



The rules of Unite Incorporated

As amended by the 2009 Unite AGM

1. Name:

1.1. The name of the Incorporated Society shall be Unite. For the purposes of these Rules referred to as "the Union".

2. Purposes

2.1. Unite is a community based union formed:

- a) to protect and further the interests of members and working people as a whole by carrying out any policy decided in accordance with these Rules.
- b) to recruit and organise workers, including marginal labour, unemployed and beneficiaries.
- c) to secure the best possible working conditions for members of the Union by promoting members' collective employment interests
- d) to secure the best standard of living for members, other workers, their families and communities.
- e) to assist any other union, federation, movement or organisation for the betterment of the working conditions, remuneration and/or welfare of its members or working people as a whole.
- f) to affiliate to any other union, federation, movement or organisation for the furtherance of the objects of the Union.
- g) to prudently invest any surplus funds of the Union to increase the resources available for use as specified in parts (a) to (e) of this Rule.
- h) to uphold the principles of the Maori version of the Treaty of Waitangi including that of tino rangatiratanga in all its work.

3. Ordinary Membership:

- 3.1. Ordinary membership of the Union is open to any person who supports the purposes of the union.
- 3.2. Ordinary members shall pay the appropriate fees as determined by the union and shall be referred to for the purposes of these rules as "the member" or "members"
- 3.3. Any person described in 3.1 may become a member on making application on the appropriate form to the Secretary or her/his representative and membership, when approved, shall be deemed to have begun from the date of application.
- 3.4. All applicants will receive electronic or written notice when their application has been accepted or declined by the Secretary.
- 3.5. Any applicant who the Secretary has declined membership to may appeal the decision to the next Executive who may approve or decline the application by majority vote. The Executive's decision is final.
- 3.6. Any applicant who has previously been declined membership or had their membership terminated shall not become a member unless the Executive approves it by majority vote. The Executive's decision is final.
- 3.7. Members may belong to another union concurrently with their membership of the union.

4. Support Membership:

- 4.1. Any person or current member on a worksite not being organised by the union may become a Support Member of the union. Support members shall pay fees for services provided as determined by the Secretary but shall have none of the rights or privileges of an ordinary member.

5. Obligations of Members

- 5.1. All members shall promote the purposes of the Union and shall do nothing to bring the Union into disrepute.

6. Resignation and expulsion:

- 6.1. Any member desiring to withdraw from the Union may do so by giving the Secretary two weeks

- notice of her/his intention and by paying all dues owing up to the expiry date of the notice.
- 6.2. Such withdrawal shall not be effective, except with the leave of the Executive, until all dues are paid. Withdrawal shall not exempt any member from liability in respect of any act or omission while that person was a member.
- 6.3. A union member may have his or her membership terminated if, for any reason whatsoever, the Executive is of the view that a member is breaching the Rules or acting in a manner inconsistent with the purposes of the union.
- 6.4. The Executive must give written notice of this to the member. The Executive's notice must:
- a) Explain how the member is breaching the Rules or acting in a manner inconsistent with the purposes of the union;
 - b) State what the member must do in order to remedy the situation; or state that the member must write to the Executive giving reasons why the Committee should not terminate the member's membership.
 - c) State that if, within 14 days of the member receiving the Executive's notice, the Executive is not satisfied, the Executive may in its absolute discretion immediately terminate the member's membership.
 - d) State that if the Executive terminates the member's membership, the Member may appeal to the next AGM.
- 6.5. The member shall be given the opportunity to address the Executive verbally or in writing before any vote on the matter.
- 6.6. Any member whose membership is terminated shall have right of appeal, in writing or in person to the next Annual General Meeting and if her/his appeal is upheld the meeting shall have the power to reinstate the membership. The AGM's decision will be final.
- 6.7. Any costs incurred by a member who has received written notice or has had their membership terminated shall be met by the member themselves.

7. Membership roll:

- 7.1. The registered office of the Union shall contain an up to date roll of the membership including the address, employment or beneficiary status, occupation, workplace, joining date and collective or individual contract covering each member. The Secretary shall carry out the duty of ensuring that the membership roll is kept current.
- 7.2. Any member in arrears of 3 months or more in payment of any fee, subscription or levy payable under these Rules may be deemed to be a support member only; provided however that such change of status shall not free such person from any liability for the arrears due.

8. Registered Office:

- 8.1. The Registered Office shall be at such place as the Executive may from time to time decide.

9. Governance:

- 9.1. Subject always to the decision of the members of the Union, made at the Annual General Meeting or of a Special General Meeting, in accordance with these Rules, the Union shall be governed and its funds controlled by an Executive.

10. Annual General Meeting:

- 10.1. The Annual General Meeting shall be the chief governing body of the Union.
- 10.2. The A.G.M. of the Union shall be held at such times and place(s) as the Executive shall decide, but shall not be within 6 months of the previous A.G.M. .
- 10.3. At least six weeks notice of the date(s) and venue(s) of the A.G.M. shall be given to members.
- 10.4. There shall be provision for at least 100 voting representatives at the A.G.M.
- 10.5. Where the Executive has decided that there will be more than one A.G.M meeting all remits for consideration by the A.G.M. shall be in the hands of the Secretary two weeks prior to the A.G.M.
- 10.6. Notice of the A.G.M. and notice of the business to be conducted shall be given to financial members in writing either by
- a) letter, email or other direct electronic communication,
 - b) through publication of the Union,
 - c) or by advertising details of the meeting in the major newspaper servicing the area.

- 10.7. A special General Meeting of the Union shall be called by the Executive – in accordance with the procedure for the Annual General Meeting. In addition not less than one hundred members of the Union may, at their own expense, require the Executive - to convene a Special General Meeting of the Union. A Special General Meeting of the Union may only deal with the matters for which it is has been called.
- 10.8. The quorum of the A.G.M. or S.G.M. shall be a total of 50 members present at the meeting(s).
- 10.9. Any member of the union is entitled to attend and speak at the A.G.M.

11. Voting at the Annual General Meeting:

- 11.1. All questions at the A.G.M. and S.G.M. shall be decided on the basis of one vote for each representative.
- 11.2. No representative may exercise more than one vote.
- 11.3. Only representatives who have been elected as worksite or AGM representatives may vote at the AGM.
- 11.4. The President, Vice-President and Secretary of the union will each have one vote.
- 11.5. A majority of those representatives present may demand a secret ballot.

12. Executive:

- 12.1. The Executive shall comprise:
 - a) President, who shall be chairperson of the Executive
 - b) Vice President
 - c) Secretary
 - d) Three members at large
 - e) Other sector and regional reps as the Executive may decide as per rule 13.2 & 13.3
- 12.2. The Executive may, by majority vote, co-opt up to two additional non-voting members to the Executive for the purposes of ensuring good representation of the membership on the Executive.
- 12.3. All members of the Executive shall hold office until they resign, their successors are elected or they are removed in accordance with Section 16 of these rules. They shall be eligible for re-election.
- 12.4. The Secretary shall be responsible for receiving all monies, operating the Union's bank accounts and making all payments for expenses incurred by the Union in conjunction with the Trustees and President as provided in rule 17.

13. Election of the Executive:

- 13.1. The Executive shall be elected at the A.G.M. except:
 - a) where the Executive appoints or elects additional members according to rules 12.2 and 13.10.
 - b) where the Executive decides, according to rules 13.2 and 13.3, that sector or regional representatives should be elected at sector or regional meetings.
- 13.2. The Executive shall issue a report with recommendations to the membership on the number of sector and regional representatives and the method of their election to the Executive, having taken into account the composition and distribution of the union's membership. The report and recommendations shall be available to members at least three months before the AGM(s).
- 13.3. The Executive shall adopt or amend the report's recommendations at least one month later and include notice of the number of sector and regional representatives and the method of their election with notice of the of the A.G.M.
- 13.4. A Returning Officer shall be appointed by the Executive -
- 13.5. All positions shall be elected for a term of one year.
- 13.6. Nominations shall be called in the same way as the calling of the A.G.M, at least six weeks before the A.G.M.
- 13.7. Nominations for President, Vice-President and Secretary shall close at least two weeks before the AGM. At least two weeks must be given from the calling for nominations to the closing of nominations.
- 13.8. Where the Executive decides there will be more than one A.G.M. meeting, nominations for other Executive positions to be elected at the A.G.M. shall be called and close at the same time as the nominations for officers as per rule 13.7.
- 13.9. Where the Executive decides there is to be a single A.G.M. meeting, nominations for other

Executive positions to be elected at the A.G.M. shall open at least two weeks before the A.G.M. and close during the A.G.M.

- 13.10. Should any office or position not be filled or become vacant for any reason, a member may be co-opted by majority vote of the Executive to fill that position. Any person so appointed shall hold office until either an election is called by the Executive in accordance with the rules or the next A.G.M. The Executive may decide to fill any vacancy through election by postal ballot of the relevant members. Postal ballots may include electronic forms of voting as long as the Executive is satisfied:

- a) with the integrity of the voting process and technology used
- b) that all members have a reasonable opportunity to participate in the ballot.

Any electronic voting system must be approved before use by majority vote of the Executive.

14. Meetings of the Executive

- 14.1. The Executive - shall meet as required but no less than each three months. The secretary shall call each meeting and advise all Executive - members in writing of its time and place at least one week before the set date, unless at least three Executive members request in writing to the Secretary that an urgent special meeting is required to consider that urgent matter only.
- 14.2. Executive meetings may be held in person or by audio or video conference with agreement of the President and Secretary

15. Removal of Officers and Position Holders:

- 15.1. Any Officer or member of the Executive - not performing her/his duties in a satisfactory manner or who misappropriates union funds may, at a meeting of the Executive - convened for the purpose, be removed from office or position by a two third majority vote of the Executive. The Officer or member concerned must have received an account in writing of the reasons for the contemplated dismissal and given the opportunity to address the meeting on the question. Any Officer or member so removed shall have right of appeal to the Annual General Meeting and if her/his appeal is upheld the meeting shall have the power to reinstate the Officer or member to her/his position.

16. Worksite Representatives:

- 16.1. Worksite representatives shall be elected by members on the site or, in the interim, may be approved by the Secretary or their representative.
- 16.2. Only representatives who have been elected as worksite or AGM representatives may vote at the AGM.
- 16.3. A worksite representative shall not execute contracts on behalf of the Union unless expressly authorised by Rule 23.1

17. Finance:

- 17.1. The financial year of the Union shall be 1 April to 31 March.
- 17.2. All moneys, lands, securities or property of the Union shall be deemed to be the property of the Union as a whole. The funds of the Union may be invested in the name of the Union in a manner approved by the Executive -. For the purposes of administration one of the Union Trustees shall reside in the area where the registered office is located. Special funds shall only be used for the purpose for which such a fund was established.

18. Fees and Levies:

- 18.1. Subject to the approval of the Annual General Meeting or a majority of members casting votes in a postal ballot the Executive shall set fees for all members at a sufficient rate to ensure the financial viability of the Union, and to enable the Union to meet all commitments as required by the decisions of the Annual General Meeting

19. Trustees:

- 19.1. Two Trustees shall be appointed by the Executive and they, together with the President and Secretary, shall control all funds belonging to the Union.

20. Auditor:

20.1. An auditor, who is a qualified accountant, shall be appointed by the Executive. The auditor shall audit the accounts of the Union once each year and all the books and vouchers shall be submitted to her/him by the Secretary.

21. Inspection of Books:

21.1. Any member or previous member having an interest in the funds or the register of members of the Union may inspect the books of the Union at a reasonable time, having first given the Secretary two weeks notice.

22. Representation:

22.1. The Union may appoint any person to be an Authorised Agent of the Union to carry out any such functions as the Executive shall determine.

22.2. The Union shall be represented in any proceedings before a Conciliation Council, Arbitration Commission, Employment Court, any other Court, Disputes Committee or any other Committee to which it is a party or where it represents a member by such persons as the Executive may appoint.

23. Agreements and Instruments:

23.1. The Union may enter into collective agreements/contracts with any employer or employers relating to any matter affecting members of the Union. No such agreement (other than a collective contract made with all parties present, in conciliation) shall be made until a meeting of the members covered by the agreement have carried a resolution in favour of its proposed terms. The Executive shall have the authority to enter into any other legal agreements.

24. Publications:

24.1. The Union shall distribute to members, publications advising of casual vacancies, annual meetings, special meetings, the calling of nominations for all positions, reports, accounts, alterations to rules, details of all elections and any other official notice or report required to be given to each member under these Rules.

24.2. In addition to the above and subject to finance, the Executive shall endeavor to initiate a publication to members to further their education in trade union matters and to expand solidarity between groups of workers.

24.3. Publications may be distributed or made available to members through printed or electronic means.

25. Seal:

25.1. The Union shall have a seal, which shall be kept by the Secretary. It shall be affixed to any legal document of the Union requiring it by the Secretary. It shall not be affixed to any other documents except pursuant to the resolution of the Annual General Meeting. Agreements and any other legal documents shall be made and executed on behalf of the Union by any of the officers of the Union. The seal shall not be altered or renewed except by resolution of the Annual General Meeting.

26. Dissolution:

26.1. Should a majority of the members of the Union attending special meetings called under these Rules expressly for the purpose, vote to cancel the registration of the Union, the Secretary shall forthwith make application to the Registrar of Incorporated Societies in the prescribed form. Before such cancellation the Executive - shall ensure that an audit of the Union's accounts is conducted and shall realise all the valuable assets and meet all the liabilities of the Union. The surplus funds, if any, shall thereupon be disposed of in such a manner, in pursuance of the objects specified in these Rules, as the Executive - may think fit. Prior to this procedure being carried out, all members shall be advised that this matter is to be considered at special meetings convened for the purpose in accordance with rule 8 (d).

26.2. The Union shall be deemed to be dissolved when its registration has been cancelled by the Registrar of Incorporated Societies.

27. Alteration to the Rules:

- 27.1. These Rules may be amended, struck out or added to by a majority vote of the representatives present at the Annual General Meeting or, if approved by the Executive, by a majority of members voting in a postal ballot.
- 27.2. Any proposed changes to the rules must be notified to the Secretary at least six weeks before the AGM or closing of the postal ballot.
- 27.3. The Secretary must notify members of the proposed changes in writing or through a union publication at least four weeks before the AGM or the postal ballot closes.
- 27.4. All alterations to the Rules shall be submitted by the Secretary to the Registrar of Incorporated Societies for approval prior to coming into operation.

28. Matters not provided for:

- 28.1. Any matter not provided for in these Rules or by decision of the Executive shall be referred to the next Annual General Meeting.

29. By Laws:

- 29.1. The Executive -, subject to endorsement by the Annual General Meeting may make By Laws not in conflict to these Rules and in conformity with the policies of the Union.

30. Union Rules:

- 30.1. The Union shall supply a copy of its Rules as for the time being amended on request to any financial member or any person joining the Union. The Union shall supply a copy of any amendment made by the Union to its Rules as soon as it is practicable after their registration.

31. Annual Report and Annual Accounts:

- 31.1. The annual report, income and expenditure accounts and the balance sheet, together with the auditor's report on the accounts shall be presented to the A.G.M. In addition all such reports shall be made available to any financial member of the Union on request.

32. Resolutions:

- 32.1. The Union shall supply a copy of any resolution passed at any general or special meeting of the Union or its Executive to any financial member of the Union on request.