

Constitution of United Voices of the World:

We, the members of United Voices of the World, hereby promulgate this constitution in order to promote our moral, social and economic well-being; protect and uphold our individual and collective rights, as well as foster and regulate harmonious and progressive relations between workers and employers.

1. The name of the union shall be United Voices and hereinafter referred to as “the union”.
2. The aims of the union shall be to:
 - a) Protect and promote the interests of its members and redress member’s grievances.
 - b) To secure for the members proper conditions of service.
 - c) To prevent any reduction of wages, and to ensure that wages are standardised at a fair level.
 - d) To organise and unite the persons engaged in all sectors of the economy but specifically the low-paid, service sector.
 - e) To regulate relations between workers and employers.
 - f) To make efforts at settlements of disputes between workers and employers in an amicable manner in the interests of continuity of work.
 - g) To provide legal assistance to members in respect of matters of disputes, arising out of, or incidental to, their employment.
 - h) To render necessary help to the members during the period of any legally sanctioned strike brought about with the permission of the union.
 - i) Take any action that is lawful, which would help it to fulfil its aims.
 - j) Raise funds and receive contributions where appropriate to finance the work.
 - k) Publicise and promote the work of the union.
 - l) Organise meetings, training courses and events.
 - m) Work with similar groups and exchange information and advice with them.
3. Membership
 - a) Every member shall have the right to equal treatment and opportunity within the union without discrimination on grounds of gender, marital status, disability, sexual orientation, gender re-assignment, occupation, age, citizenship, race, language or religious and political beliefs and shall have the following rights as members:
 - b) Membership of the union shall be open to any worker willing to abide by the rules of the union.
 - c) Every member shall have one vote at general meetings concerning any proposed motion or election.

- d) Any member running in arrears of his or her monthly subscriptions for a period of two months will be declared a defaulter, and in the event of not settling the arrears within one month of the declaration, he or she shall cease to be a member and their name will be removed. He or she may re-join on payment of arrears and fresh admission fee.
- e) The union shall keep a register of all its members containing their names and particulars of their place of work and domicile.
- f) Upon request the register shall be open to any member or officer of the union.
- g) The Executive shall have the power to refuse membership to an applicant, where it is considered such membership would be detrimental to the aims, purposes or activities of the union.
- h) The executive may, by resolution passed at a meeting thereof, terminate or suspend the membership of any member, if in its opinion his or her conduct is prejudicial to the interests and objects of the union, provided that the individual member or representative of the member shall have the right to be heard by the executive before the final decision is made. There shall be a right of appeal to an independent arbitrator.

5. The Executive

- a) The Executive of the union shall consist of a President, a General Secretary and a Treasurer and any other elected officer of the Union.
- b) The position of Vice-President, Assistant General Secretary or any other position deemed necessary for the proper functioning of the union may be created following a vote at a general assembly.
- c) The Executive shall meet once every two months or as often as found necessary on such days and at such place as may be fixed by the executive.
- d) The President and General Secretary shall have the power if necessary to call special meetings of the Executive or the union.
- e) All members of the Executive shall be given at least seven days' notice of a meeting unless it is deemed an emergency meeting.

6. Accounts

- a) The Treasurer shall keep proper accounting records with respect to the union's transactions, assets and liabilities, and establish and maintain a satisfactory system of control of the union's accounting records, its cash holdings and all its receipts and remittances.
- b) The union's accounting record shall be kept available for inspection.
- c) A member of Union has a right to request access to any accounting records of the union which are available for inspection and relate to periods including a time when he was a member of the union. Arrangements will be made with the member to be allowed to inspect the records requested before the end of the period of twenty-eight days beginning with the day the request was made.
- d) The Union shall appoint an auditor in respect of an accounting period and shall not be removed from office except by resolution passed at a general meeting of its members or of delegates of its members.
- e) The auditor or auditors of the union shall make a report to the union on the accounts audited by him or her. The report shall state whether, in the opinion of the auditor or auditors, the accounts give a true and fair view of the matters to which they relate.

9. Annual General Meeting (AGM)

- a) The union shall hold an AGM at not more than 12 month intervals.
- b) Where possible members shall be notified personally, otherwise notice will be deemed served by publicly advertising the meetings giving at least 14 days' notice of the AGM.
- c) The AGM shall receive the annual report, financial report and audited statement of accounts. It will also elect 2 scrutineers to count the votes in elections held at the AGM, and vote on motions and nominations submitted by individual members.
- d) The AGM will need 10% of the union's membership present to be considered quorate.

10. Alteration of the Constitution

- a) Proposals for amendments to this constitution can be proposed and voted on at quorate AGM.