

Union Workers' Union

Annex A



1. Branch Elections

- a. Branch elections shall take place each year via an electronic ballot.
- b. A nominated member of the Executive Committee shall act as Returning Officer and shall be confirmed in post at the preceding Executive meeting.
- c. The Returning Officer shall communicate with all members in paid-up i.e. 'non lapsed' membership to invite nominations for all branch representatives positions.
- d. Paid-up members may self nominate for positions by completing a nomination form signed off by the Executive Committee.
- e. The nomination period will be 3 weeks.
- f. Following the close of the nomination period, the Returning Officer will issue an electronic ballot to all eligible i.e. paid up members of the branch.
- g. The election period will be 3 weeks.
- h. Following the close of the election period, the Returning Officer will announce the results of the election to all eligible members.
- i. The union may run additional elections midterm to elect to vacancies or newly-created posts.

2. Executive Elections

- a. Executive elections shall take place each year via an electronic ballot.
- b. A nominated member of the outgoing Executive shall act as Returning Officer and shall be confirmed in post at the preceding Executive meeting.
- c. The Returning Officer shall communicate with all members in paid-up i.e. 'non lapsed' membership to invite nominations for all Executive positions.
- d. Paid-up members may self nominate for positions by completing a nomination form signed off by the Executive Committee.
- e. The nomination period will be 3 weeks.
- f. Following the close of the nomination period, the Returning Officer will issue an electronic ballot to all eligible i.e. paid up members of the union.
- g. The election period will be 3 weeks.
- h. Following the close of the election period, the Returning Officer will announce the results of the election to all eligible members.
- i. The union may run additional elections midterm to elect to vacancies or newly-created posts.

3. Statutory Elections

- a. The union has 2 statutory posts; President and General Secretary.
- b. The Executive shall appoint an independent scrutineer in line with relevant legislation.
- c. The independent scrutineer shall run an election(s) for statutory posts every 5 years.
- d. To be considered eligible for nomination nominees must:
 - i. be in paid-up i.e. 'non-lapsed' membership.

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- ii. not be seeking a consecutive term unless they identify the following protected characteristics: an underrepresented gender identity, black, asian or ethnic minority, lesbian, gay bisexual or disabled.
 - iii. not have served 2 consecutive terms, regardless of equality status.
- e. Eligible members may self nominate for statutory positions within the nomination period and via the method set by the independent scrutineer.
- f. In order to ensure a 'level playing field' nominees are specifically prohibited from:
 - i. accessing membership data for purposes of campaigning.
 - ii. using social media for the purposes of campaigning.
 - iii. raising or utilising personal funds for the purpose of campaigning.
 - iv. engaging in negative campaigning of any kind.
- g. Noncompliance with section 3.5 will empower the official scrutineer to disqualify nominees.
- h. Campaigning activities will be restricted to:
 - i. an election address of no more than 1000 words.
 - ii. an election video of no more than 2 minutes.