



# SOLIDARITY RULEBOOK



## **Solidarity Rulebook**

ADOPTED AUGUST 10<sup>TH</sup> 2008 AND WITH SUBSEQUENT  
AMENDMENTS

### **Name and Office**

(a) This union shall be called Solidarity. The Union may also use trading names, at the discretion of the general secretary, such as “Solidarity Union” and “Solidarity Trade Union”.

(b) Solidarity’s postal address is Room 407, 12 South Bridge, Edinburgh, EH1 1DD. Solidarity’s Head Office, mailing address and other places of business may be changed at the discretion of the Executive Committee or by vote at an Annual Conference or Special Meeting.

### **Objects and Constitution**

Solidarity’s objects are:

(a) To organise its members

(b) To protect, assist and serve the interests of its members by winning for them the best possible conditions of employment

(c) To regulate the relations between employers and employees throughout all industries served by the Union

(d) To take such steps as may be necessary to operate the national negotiating machinery provided for in any relevant legislation, collective bargaining, publicity material and campaigning, representation, union organisation and structures, education and training, the provision of other services and benefits and the use of organisations that represent the citizens of the British Isles

(e) To help its members when unemployed

(f) To promote freedom within and without the Trades Union movement, protecting and promoting freedom of association, belief, thought and speech, irrespective of political or religious affiliation or creed.

(g) To oppose all forms of discrimination on the grounds of protected characteristics as listed in the Equality Act 2010.

(h) To establish a Fund, or Funds, including the Political Fund in accordance with the law set down in section 72 of the Trade Union and Labour Relations (Consolidation) Act 1992.

(i) To give legal assistance about the above objects at the discretion of the General Secretary.

(j) To give financial help and lend money, with or without interest or other equivalent, to any organisation, as the Executive Committee may think fit in the interests of or for carrying out the objects of Solidarity

(k) To engage in international links and activities for the promotion of the interests of or for carrying out the objects of Solidarity

(l) To purchase, lease, exchange, hire or otherwise acquire, build, alter, manage, maintain, sell, lease out, mortgage or charge any buildings or parts of buildings, offices, halls, clubs, inns, hotels or residences and to

lend money or property of Solidarity upon such terms and for such purposes as the Executive Committee may direct

(m) To invest any monies belonging to Solidarity upon such terms as the Executive Committee may think fit in the purchase of or secured upon any shares, bonds, debentures, stocks, loans, deposits, mortgages, or securities of any Government, State, Dependency, Public Utility Company, Local Authority, Limited Liability Company, or Society registered under the Industrial and Provident Societies legislation, and in mortgages of Freehold or Leasehold property or in any units of a Unit trust, Investment trust or similar Scheme

(n) To borrow, or to lend, any monies required for Solidarity's purposes upon such terms and on such securities as may be determined and to do all such things permitted by the law for the time being in force as are identical or conducive to the attainment of the above objects

(o) To print, publish, issue and circulate papers, periodicals, circulars and other literature that may seem conducive to the above objects of Solidarity

(p) To establish a benevolent fund with set criteria to be determined by the Executive

(q) For promoting the objects (a) to (o) of this Rule, or any one of them, Solidarity may aid and join with any organisation, federation, political representative or body, or international organisation or federation having for their object, or one of their objects, the promotion of the interests of workers or the furtherance of the political objectives enshrined within the Political Fund (if established).

(r) Union membership shall be open to all citizens who share its aims and aspirations irrespective of political creed or affiliation, religion, national and ethnic identity, gender, sexual orientation and disability. All elections and advancement within the Union will be based on merit.

(s) This Union shall represent all industries, professions and services within the British economy and shall be divided into Sectors determined by industry and, where numbers are sufficient, into Regions and Districts.

(t) To represent members at the Employment Tribunal at the absolute discretion of the General Secretary. Where the union represents members at Employment Tribunals or is involved in any process which may lead to an Employment Tribunal the union takes no responsibility for ensuring that deadlines are met – this remains the sole responsibility of the individual member. The union also takes no responsibility for ensuring that the details of any form submitted as part of an Employment Tribunal claim or any process which may lead to an Employment Tribunal contains accurate information. The member has sole responsibility to check that all forms submitted contain accurate information.

(u) These rules shall not be altered, amended or revoked, nor shall new rules be added save by the Annual Conference of the Union, a Special Conference or by special postal ballot of the members. Any such amendment of the rules requires two-thirds majority of members voting at Conference or a two-thirds majority of members voting in the event of a postal vote.

## **New Branches**

(a) Any five or more workers employed in any industry, profession or service, who desire to form a branch of this Union, must apply to the Executive Committee and send all. Once the Executive Committee has decided that the applicants satisfy its requirements, the applicants may adopt measures to establish a branch, but no expense may be incurred until authority has adopted all rules and regulations as existing branches.

(b) The administration of any geographical branches shall be the responsibility of the Regional Organiser appointed by the Executive.

## **Members' Rights and Duties**

(a) Any individual who agrees with the objectives of the Union, who is employed or working in any industry, sector, profession or service may apply to become a member of the Union. Application may be made to the Executive Committee, Branch Secretary or District Branch Secretary.

(b) Each member shall be issued with a membership card. A copy of the Union Rules will be made available on the union's website or supplied in printed form on request. An administration fee may be payable.

(c) Any member, except those covered in Rule 4 (d), who permits his/her contributions to fall two or more calendar months in arrears shall forfeit all rights and title to the funds and properties of the Union, and the right to vote in any Union election or ballot. In such circumstances the Union will notify him/her that unless his/her arrears are cleared within one calendar month, his/her name will be erased from the membership of the Union.

(d) A member not in receipt of full pay whilst sick, injured, or on maternity leave shall be exempt from payment of contributions for such period as he/she is not in receipt of full pay. The member must provide documentary evidence if he or she requests any such exemption.

(e) No applicant shall be admitted who has been previously expelled lawfully (unless the expulsion was on the ground only of arrears of contribution).

(f) A person improperly enrolled in the Union may be excluded from membership by the Executive Committee.

(g) The Executive Committee has the right to deal with any matter not provided for in these Rules but any Member, Officer or Branch who disagrees with such a decision shall have the right to appeal to the next Annual Conference

(h) The Executive Committee reserves the right to withhold legal services to any member whose conduct is regarded as inimical to the best interests of the Union or who has a record of serial frivolous or vexatious claims against the Union or an employer.

(i) A Member of Solidarity may also be a member of another trades union, association or federation if he or she chooses. There is no injunction against dual-membership.

(j) To enable Solidarity to recruit and represent workers from certain work sectors Solidarity will abide by any no-striking agreement or statutory requirement (subject to any application of the European Social Charter) and will expect its Members in those sectors to desist from taking any industrial action that contravenes those workplace agreements or statutory prohibitions.

(k) The Executive Committee may at its discretion vary the bank account into which members pay their membership contributions upon giving one month's notice by letter and on the Union's website. Members who continue to pay their contributions into an unauthorised, defunct or delisted bank account after the account has changed will be considered by the Executive Committee to be in arrears.

## **Contributions**

(a) The membership contribution of all working members shall be set by the Executive Committee who shall have the right to amend levies. There shall be lower rates for those in part-time work or on a low income at the discretion of the Executive according to set criteria made publicly available. Proof of such status will be required from such applicants

(b) After payment of 12 weeks' contributions all fully paid-up members shall be entitled to benefits, where these are available. The 12-week period may be waived at the discretion of the Executive Committee.

(c) A member who wishes to resign from the Union must do so by written notice to the General Secretary and cancel any future payments. The resignation taking immediate effect from the date of receipt.

### **Members to hold office**

(a) Any member found guilty of misappropriation or attempted misappropriation of funds or property of the Union shall be barred or dismissed from holding office or delegateship within the Union. Reinstatement in any office shall be vested in the Executive Committee only.

### **Complaints procedure**

(a) Any member having a complaint about any other member or officer who it is alleged has acted contrary to the Rules may write to the General Secretary (or in the case of a complaint against the General Secretary to the President). This must be done within three months of the date of the event leading to the complaint or in the case of a linked series of events the last event in that series. No complaint brought outside this time frame will be considered and will be treated as dismissed. The General Secretary will send a copy of the complaint to the individual(s) being complained about and arrange for a hearing to take place at Branch, Work Sector or Regional level or where there is no Branch, Region or Work Sector for the Executive to hold a hearing. If the member(s) complained of dispute the outcome of a hearing held at Branch, Work Sector or Regional level they may appeal against the decision to the Executive. In the case of decisions made by the Executive their appeal will be considered at the next available Annual Conference. Where a member of the Executive is complained of the

Executive shall vote to appoint three members to hold a hearing. If the Executive member complained of disputes the outcome of the hearing they may appeal against the decision to the following AGM. The AGM may vote to establish a sub-committee to hear such an appeal.

(b) Any group of members acting contrary to an instruction from the Executive Committee, Annual Conference or Special Conference shall be disciplined.

### **Member's Conduct**

A member of the Union commits a disciplinary offence if that member:

(a) knowingly proposes or seconds an application for membership containing false statements;

(b) wrongly or fraudulently receives or misapplies funds of the Union;

(c) acts contrary to or fails to carry out instructions of the Executive Committee;

(d) discriminates against, harasses or bullies another member whether on the grounds of race, creed, sex or sexual orientation or otherwise.

(e) acts contrary to or fails to carry out or comply with the policies and/or Rules of the Union;

(f) acts in any way prejudicial to the interests of the Union.

(g) Members may be suspended for a period, or expelled, on the grounds of their misconduct or breach of these rules.

(h) Disciplinary action may be taken by a Branch, Work Sector or Region or the Executive Committee who shall provide written notice of the charge within not less than seven days' notice of the investigative meeting. Members will have the right to be heard at such a meeting and shall receive a written statement of the decision and shall also have the right to appeal. The former member shall have the right of appeal from Branch, Region or Work Sector level to the Executive Committee or from their decision to the next available Annual Conference. Members who are charged with a disciplinary offence may be suspended until a full disciplinary hearing takes place. If the member is cleared, then he or she is immediately reinstated. Should the member be found guilty then his or her suspension will be made permanent and the member will be expelled.

## **Management of Union**

(a) The General management of the Union shall be invested in a committee of management - The Executive Committee. This will consist of the national President, General Secretary and five other members. The Executive may also appoint one member from each industry, profession or service represented by the Union to serve as non-voting advisors. The Executive Committee shall have the power to dismiss these Industry Sector Representatives or appoint new ones at any time.

## **President**

(a) In the event of a vacancy for the position of President, nominations shall be invited from members.

(b) Any two members of the Union may propose and second a candidate for the office of President. All candidates will be allowed to express their views in a 150-word statement, which will be circulated to members.

(c) The President will face re-election every five years except in the case where such an election would be within five years of his/her retirement

(d) The President or his/her nominee from within the Executive Committee shall preside over the Annual Conference and the Executive Committee meetings. The President shall act under the direction and authority of the Executive Committee

(e) The President shall have the casting vote on an equality of votes. The President shall not put to the vote any motion which can be decided by the General Rules of the Union

(f) The President's salary and holiday entitlements shall be fixed by the Executive Committee. The President shall be allowed travelling expenses, with overnight expenses as per any other Executive Committee member. The President may attend and speak at any Meeting held under the auspices of the Union

### **Treasurer**

The Executive Committee shall nominate and appoint a member of the Union in good standing to the post of treasurer. The Treasurer need not be a member of the Executive Committee.

(b) The Treasurer shall keep a correct entry of all monies received. It shall be the duty of the Treasurer to see that the money paid to the General Secretary for the benefit of the Union is banked from time to time to the credit of the Union. He/she shall give and take receipts for all monies.

(d) He/she shall inspect the bank books and such other books as he/she may desire to see at any time during office hours to satisfy himself/herself that the Rules relating to finance are being carried out.

(e) At the end of each financial year the/she shall draw up a report listing all income and expenditure, and whose accuracy shall be verified by the auditors. He/she shall render such assistance to the auditors as they deem necessary.

(f) He/she shall attend all meetings as required by these Rules.

(g) The Treasurer or his/her nominee, with the General Secretary, present to Annual Conference the annual financial statement, and an interim statement to each ordinary meeting of the Executive Committee. A Treasurer who is not a member of the Executive Committee shall have the right to attend but not to vote at meetings of the Executive Committee.

### **General Secretary**

(a) The General Secretary shall attend all Conferences and Executive Committee Meetings. He/she or his/her nominee shall record the business of the Meetings.

(b) The General Secretary's duties shall be to answer correspondence, edit and publish any literature or journal. He/she shall attend each Annual Conference., Special Conference and all meetings of the Executive Committee and keep a copy of all Minutes of the proceedings, the resolutions proposed, and the votes given.

(c) The General Secretary shall conduct the business of the Union in accordance with the Rules and act under the instructions of the Executive Committee.

(d) He/she shall have the right to speak and vote on any business at the Annual Conference, Special Conferences and Executive Committee Meetings.

(e) He/she or his/her nominee shall keep a register of members and enter therein their names, dates of admission, addresses and contributions paid and shall keep the same in good order.

(f) He/she or his/her nominee shall receive a receipt of all monies paid to the Union and bank the same to the credit of the Union in the Union's bank. He/she shall give a receipt or receive a receipt of all monies received or paid respectively. Together with the Treasurer he/she shall issue a financial statement to every meeting of the Executive Committee.

(g) He/she shall, together with the Treasurer, every 12 months draw up a full report of the income and expenditure of the Union for the past year from the 1 January to the 31 December which shall be audited by lay auditors (or where appropriate incorporated auditors) engaged by the Executive Committee.

(h) He/she shall present to the Executive Committee, prior to Annual Conference, a report of the work of the Union since the previous Annual Conference for approval by the Executive Council. After such approval the report shall be presented to Annual Conference as the report of the Executive Committee.

(i) The salary, pension and holiday entitlements of the General Secretary shall be fixed by the Executive Committee. They shall be allowed travelling expenses and overnight expenses. He/she may attend and speak at any Meeting held under the auspices of the Union

(j) The General Secretary shall have free access to books, papers and other documents stored by Regional, District or Branch Officials appertaining to the Union at any time.

(k) The General Secretary may open and operate bank accounts on behalf of the Union.

### **Executive Committee**

(a) There shall be an Executive Committee elected under the Rules to manage Solidarity.

(b) The Executive Committee shall, subject to these rules and to the decision of Annual Conference, have full power and authority to take such action as it deems necessary for the conduct of the Union's affairs and the realisation of the objects set out in Rule 3. The Executive Council shall have the following powers that shall not in any way limit its powers as set out above:

(c) To determine the salaries of all the employees of the Union and to administer arrangements for pension, retirement and kindred benefits for these employees.

(d) To make levies on members to keep the funds in a solvent condition.

(e) To set up where necessary committees to deal with the special problems or business or special categories of the membership and to delegate to these committees such of its powers as it thinks fit, except for the power to dismiss Officials.

(f) Any member of the Executive Council may attend any lower committee of the Union "ex-officio".

(g) Vacancies occurring between elections may be co-opted by the Executive Committee unless at the date the when the vacancy occurs there shall be more than 12 months before the next scheduled elections.

In this case an election shall be held, and the successful candidate shall hold office for the balance of the outstanding term.

(h) The members of the Executive Committee must be full or part rate members of Solidarity at the date of their nomination and election. They shall comply with the membership provisions of Rule 4 and if they do not comply they shall immediately cease to hold office

(i) Four shall form a quorum for a meeting of the Executive Committee. Notice of meetings of the Executive may be given by e-mail, letter or a notice on the Union website. The Executive may vote to dismiss a member who fails to attend two consecutive Executive meetings.

(k) The Executive Committee shall manage and supervise the affairs of Solidarity and carry out and enforce observance of its Rules.; to be responsible for the proper administration of Union funds. The Executive Committee may appoint any lay or professional persons to audit its accounts or the accounts of any Branch, Region or Division of the Union.

(l) The Executive Committee alone is empowered to authorise or ratify the participation of members' industrial action of whatever nature and no document relating to any dispute may be issued without the prior sanction of the Executive Committee

(m) The Executive Committee shall promote unity of action and mutual understanding between the various Branches, Regions and Divisions of the Union.

(n) The Executive Committee may make grants or loans to kindred organisations and individuals in cases of hardship and in exceptional circumstances for services rendered.

(o) The Executive Committee shall be empowered to order a Postal Vote of the Union and, or Conference Delegates, on matters which in their opinion are sufficient importance. All postal votes are to be sent to the Union's independent Scrutineers for scrutiny. The scrutineers will declare the result of the ballot and the Executive Committee will publish the result by means of notices in internal newsletters and/or on the Union Website.

(p) The Executive Committee shall be empowered to call a Special Conference at any time if in its opinion circumstances warrant.

(q) The Executive Committee or any members may be removed by a two-thirds majority vote of the delegates present at a Special Conference upon a request being called to the General Secretary and signed by two-thirds of those entitled to attend the Annual Conference. The General Secretary may also (at his absolute discretion) initiate a postal ballot to decide whether to remove any Executive member. In the case of the General Secretary a majority of the Executive may vote to initiate such a ballot. If a simple majority votes for removal the member concerned will cease to serve on the Executive of the Union.

### **Disciplinary powers of Executive Committee**

(a) The Executive Committee may suspend or dismiss any Solidarity officer in cases of misconduct. It has the power to remove any incompetent or insubordinate Branch or Regional Officer.

(b) It has the power to remove any incompetent or insubordinate Branch or Regional Officer.

(c) It has the power to reverse the decision of a Branch, Regional or Divisional Council

(d) It has the power to make and amend regulations regarding the constitution and working of Regional or Divisional Councils

(e) It has the power to close any Branch when it considers that action to be necessary in Solidarity's interest or objectives

### **Appointment of Auditors**

(a) The Executive Committee may appoint special lay or professional Auditors to examine at any time any Accounts relating to Solidarity's funding. It shall issue a Balance Sheet annually. It shall also manage any Benevolent or Provident Funds.

(b) The Executive Committee may remove any auditor and appoint a replacement. Professional accountants can be engaged to audit the account of the Union and/or prepare annual accounts for the Executive Committee. The Executive Committee may select any auditor or accountant, remove them and appoint a replacement at its discretion.

### **Elections**

(a) Elections for the following posts are referred to as statutory elections in this Rule Book

President

General Secretary

All Executive Committee Members

(b) The counting and scrutinising of votes and the declaring of returns in elections provided for in this Rule shall be undertaken by independent scrutineers nominated by the General Secretary.

In statutory elections, the Scrutineers nominated will meet the criteria specified by statute and shall conduct the election in accordance with all procedures required by statute

(c) Nomination papers shall be published on the Union's website or despatched by the General Secretary or in case of Statutory Elections, the independent Scrutineers to all members at least three weeks before the date of close of nominations.

(d) The Branch's nomination shall be entered on the correct nomination paper which shall be signed by two Officials of the nominating Branch.

(e) Completed nomination papers in respect of elections for the posts of General Secretary, President and the Executive Committee shall be sent directly to the Returning Officer.

(f) The closing date and time for receipt of nomination papers shall be clearly shown on the nomination papers.

(g) A nomination paper not completed in accordance with these Rules or not completed in accordance with the instructions thereon or received after the closing date and time shall be rejected and declared void.

(h) The General Secretary shall notify each candidate for election of his/her nomination within seven days of close of nominations.

(i) A nominated candidate must send a written and signed form of consent to the General Secretary before the date and time set by the Executive Committee for the close of nominations failing which the nomination shall be rejected and declared void.

(j) Eligible candidates who have accepted nomination shall be entitled to submit to the General Secretary for onward transmission to the scrutineers in statutory elections an election statement not exceeding 150 words in length, which may for example, set out the industrial and political work of the candidate and the work he/she has performed or proposes to perform on behalf of the Union. Election statements received by the General Secretary after the date of close of nomination shall not be circulated.

(k) Canvassing for nomination or votes by a candidate for election under this Rule whether in person or by letter, circular or any other means or on behalf of a candidate for election under this Rule by letter, circular, or other written communication shall constitute a disciplinary offence.

(l) A list of candidates produced as a ballot paper together with the election statements referred to above shall be issued to each member entitled to vote in the election in accordance with the procedure given below.

(m) The ballot paper shall state each candidate's full name, length of membership, past and present offices held in the Union and the names of the individual member or Branch nominating that candidate. In statutory elections it will also bear its own unique serial number, specify the name of the Scrutineer and set out the address to which and the date by which it is to be returned.

(n) The General Secretary shall supply ballot papers to the scrutineers. In statutory elections the scrutineers shall distribute ballot papers by post to the home address of all members entitled to vote, or to such other address as the member has specified in a written request to the Union to be treated as his/her postal address.

(o) Each member shall record his/her vote by marking an "X" in the box opposite the name of the candidate he/she desires to be elected and shall then return the completed voting paper in the envelope provided for this purpose to be received by the date and time of close of voting by the

scrutineer in the case of statutory elections, and in other cases by the Branch Official conducting the ballot.

(p) A ballot paper on which the votes are not recorded in accordance with the instructions contained thereon and as specified by this Rule shall not be counted as a valid vote.

(q) A ballot paper not received by the date and time of the election 'the close of voting' shall not be counted as a valid vote, whatever the reason for any delayed receipt.

(r) The Scrutineers shall decide whether any ballot papers shall be rejected or counted in accordance with these Rules and shall determine all disputes concerning the conduct of elections under this Rule. Their decision shall be final. The Scrutineers shall prepare a Scrutineers' report setting out the number of ballot papers distributed and returned, the total number of votes given for any candidate and the total number of votes rejected. In statutory elections this report shall also contain any other information required by statute.

(s) A notice declaring the result of the election as stated in the scrutineers Report, together with a copy of that Report shall be sent by bulletin or posted on the Union's website as soon as practicable after the Union receives the Scrutineer's Report.

#### (1) National Officials

(a) No candidate shall stand for the position of President or General Secretary except at the discretion of the Executive Committee, which will satisfy itself that any member so nominated will can fulfil the office for which he/she is nominated.

(b) Each member in good standing of the Union shall be entitled to submit nominations for these offices.

(c) In the event of any of these offices falling vacant, the Executive Committee shall within six months of the vacancy occurring hold an election in accordance with this Rule.

## (2) Executive Council Members and Regional Officials

(a) Nominations in respect of these positions shall be confined to members who have been fully paid-up members of the Union in good standing for more than one year.

(b) For each election the Executive Committee will publish a request for nominations in regular bulletins or the Union website.

(c) There will be a closing date for submission of nominations. After that date a ballot pack will be sent out. A date will be specified as the last date for receipt of completed ballot papers (“the close of voting”)

(d) Each candidate must send to Head Office a written and signed form of consent to the nomination. This must reach Head Office by the date and time set for the close of nominations.

(e) Each candidate may send to Head Office written biographical details and a statement of views not longer than 150 words. This must reach Head Office by not later than the close of nominations

(f) After the call for nominations no literature from any source which seeks directly or indirectly to promote the interests of any potential or actual candidate may be published or distributed. Any breach of this rule

may lead to the potential or actual nominee being disqualified from the election by the Executive Committee.

(g) Each member entitled to vote shall be sent a ballot pack which will include the personal details and biographical details of all candidates, a ballot paper and a business reply envelope endorsed 'Ballot Paper' addressed to the Independent Scrutineer at the Independent Scrutineer's office or in non-statutory elections to the General Secretary.

## **The Annual Conference**

(a) An Annual Conference shall be held at a venue chosen by the Executive Committee. All arrangements and expenses shall be determined by the Executive Committee.

(b) Any member not attached to a Region or Work Sector may attend the Annual Conference. Where a Region or work sector exists, delegates will be chosen as follows: 2 from each major Work Sector, one from each minor Work Sector and one from each Region. The criteria for determining what constitutes a major or minor Work Sector will be determined by the Executive. Each Regional Organiser based on criteria set by the Executive Committee will choose regional Delegates. Regional Organisers are appointed by the Executive Committee and may be dismissed by them. They are charged with regional campaigning, lobbying and other administrative duties associated with the Union and defined by the Executive Committee. Heads of Work Sectors are chosen by the Executive Committee and may be dismissed by them. Any Solidarity member may be appointed the Head of a Work sector with one exception. The Head of the Construction Work Sector must spend at least four months of the year on a recognised construction site to qualify. All other Work Sector Heads are expected to ensure that they keep themselves informed of the current state of their sectors and supply reports on a frequent basis to the Executive Committee. Where members fall under a Region or Work Sector they will be represented by delegates for this and have no right to attend or vote at the Annual Conference.

(c) The power of the Annual Conference will be to accept or revoke any decision of the National Executive and to discuss and act on any matter.

(d) Delegates shall have power, by a two-thirds majority vote of those present, to alter the General Rules of the Union. In the event of public disorder, threats of disorder or cancellation of venue the Conference may vote to postpone the Annual Conference by up to three months or to dispense with the need for a Conference and to invest in the Executive all powers capable of being exercised by the Annual Conference till the next scheduled Annual Conference and/or to put any matter to postal ballot by members for decision.

(e) Resolutions involving alteration of Rules shall have precedence over all other Conference Resolutions.

(f) Where a Region or work sector exists resolutions for Annual Conference must be passed at the preceding Region or Work Sector meeting which must be held at least three weeks prior to the date set for the Annual Conference. Where no Region or Work Sector exists, any member may propose a resolution if they find another member to second it. If a member is attached to a Branch, Region or Work Sector he/she may only propose a resolution outside of the Region or Work Sector at the discretion of the Executive. Copies of the resolutions must be sent to the Head Office by certified mail to be received at least 14 days before the Conference date. The Executive may grant special permission for the proposer and seconder of such motions to attend the Annual Conference as delegates.

(g) The Executive Committee shall not have the power to override a Conference decision relative to Union Rules. Should the Executive Committee feel that changed circumstances make such a reversal of Conference decision necessary, then Conference delegates and/or members should be consulted either by a recalled Conference or postal ballot.

(h) Regional Officers, District/Divisional Secretaries and Organisers shall have the right to attend Conference but with no voting power. Should any difference of opinion arise as to the abuse of privilege by any Official, the President or his/her nominee shall give his ruling on the matter and such decision shall be accepted as final.

## **The General Fund**

(a) The General Fund shall account for all Union publications, general expenses and grants to members involved in trades disputes, strikes, lockouts and defence.

(b) Funds which are not wanted for immediate use may be invested in a bank in any town, or may be invested in any manner and in any part of the world at the discretion of the Executive Committee

(d) The Books concerning the Union shall be retained at any place at the discretion of the Executive Committee. Branch books shall be kept at the respective Branches.

(e) Members have the right at all reasonable times and giving reasonable notice to inspect the accounts of the Union as far as legislation permits. The Executive Committee may make an administrative charge to the member.

(f) In relation to inspection of membership roll or the list of those members who contribute to the Political Fund information is restricted to information concerning that member alone.

## **Interpretation of Rules**

In the event of a question arising about the meaning or interpretation of the general rules, of conflict between the general and the sectional rules or about any matter not provided for by those rules the Executive Committee shall have jurisdiction to determine that question and its decision shall be binding upon all members of the Union.

### **Dissolution of the Union**

The Union may be dissolved by a vote of five-sixths of the members.