council to deal sympathetically with cases where a member's eligibility to stand for election or continue to hold office may be affected by employer victimisation.

- 6.4.1 In the event of a workplace representative being sacked due to victimisation for trade union activity, or a union activist being denied employment, a report will be submitted by the Regional Secretary after consultation with the RISC, to the Executive Council which will rule on whether that member should continue to hold office as an accountable representative of workers.
- 6.4.1.1 Victimisation, including blacklisting, shall be defined as a member being able to show, to the satisfaction of the Executive Council (or such body or person as the Executive Council shall authorise from time to time), that he or she, for reasons of membership of this Union, has been excluded from employment or prevented from obtaining employment by an employer.
- 6.4.2 In the event of the dismissed representative taking up alternative employment they shall cease to hold office in relation to their former workplace with immediate effect.
- 6.4.3 Where the dismissed representative ceases to hold office as a representative for their former workplace, the Executive Council shall consider whether the dismissed former representative should be entitled to continue to attend any such conferences or committees that they would have attended for the remainder of their elected term even if they are replaced within the workplace by a new elected representative.
- 6.4.3.1 In the event that the Executive Council sees fit to grant such entitlement, the dismissed former representative will be counted for the purposes of this rule as an 'accountable representative of workers' until the expiry of their three-year term.

6.4.3.2 In the event that the dismissed former workplace representative wins a case and gets their job back, they will be entitled to resume their elected office in the workplace for the remainder of the three years since their last election.

Rule 18.8 underscores the points made in the guidance to 6.4 above:

Shop stewards/workplace representatives shall receive the fullest support and protection from the union, and an immediate inquiry shall be undertaken by the appropriate regional industrial sector or regional committee into every case of dismissal of a shop steward with a view to preventing victimisation, either open or concealed. If it is deemed necessary, a ballot for industrial action will be convened.

6.5 The electoral period to hold lay office shall be three years unless otherwise provided for under these rules.

6.5.1 All lay representatives must be elected. Elections, other than casual vacancies, should always take place in June to ensure synchronisation with other aspects of the union's constitutional structures.

6.5.2 They will be elected to hold office for three years, unless one of the following occurs, in which case an election will be held for a replacement as soon as is practicable:

6.5.2.1 The elected representative changes jobs so that they no longer work in the workplace (or department, or role,) that they were elected to represent.

6.5.2.2 More than 50% of the members in the constituency that they were elected to represent, vote or petition to hold a new election for that post.

Should industrial circumstances or particular workplace traditions dictate that elections are necessary more frequently than three years that is permissible, but under no circumstances less frequently.

- 6.5.3 There shall be no limit of the number of successive terms that an elected representative may hold, provided that they continue to comply with all other criteria applicable at the time.
- 6.5.4 Prior to any election, the members in the workplace should be informed of the pending election and invited to volunteer for election or nominate a colleague for election. The precise mechanics of informing the members on the workplace, and dealing with nominations and the election, may vary from workplace to work place, but any such case will be a fair procedure. In the event of dispute the Regional Officer should be contacted and the Regional Secretary should be informed.
- 6.5.5 In the event of nominations having been invited from the relevant workplace, and only one candidate having been nominated, or volunteered, that candidate may be declared elected unopposed.
- 6.5.6 Immediately following the election of any representative notification should follow in accordance with

Rule 18:6 Following election of a workplace representative the appropriate Regional Officer shall be informed of the election by the elected representative without delay. The Regional Officer shall ensure that the Regional Industrial Sector Committee and the Union's membership department are informed of the date of the election and the identity, constituency and contact details of the elected workplace representative.

In addition, the Union's regional office should be informed and the representative's membership record should be amended to show that they are an elected representative for that workplace, and the date on which they were elected. The representative should be asked for an e-mail address which can be added to the union's database for activists so that the representative can receive relevant e-mail updates.

UNITE RULE BOOK

- 6.5.7 The region shall ensure that each elected representative is sent a letter confirming their representative status, and the scope of the role for which they are accredited by the union. (No lay representative is accredited by the union to advise on compromise agreements.)
- 6.5.8 The regions shall supply the Regional Committee and the Regional Industrial Committee the full list of representatives (showing name and workplace) elected since the prior meeting of that Committee.

Appendix 2 Rule 10 – Members in Retirement

EC Guidance

EC GUIDANCE: RULE 10. MEMBERS IN RETIREMENT

- 10.1 Members in retirement may be organised as “retired members plus” or as ordinary retired members. Only “retired members plus” may hold office in any retired members’ structures that the Union may establish. Separate arrangements may apply in the Republic of Ireland, Channel Islands and Gibraltar.
- 10.1.1 At the level of the branch, members who were in retirement before 2 April 2012 and were on a zero contribution rate, eg, T&G Free Card, and continue on a zero contribution rate may have their rights to hold office as branch officers “grandfathered”. Members who retired after 2 April 2012 must be on at least Retired Member Plus to hold branch office. To hold office on Area Activists’ Committees, Regional Political Committees, Regional Committees, Retired Members’ National Committee, Executive Council or as a delegate to the Retired Members’ National Conference retired members must be on at least Retired Members Plus irrespective of the date of retirement.
- 10.4 Retired members may be members of the workplace, local or national branches of the union (as defined in Rule 17) or may be organised in retired members’ branches. Members in retirement may not simultaneously be members of more than one branch of the union.
- 10.4.1 Members in retirement who are branch secretaries of workplace, local or national branches shall pay full contributions (core full time).
- 10.4.2 As part of the branch reorganisation process Regions may establish retired members’ branches based on AAC boundaries or at the sub AAC level if membership and retired activist numbers warrant. Additionally, Regions may seek to convert former T&G RMA branches into fully constituted Unite retired members’ branches.

- 10.4.3 Retired members' branches will be recorded on the membership system and will receive the same support, eg, branch mailings and other communications, as other branches of Unite.
- 10.4.4 As the focus of retired members' work is outwards to work and campaign in the wider pensioners' movement and is therefore not primarily focussed on Unite's industrial work, retired members' branches may not:
- submit motions to Unite's Policy Conference or Rules Conference
 - make nominations for any seat on Unite's Executive Council.
- 10.4.5 Retired members' branches may make a nomination in any future General Secretary election.
- 10.5 In each Region there shall be a triennial conference of retired members' representatives, elected in such proportion as may be determined by the Executive Council. The Regional Secretary shall be responsible for convening the conference.
- 10.5.1 Eligibility to attend the triennial conference will be (i) all branch officers from retired members' branches and (ii) those retired members who hold office in workplace, local or national branches.
- 10.6 There shall be Regional Co-ordinating Committees for retired members, elected from the regional conference, in such proportion as may be determined by the Executive Council. These Committees shall elect an observer delegate to their respective Regional Committee of the union as a whole.
- 10.6.1 The EC has determined that the current size of Retired Members' Regional Co-ordinating Committees is 20 delegates (Rule 11 on gender and ethnic proportionality shall apply).
- 10.6.2 Retired Members' Regional Co-ordinating Committees shall have the opportunity to nominate delegates, as appropriate, to regional pensioners' and labour movement organisations.

10.6.3 Like every other committee of Unite covered by the Rule Book, the Secretary of the Retired Members' Regional Co-ordinating Committees shall be a full time officer of Unite.

10.8 Retired members who are also Unite branch CLP GC delegates plus up to four nominees (who must be a members of the Labour Party) from the Regional Retired Members' Co-ordinating Committee, elected by the members of that Committee, are entitled to attend the Regional Political Conference and are eligible to stand for election to additional retired members seats on Regional Political Committees.

10.8.1 The number of such retired members' seats on Regional Political Committees will be determined by the Executive Council. As an interim measure for the current electoral period, 2 seats will be added to each RPC to be filled by retired members [Labour Party members] elected in the interim period by the Regional Retired Members' Co-ordinating Committee, thereafter elected at the Regional Political Conference.

10.8.2 No member who is in receipt of a pension from any funds of the union shall be eligible for election to the retired members' seats on the Regional Political Committees.

10.10 There shall be a National Committee for retired members, elected from the Regional Co-ordinating Committees in such proportion as may be determined by the Executive Council. This Committee shall elect an observer delegate to the National Political Committee who must be a member of the Labour Party, and, an observer delegate to the Executive Council.

10.10.1 The EC has determined that the current size of Retired Members' National Committee is 20 delegates, 2 from each Region (Rule 11 on gender and ethnic proportionality shall apply).

10.10.2 The Retired Members' National Committee shall have the opportunity to nominate delegates, as appropriate, to national pensioners' and labour movement organisations.

Appendix 3 Rule 18 – Workplace Representation EC Guidance

18.1 At each workplace, the members employed at that workplace, shall elect from amongst themselves, at least every 3 years, 1 or more of the following representatives:

18.1.1 Shop stewards/workplace representatives

18.1.2 Safety representatives

18.1.3 Learning representatives

18.1.4 Equality representatives

18.1.5 Environment Representatives

The election shall take place and be completed not later than June 30 in each third year, and the elected candidates shall take office the following July for three years.

The change to Rule agreed by the Rules Conference allows for workplace reps' elections to take place on a frequency of up to every three years; should industrial circumstances, or particular workplace traditions, dictate that elections are necessary more frequently than three years that is permissible, but under no circumstances less frequently. Elections, other than casual vacancies, should always take place in June to ensure synchronisation with other aspects of the union's constitutional structure.

18.2 The election of workplace representatives shall, where practicable, have a gender and ethnic balance at least reflecting the proportion of black, Asian and ethnic minority and female members which the represent. Election to one representative role shall not preclude election to another such role within the same workplace.

18.3 The method of election shall be by such means as authorised by relevant guidance which shall be issued by the Executive Council from time to time.

18.3.1 See also EC Guidance on Rule 6 re Lay Office.

- 18.4 The Executive Council may group workplaces together for the purposes of representation where the number of members at each workplace is so small that representation and bargaining for the individual workplaces is not, in the opinion of the Executive Council, practicable.
- 18.4.1 Proposals for merger of workplaces will be put to the Regional Committee, and if approved will be put to the Executive Council for approval.
- 18.5 The constituency of a workplace representative shall be the workplace from which they were elected, or such grouping of workplaces as was defined by the Executive Council under clause 4 of this rule.
- 18.6 Following election of a workplace representative the appropriate Regional Officer shall be informed of the election by the elected representative without delay. The Regional Officer shall ensure that the Regional Industrial Sector Committee and the Union's membership department are informed of the date of the election and the identity, constituency and contact details of the elected workplace representative.
- 18.6.1 See also EC Guidance on Rule 6 re Lay Office, in particular 6.5.6 – 6.5.8 inclusive.
- 18.7 The Executive Council may issue guidance on the powers and procedures of the Regional Industrial Sector Committee in relation to ratification of such election. The Regional Industrial Sector Committee shall ensure compliance with such procedures.
- 18.8 Shop stewards/workplace representatives shall receive the fullest support and protection from the union, and an immediate inquiry shall be undertaken by the appropriate regional industrial sector or regional committee into every case of dismissal of a shop steward with a view to preventing victimisation, either open or concealed. If it is deemed necessary, a ballot for industrial action will be convened.

Appendix 4 Rule 22 – Political Organisation – The Labour Party EC Guidance

INTRODUCTION

The political direction of the union rests with the Executive Council. The lay member political structures of the National and Regional Political Committees, frame recommendations for the EC and implement agreed policy and campaigning positions, especially with regard to the Union's relations with the Labour Party.

The Union will hold triennial Regional Political Conferences usually from late January to early March (commencing 2014) to elect Regional Political Committees, which will elect the National Political Committee, for the coming triennial period. The conference times and venues will be determined by each region with agendas agreed between the Regions and the Political Department.

This guidance note deals with English, Scottish and Welsh Regions only. A further paper shall be brought forward detailing separate political arrangements for the Irish Region which shall be determined by the Irish Executive Committee

1. Basis for attendance

The conferences will be called on the following delegate basis:

- all Unite branch delegates (inc community members and RM+ members) to CLP GCs
- all members of the Labour Party on the Unite Regional Committees
- up to four nominees (who must be a members of the Labour Party) from each of the Regional Industrial Sector Committees elected by the members of that RISC
- up to four nominees (who must be a members of the Labour Party) from each of the Area Activist Committees elected by the members of that AAC
- up to four nominees (who must be a members of the Labour Party) from each of the of the 4 Regional Equalities Committees elected by the members of that Regional Equalities Committee

- up to four nominees (RM+ who must be members of the Labour Party) from the Regional Retired Members' Co-ordinating Committee elected by the members of that Regional Retired Members' Co-ordinating Committee.

It is also recommended that members of the Unite Executive Council resident in a region should be invited to attend that Region's conference if they are Labour Party members and are not covered by the above categories.

There will be a Labour Party membership card check prior to each conference so all attendees must bring their card with them along with their union card.

2. Organisation

The conferences will be organised in each Region under the direction of the Regional Secretary with the Regional Political Officers undertaking the detailed preparations.

The outgoing Regional Political Committee Chair should chair the Conference.

3. Notification of Conference delegates and deadlines

The appropriate officers, as secretaries of the relevant committees, should notify the Regional Secretary of the RISC, AAC and Regional Equality Committee delegates.

Notification to CLP delegates, Committee delegates and appropriate members of the Executive Council should be undertaken by the Regional Secretary with advice on eligibility provided by the Unite Political Department as required.

A deadline of 10 working days before the conference shall be set for receipt of nominations for election to the Regional Political Committees.

4. Eligibility for Regional and National Political Committees

1. The Regional Political Committee is elected from the Regional Political Conference and the Regional Committees. Any accredited delegate to the Regional Political Conference (except as set out in points 3 & 4 below)

may nominate themselves for election to the Regional Political Committees. Such self-nominations should be submitted by the deadline for nominations as set out above.

2. If a nominated person does not attend the conference and does not send apologies for absence, his/her nomination will be deemed to be void and will be removed from the list of candidates on the day of the conference.
3. Rule 6 applies for all regional nominees to serve on the National Political Committee who must be accountable representatives of workers as defined by the Executive Council. At the level of the Regional Political Committee, as per the EC Statement carried at the 2011 Rules Conference, Rule 6 should be generally applied other than Unite members who are LP activists should not be denied the opportunity to stand for election to the RPC general seats. Community members are entitled to stand for election to the RPC general seats; RM+ members are entitled to stand for election to additional RPC seats designated for retired members.
4. Unite full time officers and members of staff who are CLP GC delegates may attend the Regional Political Conference on an ex officio basis. Unite MPs, MEPs, MSPs and AMs from the Region may also attend the Regional Political Conference on an ex officio basis.
5. All regional delegates to the National Political Committee will be elected from and by the Regional Political Committees.

5. Elections to the Regional Political Committee

The Regional Political Conference will elect 24 members to the Regional Political Committee; the whole conference will elect these members and the retired members to be elected to the designated retired member seats.

Each Regional Committee is entitled to elect 3 of its members to the Regional Political Committee, who must be members of the Labour Party. This election is carried out separately to that of the Regional Political Conference.

The Regional Political Committees must conform with the Union's Rules on minimum gender and ethnic proportionality.

REGIONAL POLITICAL COMMITTEES

| Region | Conf | Reg Ctte | Total | % women | Minimum women | %BAEM | Minimum BAEM |
|---------------|------|----------|-------|---------|---------------|-------|--------------|
| E/Mids | 24 | 3 | 27 | 21.5 | 6 | 7.7 | 2 |
| Ldn & Eastern | 24 | 3 | 27 | 31.0 | 8 | 22.3 | 6 |
| NEYH | 24 | 3 | 27 | 22.3 | 6 | 3.5 | 1 |
| N/West | 24 | 3 | 27 | 27.0 | 7 | 3.6 | 1 |
| Scot | 24 | 3 | 27 | 29.9 | 8 | 1.1 | 0 |
| S/East | 24 | 3 | 27 | 29.1 | 8 | 7.0 | 2 |
| S/West | 24 | 3 | 27 | 24.4 | 7 | 3.2 | 1 |
| Wales | 24 | 3 | 27 | 20.5 | 6 | 1.6 | 0 |
| W/Mids | 24 | 3 | 27 | 24.3 | 7 | 12.7 | 3 |

Each Regional Political Committee will have additional seats that may only be filled by retired members (RM+), the number of such seats to be determined by the EC, the number is currently 2.

In each Region the Young Members' Committee shall elect an observer delegate (Labour Party member) to the Regional Political Committee.

6. Elections to the National Political Committee

The National Political Committee is formed by delegates elected from and by each of the Regional Political Committees.

Regional delegates to the NPC will be elected from and by the Regional Political Committees which should convene immediately after the Conference for the sole purpose of conducting this election.

There will not, therefore, be a requirement to operate the system of self-nomination for election to the NPC.

The Executive Council will elect or appoint 3 members including the Chair of the Council (if a Labour Party member), of whom at least 1 shall be a woman and all of whom are Labour Party members.

There will be 1 seat for an observer delegate (Labour Party member) on the National Political Committee elected from and by the Retired Members' National Committee.

The composition of the 26 strong (full delegates) National Political Committee will be:

| | |
|------------------------|-------------------------------------|
| East Midlands | 2 (inc at least 1 woman) |
| London & Eastern | 4 (inc at least 1 woman and 1 BAEM) |
| N/East, Yorks & Humber | 4 (inc at least 1 woman and 1 BAEM) |
| North West | 3 (inc at least 1 woman) |
| Scotland | 2 (inc at least 1 woman) |
| South East | 2 (inc at least 1 woman) |
| South West | 2 (inc at least 1 woman) |
| Wales | 2 (inc at least 1 woman) |
| West Midlands | 2 (inc at least 1 BAEM) |
| EC | 3 (inc at least 1 woman) |

7. Labour Party Conference delegation

In previous years the Unite delegation to the Labour Party Conference has been formed by the National Political Committee with additional delegates being appointed by the Executive Council.

With the reduction in numbers of the National Political Committee and in order to maintain the size of the Unite delegation as commensurate with the union's status as the largest affiliate further delegates should be elected as follows (all of whom must be members of the Labour Party):

- 1 from each of the NISCs (23)
 - 1 from each of the National Equality Committees (4)
 - 1 from each of the Regional Committees (9)
 - 1 from each of the Regional Women's Committees (9)
 - 1 from the London & Eastern and West Midlands Regional BAEM Committees (2)
- plus
- 3 from the Executive Council (3).

Should the delegation not reflect the Union's Rules on minimum gender and ethnic proportionality the EC will use the additional member system to achieve compliance with Rule.

The extra delegates listed above will mean a further 50 delegates in addition to the 26 full delegates and 1 observer delegate from the National Political Committee plus such numbers of Union officers as determined by the Executive Council.

Appendix 5 Rule 27 – Discipline of Members EC Guidance

Rule 27.2 provides that disciplinary hearings shall be organised and conducted under directions issued by the Executive Council. This document sets out those directions and must be read in conjunction with Rule 27.

1. The Disciplinary Process

The disciplinary process is intended to be fair and conducted in accordance with the principles of natural justice. These directions are designed to ensure that this is the case.

2. Investigation and Charge

2.1 A member may be charged with one or more of the offences detailed in Rules 27.1.1 to 27.1.6. A member may not be charged with any matter falling outside of these rules, and at the end of these directions a general statement is provided concerning the law in this area. If there is any doubt as to the matter under consideration, then the body proposing to deal with the matter should seek legal advice from the union's Director of Legal Services.

2.2 Rule 27.3 provides that charges are to be heard by a Branch (or Branch Committee), a Regional Committee (or a sub-Committee of the Regional Committee) or the Executive Council (or a sub-committee of the Executive Council). Where the charge is to be heard by a Branch (or Branch Committee) the charge shall be brought by the Branch. When the charge is to be heard by the Regional Committee, the charge shall be brought by the Regional Committee. Where the charge is to be heard by the Executive Council (or a sub-committee of the Executive Council) the charge shall be brought by the Executive Council (or a sub-committee of the Executive Council) or the General Secretary.

- 2.3 If the union receives notice of a matter which may lead to a disciplinary charge against one more members, then the situation should be investigated to determine if there should be a charge. A disciplinary investigation may only be initiated with the authority of the Executive Council (or a sub-Committee of the Executive Council) or a Regional Committee (or a sub-Committee of a Regional Committee). If a Branch or Branch Committee proposes the commencement of a disciplinary investigation, authority must be obtained in advance from the Executive Council (or a sub-Committee of the Council) or the relevant Regional Committee (or a sub-Committee of the Regional Committee). The means of investigation shall be determined by a body referred to in Rule 27.3 or by the General Secretary. Notice of the fact of an investigation being undertaken shall be sent to the office of the General Secretary.
- 2.4 The investigation shall be completed as soon as is practicable in the circumstances and the outcome of the investigation shall be recorded in writing. The investigation shall report to the body (or the General Secretary) which commissioned the investigation with a recommendation as to whether there is a charge to answer.
- 2.5 After receipt of the investigation report, there shall be no unreasonable delay before a member is charged.
- 2.6 If a charge is to be brought, a letter shall be sent to the member setting out the circumstances (in outline form) giving rise to the charge and specifying the rule which it is alleged has been breached. The proposal to present a charge and the terms of the letter of charge shall be approved by the body which authorised the commencement of the disciplinary investigation, see clause 2.3 above. The member shall also receive a copy of the investigation report and any associated documents. A copy of the letter of charge shall be sent to the office of the General Secretary.

3. Suspension

A member charged may be suspended in accordance with Rule 27.4. The General Secretary may also suspend a member under delegated powers if this is deemed by the General Secretary to be in the interests of the union.

4. Preparation for the Disciplinary Hearing

4.1 The Union shall ensure that any documents to be relied upon in support of the charge should be sent to the member at least 8 weeks before the disciplinary hearing is to take place. If the union is to allow witness evidence, then witness statements shall be prepared and sent to the member at least 4 weeks before the hearing.

4.2 The member must ensure that any additional documents upon which they wish to rely in their defence are received by the body or individual which has charged them at least 6 weeks before the disciplinary hearing is to take place. If the member is to rely on witness evidence, witness statements must be prepared and sent to the body or individual which has charged them at least 2 weeks before the disciplinary hearing.

4.3 The body hearing the charge shall arrange for the disciplinary hearing to take place within a reasonable period of the charges being brought. The body hearing the charge shall decide and give the member at least 8 weeks notice of the date, time and place for the hearing.

5. At the Disciplinary Hearing

5.1 The member may be accompanied and/or represented by another member of the union who is not an employee of the union.

5.2 The conduct of the hearing including in relation to attendance of witnesses and cross examination of witnesses shall be in the absolute discretion of the body hearing the case. This can include a decision to rely upon the receipt of witness statements only.

6. After the Hearing

The body which heard the charge shall write to the member notifying them whether the charge has been upheld, and if it has, any disciplinary sanction imposed in accordance with Rule 27. Reference should be made to Rules 27.5 and 27.6. A copy of the document confirming the outcome of the disciplinary hearing shall be sent to the office of the General Secretary.

7. Appeal

Rule 27.7 provides that a member has a right of appeal against any disciplinary sanction imposed and sets out general provisions for how the appeal must be conducted. If a member wishes to appeal, notice of the appeal must be received in writing by the relevant body within 14 days of the date on which the result of the disciplinary hearing was sent to the member. The notice of appeal must set out the grounds of the appeal. The relevant body will then send a copy of the appeal to the office of the General Secretary. The union aims to conclude an appeal no later than 10 weeks after it was submitted save in exceptional circumstances.

Appendix 6 LIST OF INDUSTRIAL SECTORS

The Executive Council at its September 2013 meeting amended the list of Industrial sectors. The full list is therefore as follows:

- Aerospace and Shipbuilding
- Automotive Industries
- Building, Construction and Allied Trades
- Chemical, Pharmaceuticals, Process and Textiles
- Civil Air Transport
- Community, Youth Workers and Not for Profit
- Docks, Rail, Ferries and Waterways
- Education
- Energy and Utilities
- Finance and Legal
- Food, Drink and Tobacco
- General Engineering, Manufacturing and Servicing
- Graphical, Paper, Media and Information Technology
- Health
- Local Authorities
- Metals (including Foundry)
- Passenger Transport
- Road, Transport Commercial, Logistics and Retail Distribution
- Rural and Agricultural
- MoD and Government Departments

Appendix 7 Schedule of rules amended by the Executive Council

Following the Rules Conference in June 2011, the Executive Council, at its meeting in July 2011 used its powers under the enabling motion agreed by conference which allowed it to take the consequential action in regard to the amendments carried by the Conference for administrative action and implementation as appropriate.

Rule 3.3 – Community membership entitled representation on Area Activist Committees and regional Political Committees. However, the amendment was missing the word “political”, this has been rectified.

Rule 13 – the amendment passed by the rules conference, in effect doubled the size of the Rules Conference, raising it from 1 delegate to every 4,000 members to 1 delegate to every 2,000 members. Incorporating that literally into rule made the rule nonsensical. The rule was amended to read correctly.

Rule 27 – the Rules Conference had been advised that one of the amendments carried was likely to cause problems as it extended membership discipline into trying to vary pension arrangements with employees. Subsequently, the Union sought legal advice and was told that the amendment was ultra vires and the Rules Conference had extended its authority in discussing it. The amendment should have been ruled out of order before the Conference. The Union wrote to all delegates to the Rules Conference explain why this amendment would not appear in the rule book.

All Rules on Representation and membership of committees – the rules regard representation were amended in line with the rule amendment agreed by conference extending the term of office for representatives and committee members from 2 to 3 years.

In accordance with Rule 7.3 the September 2013 meeting of the Council amended the list of Industrial Sectors. The full list can be found at appendix 6 of this book.

The Executive Council used its powers under Rule 13.5 to amend rules as follows and will seek endorsement for these amendments at the next rules conference.

In March 2012 the Council amended Rule 14.8.4 to include the words “or, if employed by Unite, paying members of another trade union recognised by the union”. The earlier wording of this rule precluded former Amicus staff who were members of the GMB, a recognised union for staff in Amicus, from applying to be appointed as an Officer of the Union.

Rule 10 – two major amendments were carried at the Rules Conference, both of which deleted the entirety of the Rule. The Executive Council wished to further amend the rule and following detailed discussions agreed the wording contained in this rule book at the September 2012 meeting of the Council.

The September 2012 Executive Council meeting agreed the following Rule Amendments for the reasons stated:

New Rule 9.7

“The Young Members’ National Committee shall elect from its number an observer delegate to the Executive Council.”

This brings the rule into line with practice adopted, and the parallel rule for a retired members’ observer.

Delete rule 15.8

The union has received legal advice that this rule would no longer be considered lawful in the light of recent changes to retirement legislation removing the employer’s ability to set an obligatory retirement date for employees.

Rule 16.12 delete the second sentence and replace with

“A candidate must be eligible to vote in the election; have at least ten years continuous membership of the union; and have received at least 50 branch nominations or workplace nominations (where there is no workplace branch), subject to the total including nominations from more than one region.”

This clarifies the branch/workplace difference, eliminating the possibility of a workplace branch making two nominations (one as the branch, the second as the workplace). The only workplaces which will now be able to nominate are those that are not in a workplace branch.

Rule 22.5

“Line 3 – change “annual” to “triennial”

Line 5 – delete word “and”, change “Rule 10.3.4” to “Rule 10.8” “

This carries forward into rule decisions already taken by the EC regarding the timing of regional political conferences and retired member involvement

Delete Rule 27.9

This rule relates to disciplinary issues pre-dating the merger of the T&G and Amicus into Unite, and is therefore now no longer necessary.

The December 2012 Executive Council meeting agreed the following Rule Amendment

Rule 16.12

Amend line 3 changing the figure 10 to the figure 5.

The September 2013 Council meeting amended rule 16.7 and 16.10 as follows. This change is as a result of the branch re-organisation and brings the clauses into line with the rule on nominations for General Secretary (16.12).

16.7 add at end: (where there is no workplace branch).

16.10 delete: within the particular constituency concerned and replace it with: (where there is no workplace branch).

At the December 2013 meeting as a result of the report of the Director of Finance and Operations and legal advice to the Union the council agreed to modify Rule 4.4 to read:

- 4.4 The Executive Council shall determine the scope and level of benefits.
 - 4.4.1 Such benefits may include such things as: DriverCare, funeral, incapacity, personal accident (death, loss of limb/eye, permanent disability), maternity/adoption, paternity, convalescence, professional liability insurance, etc.
 - 4.4.2 Maximum sum assured. The Union shall not have the power to assure for any member/individual provident benefits amounting to more than £4,000 by way of a gross sum or £825 by way of an annuity.

and to amend Rule 29.2 which to read:

- 29.2 After discharging all debts and liabilities the remaining assets of the Union, if any, shall be distributed equally between the members at the date of dissolution on the basis of their complete years of membership, each year comprising one share, unless the members when voting for dissolution shall have resolved to the contrary.



www.unitetheunion.org

Unite House . 128 Theobalds Road . Holborn . London WC1 8TN

Printed by College Hill Press

6276/GB/01-14