



FIRE BRIGADES UNION

EXECUTIVE COUNCIL

**PROPOSED ALTERATIONS TO
THE FIRE BRIGADES UNION RULE BOOK**

CONFERENCE 2022 – BRIGHTON

PRESENT RULE	PROPOSED RULE CHANGE	PROPOSED NEW RULE AS AMENDED
RULE A2 OBJECTS OF THE UNION (1) To organise all those employed in the provision of firefighting, rescue or related services. (2) To secure unity of action in order to improve the position and status of members and of their service. (3) To secure that the numbers of uniformed employees of fire brigades, members of the Union and appropriate post holders within the Union, are as far as reasonably practicable, representative of diversity in regards to our society. (4) To settle and negotiate differences and disputes between members of the Union in matters relating to their fire and rescue employment, with employers, Trade Unions, or other persons. (5) To liaise and engage with the United Kingdom and other governments, devolved administrations and all other levels of government on public services and related matters, for the purposes of promoting and monitoring legislation for the benefit of members of the Union and the public we serve. (6) To secure that only members of this Union are employed in roles covered by the National Joint Council Scheme of Conditions of Service for Local Authorities Fire and Rescue Services. (7) To aid and join with other Trade Unions or societies having objects similar to any of the objects of this Union. (8) To support and promote working class unity through the Trade Union and Labour movement and therefore to oppose all forms of discrimination whether on the grounds of race, creed, sex, sexual orientation or otherwise.	RULE A2 OBJECTS OF THE UNION add (16) (16) To ensure that any member killed in the line of duty is fittingly remembered. EXECUTIVE COUNCIL	RULE A2 OBJECTS OF THE UNION (1) To organise all those employed in the provision of firefighting, rescue or related services. (2) To secure unity of action in order to improve the position and status of members and of their service. (3) To secure that the numbers of uniformed employees of fire brigades, members of the Union and appropriate post holders within the Union, are as far as reasonably practicable, representative of diversity in regards to our society. (4) To settle and negotiate differences and disputes between members of the Union in matters relating to their fire and rescue employment, with employers, Trade Unions, or other persons. (5) To liaise and engage with the United Kingdom and other governments, devolved administrations and all other levels of government on public services and related matters, for the purposes of promoting and monitoring legislation for the benefit of members of the Union and the public we serve. (6) To secure that only members of this Union are employed in roles covered by the National Joint Council Scheme of Conditions of Service for Local Authorities Fire and Rescue Services. (7) To aid and join with other Trade Unions or societies having objects similar to any of the objects of this Union. (8) To support and promote working class unity through the Trade Union and Labour movement and therefore to oppose all forms of discrimination whether on the grounds of race, creed, sex, sexual orientation or otherwise.

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(9) To provide legal assistance to members in matters relating to their fire and rescue employment or affecting their interests as fire and rescue employees. (10) To further political objectives as defined in Section 72 of the Trade Union and Labour Relations (Consolidation) Act 1992, as amended. (11) To further any such other political objectives as the Executive Council may determine from time to time which in its opinion are consistent with the Union's other objectives. (12) To administer from the general funds of the Union such benefit or welfare funds as may be instituted from time to time by the Executive Council in the interests of the members of the Union or of any section of the members of the Union. (13) To administer any scheme or fund which the Executive Council may set up from time to time. (14) Where possible it shall be the policy of the Fire Brigades Union not to conduct business with any organisations or in premises of said organisations where such organisations are unsympathetic to the Labour and Trade Union movement. (15) To secure the highest standards of health, safety and welfare at work consistent with the provision of a frontline emergency service		(9) To provide legal assistance to members in matters relating to their fire and rescue employment or affecting their interests as fire and rescue employees. (10) To further political objectives as defined in Section 72 of the Trade Union and Labour Relations (Consolidation) Act 1992, as amended. (11) To further any such other political objectives as the Executive Council may determine from time to time which in its opinion are consistent with the Union's other objectives. (12) To administer from the general funds of the Union such benefit or welfare funds as may be instituted from time to time by the Executive Council in the interests of the members of the Union or of any section of the members of the Union. (13) To administer any scheme or fund which the Executive Council may set up from time to time. (14) Where possible it shall be the policy of the Fire Brigades Union not to conduct business with any organisations or in premises of said organisations where such organisations are unsympathetic to the Labour and Trade Union movement. (15) To secure the highest standards of health, safety and welfare at work consistent with the provision of a frontline emergency service (16) To ensure that any member killed in the line of duty is fittingly remembered.

PRESENT RULE	PROPOSED RULE CHANGE	PROPOSED NEW RULE AS AMENDED
Rule B2 (5) (iv) CONDITIONS OF MEMBERSHIP AND CONTRIBUTIONS (5) <i>Payment of contributions</i> (iv) 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.	Rule B2 (5) (iv) CONDITIONS OF MEMBERSHIP AND CONTRIBUTIONS (5) <i>Payment of contributions</i> (iv) After ‘maternity’ delete leave’ After ‘ maternity ’insert ‘or parental leave’ EXECUTIVE COUNCIL	Rule B2 (5) (iv) CONDITIONS OF MEMBERSHIP AND CONTRIBUTIONS (5) <i>Payment of contributions</i> (iv) A member not in receipt of full pay whilst sick, injured, on maternity or parental leave shall be exempt from payment of contributions for such period as he/she is not in receipt of full pay.

PRESENT RULE	PROPOSED RULE CHANGE	PROPOSED NEW RULE AS AMENDED
RULE C2 CONFERENCE (1) The supreme government of the Union shall be vested in the Conference which shall be held annually, and/or recall Conferences and the decision of which shall be binding on all members. (2) Delegates to Conference shall be elected according to the membership of the Brigade as in June of the year preceding that in which the Conference is to be held. Delegates entitlement shall be calculated at the rate of one delegate per 500 members or part thereof. There shall be a minimum of two delegates from each Brigade. The method of election of delegates shall be decided upon by the Brigade Committee. (3) Members of the Executive Council shall attend Conference by virtue of their office only and shall be allowed to speak when so nominated to do so on behalf of the Executive Council, but shall not be eligible to vote. (4) Full-time officials of the Union shall attend Conference by virtue of their office only and shall be allowed to speak when so nominated to do so on behalf of the Executive Council, but shall not be eligible to vote. (5) The Executive Council shall have the power to nominate further delegates to represent categories of the membership whom it shall deem to be insufficiently represented at the Conference. These delegates shall have the right to speak on matters of concern to their particular membership grouping. (6) To assist Conference to discharge its business, Conference shall establish a Standing Orders	RULE C2 CONFERENCE add (10) (10) Policies agreed by Conference shall remain in place until they are superseded by subsequent conference decisions or until 20 years has expired. Each year from 2023, at least six months in advance of Conference the Executive Council shall remind all members of policies which are due to lapse. The Executive Council may also periodically propose to conference which policies should be considered lapsed following a policy review. EXECUTIVE COUNCIL	RULE C2 CONFERENCE (1) The supreme government of the Union shall be vested in the Conference which shall be held annually, and/or recall Conferences and the decision of which shall be binding on all members. (2) Delegates to Conference shall be elected according to the membership of the Brigade as in June of the year preceding that in which the Conference is to be held. Delegates entitlement shall be calculated at the rate of one delegate per 500 members or part thereof. There shall be a minimum of two delegates from each Brigade. The method of election of delegates shall be decided upon by the Brigade Committee. (3) Members of the Executive Council shall attend Conference by virtue of their office only and shall be allowed to speak when so nominated to do so on behalf of the Executive Council, but shall not be eligible to vote. (4) Full-time officials of the Union shall attend Conference by virtue of their office only and shall be allowed to speak when so nominated to do so on behalf of the Executive Council, but shall not be eligible to vote. (5) The Executive Council shall have the power to nominate further delegates to represent categories of the membership whom it shall deem to be insufficiently represented at the Conference. These delegates shall have the right to speak on matters of concern to their particular membership grouping. (6) To assist Conference to discharge its business, Conference shall establish a Standing Orders

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Committee which shall consist of six members. Two of these members shall be appointed by the Executive Council and the other four elected from the delegates to Conference. This Committee shall appoint one of the four members elected by Conference to be the Chair. The members of the Standing Orders Committee elected from the delegates to Conference will serve for four annual Conferences. One member will retire at each Conference and will be eligible for re-election for a further period of four annual Conferences. (7) The Standing Orders Committee shall, in consultation with the Executive Council, make the necessary arrangements for the holding of Conference and publish details to the membership, including the procedure to be followed by the Brigade Committees and National Sectional Committees in submitting resolutions and amendments to rules. (8) The Standing Orders Committee shall prepare the agenda of the Conference and submit reports on the order of business from time to time during the Conference. (9) The quorum for the Standing Orders Committee shall be 50 percent of the members of the committee elected by the delegates to Conference.		Committee which shall consist of six members. Two of these members shall be appointed by the Executive Council and the other four elected from the delegates to Conference. This Committee shall appoint one of the four members elected by Conference to be the Chair. The members of the Standing Orders Committee elected from the delegates to Conference will serve for four annual Conferences. One member will retire at each Conference and will be eligible for re-election for a further period of four annual Conferences. (7) The Standing Orders Committee shall, in consultation with the Executive Council, make the necessary arrangements for the holding of Conference and publish details to the membership, including the procedure to be followed by the Brigade Committees and National Sectional Committees in submitting resolutions and amendments to rules. (8) The Standing Orders Committee shall prepare the agenda of the Conference and submit reports on the order of business from time to time during the Conference. (9) The quorum for the Standing Orders Committee shall be 50 percent of the members of the committee elected by the delegates to Conference. 10) Policies agreed by Conference shall remain in place until they are superseded by subsequent conference decisions or until 20 years has expired. Each year from 2023, at least six months in advance of Conference the Executive Council shall remind all members of policies which are due to lapse. The Executive Council may also periodically propose to conference which policies should be considered lapsed following a policy review.

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Rule C3 (2) CONSTITUTION AND POWERS OF THE EXECUTIVE COUNCIL (2) The President shall preside at the meetings of the Executive Council. The Vice-President shall be a member of the Executive Council and shall preside in the absence of the President. The National Treasurer shall be a member of the Executive Council. The General Secretary and Assistant General Secretary shall attend in an advisory capacity. Seven voting members shall form a quorum	Rule C3 (2) CONSTITUTION AND POWERS OF THE EXECUTIVE COUNCIL (2) After 'The General Secretary and Assistant General Secretary' add '... and other full-time officials...' EXECUTIVE COUNCIL	Rule C3 (2) CONSTITUTION AND POWERS OF THE EXECUTIVE COUNCIL (2) The President shall preside at the meetings of the Executive Council. The Vice-President shall be a member of the Executive Council and shall preside in the absence of the President. The National Treasurer shall be a member of the Executive Council. The General Secretary and Assistant General Secretary and other full-time officials shall attend in an advisory capacity. Seven voting members shall form a quorum

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Rule D2 ELECTION OF PRESIDENT AND VICE-PRESIDENT The President and Vice-President shall be elected every four years in accordance with the procedures laid down in Rule E3. Candidates at the time of nomination and election must be fully paid up members and have at least five years' continuous membership. They must have served for not less than two consecutive years on the Executive Council. Holders of offices shall be eligible for re-election. Only serving members of the Executive Council shall be eligible for nomination and election to the position of Vice-President. On election, the Vice-President will continue to serve as an Executive Council member and will be subject, on the expiry of his/her normal Executive Council term of office, to re-election to the Executive Council, under the procedures laid down in Rule E3. Should he/she then fail to be re-elected as an Executive Council member, his/her term of office as Vice-President will terminate automatically.	Rule D2 ELECTION OF PRESIDENT AND VICE-PRESIDENT 1st paragraph, second sentence delete 'and election' EXECUTIVE COUNCIL	Rule D2 ELECTION OF PRESIDENT AND VICE-PRESIDENT The President and Vice-President shall be elected every four years in accordance with the procedures laid down in Rule E3. Candidates at the time of nomination must be fully paid up members and have at least five years' continuous membership. They must have served for not less than two consecutive years on the Executive Council. Holders of offices shall be eligible for re-election. Only serving members of the Executive Council shall be eligible for nomination and election to the position of Vice-President. On election, the Vice-President will continue to serve as an Executive Council member and will be subject, on the expiry of his/her normal Executive Council term of office, to re-election to the Executive Council, under the procedures laid down in Rule E3. Should he/she then fail to be re-elected as an Executive Council member, his/her term of office as Vice-President will terminate automatically.

PRESENT RULE	PROPOSED RULE CHANGE	PROPOSED NEW RULE AS AMENDED
Rule G1 (1) INTERNAL UNION DISCIPLINE (1) Offences A member of the Union commits a disciplinary offence if that member: (i) Knowingly proposes or seconds an application for membership containing false statements; (ii) Wrongly or fraudulently receives or misapplies funds of the Union; (iii) Acts contrary to or fails to carry out instructions of the Executive Council; (iv) Discriminates against, harasses or bullies another whether on the grounds of race, creed, sex, sexual orientation or otherwise; (v) Fails to pay any fine imposed under this rule within two months of the conclusion of proceedings, without good and sufficient reason; (vi) Acts contrary to or fails to carry out or comply with the policies and/or rules of the Union; (vii) Acts in any way prejudicial to the interests of the Union; (viii) Is or becomes a member of, or acts or campaigns on behalf of, any racist or fascist political party or organisation.	Rule G1 (1) INTERNAL UNION DISCIPLINE (1) Offences add (ix) (ix) Seeks or accepts promotion or monetary inducements from a Fire and Rescue Service as a direct outcome of holding/or assuming office within the Union. EXECUTIVE COUNCIL	Rule G1 (1) INTERNAL UNION DISCIPLINE (1) Offences A member of the Union commits a disciplinary offence if that member: (i) Knowingly proposes or seconds an application for membership containing false statements; (ii) Wrongly or fraudulently receives or misapplies funds of the Union; (iii) Acts contrary to or fails to carry out instructions of the Executive Council; (iv) Discriminates against, harasses or bullies another whether on the grounds of race, creed, sex, sexual orientation or otherwise; (v) Fails to pay any fine imposed under this rule within two months of the conclusion of proceedings, without good and sufficient reason; (vi) Acts contrary to or fails to carry out or comply with the policies and/or rules of the Union; (vii) Acts in any way prejudicial to the interests of the Union; (viii) Is or becomes a member of, or acts or campaigns on behalf of, any racist or fascist political party or organisation. (ix) Seeks or accepts promotion or monetary inducements from a Fire and Rescue Service as a direct outcome of holding/or assuming office within the Union.

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Rule G1 (2) (ii) (b) INTERNAL UNION DISCIPLINE (2) <i>Discipline at Regional Level</i> (ii) (b) If the Regional Secretary is of the opinion that a preliminary investigation is necessary he/she shall appoint another member who may be an official of the Union (the investigator) to conduct such investigation. At this stage the defendant should be informed, in writing, of the complaint made against the member.	Rule G1 (2) (ii) (b) INTERNAL UNION DISCIPLINE (2) <i>Discipline at Regional Level</i> (ii) (b) 1st sentence delete after shall appoint 'another member who may be' EXECUTIVE COUNCIL	Rule G1 (2) (ii) (b) INTERNAL UNION DISCIPLINE (2) <i>Discipline at Regional Level</i> (ii) (b) If the Regional Secretary is of the opinion that a preliminary investigation is necessary he/she shall appoint an official of the Union (the investigator) to conduct such investigation. At this stage the defendant should be informed, in writing, of the complaint made against the member.

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Rule G1 (2) (v) (b) INTERNAL UNION DISCIPLINE (2) <i>Discipline at Regional Level</i> (v) (b) A fine not exceeding 30 percent of a Firefighter's (competent) weekly rate of pay;	Rule G1 (2) (v) (b) INTERNAL UNION DISCIPLINE (2) <i>Discipline at Regional Level</i> (v) (b) Delete '30' insert 40 EXECUTIVE COUNCIL	Rule G1 (2) (v) (b) INTERNAL UNION DISCIPLINE (2) <i>Discipline at Regional Level</i> (v) (b) A fine not exceeding 40 percent of a Firefighter's (competent) weekly rate of pay;

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Rule G1 (4) (i) (b) INTERNAL UNION DISCIPLINE (4) Appeals (i) (b) From the Disciplinary Committee to the Final Appeals Committee when the Disciplinary Committee has expelled the defendant from membership of the Union.	Rule G1 (4) (i) (b) INTERNAL UNION DISCIPLINE (4) Appeals (i) (b) After 'Disciplinary Committee has' insert 'debarred the defendant from standing for Union office or' EXECUTIVE COUNCIL	Rule G1 (4) (i) (b) INTERNAL UNION DISCIPLINE (4) Appeals (i) (b) From the Disciplinary Committee to the Final Appeals Committee when the Disciplinary Committee has debarred the defendant from standing for Union office or expelled the defendant from membership of the Union.

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Rule G1 (4) (ii) (b) INTERNAL UNION DISCIPLINE (4) Appeals (ii) (b) Each Regional Committee/National Sectional Committee shall nominate to Conference for endorsement, a Regional Official/National Sectional Chair or Secretary to serve on the Final Appeals Committee;	Rule G1 (4) (ii) (b) INTERNAL UNION DISCIPLINE (4) Appeals (ii) (b) Delete semi-colon and insert full stop. Add a second sentence: ‘Should an official in between Conferences, resign or retire from office, or become ineligible, the Regional/ National Sectional Committee will nominate an eligible official as a replacement which shall be endorsed by the Executive Council, to serve on the Final Appeals Committee until the next Conference;’ EXECUTIVE COUNCIL	Rule G1 (4) (ii) (b) INTERNAL UNION DISCIPLINE (4) Appeals (ii) (b) Each Regional Committee/National Sectional Committee shall nominate to Conference for endorsement, a Regional Official/National Sectional Chair or Secretary to serve on the Final Appeals Committee. Should an official in between Conferences, resign or retire from office, or become ineligible, the Regional/National Sectional Committee will nominate an eligible official as a replacement which shall be endorsed by the Executive Council, to serve on the Final Appeals Committee until the next Conference;

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Rule G1 (4) (ii) (c) INTERNAL UNION DISCIPLINE (4) Appeals (i) (c) Upon endorsement by Conference that Official shall serve as a member of the Final Appeals Committee for a term of one year commencing at the conclusion of the Conference;	Rule G1 (4) (ii) (c) INTERNAL UNION DISCIPLINE (4) Appeals (i) (c) First line, after 'Conference' insert '/Executive Council' Delete: 'for a term of one year commencing at the conclusion of the Conference' replace with: 'until the next Conference' EXECUTIVE COUNCIL	Rule G1 (4) (ii) (c) INTERNAL UNION DISCIPLINE (4) Appeals (i) (c) Upon endorsement by Conference / Executive Council that Official shall serve as a member of the Final Appeals Committee until the next Conference;

PRESENT RULE	PROPOSED RULE CHANGE	PROPOSED NEW RULE AS AMENDED
Rule G1 (5) (ii) INTERNAL UNION DISCIPLINE (5) Convening of Meetings (ii) The Secretary shall send to the defendant at his/her last known address written notice of the meeting by ordinary first class post not less than 21 days before the date of the meeting.	Rule G1 (5) (ii) INTERNAL UNION DISCIPLINE (5) Convening of Meetings Delete: (ii) The Secretary shall send to the defendant at his/her last known address written notice of the meeting by ordinary first class post not less than 21 days before the date of the meeting. Replace with: ‘(ii) The Secretary shall as soon as practicable send written notice of the meeting securely by post to the defendant at his/her last known address not less than 21 days before the meeting. In addition, where the member’s email address is available, the Secretary shall also send the notice electronically.’ EXECUTIVE COUNCIL	Rule G1 (5) (ii) INTERNAL UNION DISCIPLINE (5) Convening of Meetings (ii) The Secretary shall as soon as practicable send written notice of the meeting securely by post to the defendant at his/her last known address not less than 21 days before the meeting. In addition, where the member’s email address is available, the Secretary shall also send the notice electronically.

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Rule G1 (5) (iii) (j) INTERNAL UNION DISCIPLINE (5) Convening of Meetings (iii) (j) That he/she is required to acknowledge receipt and state within 10 days of the date of the notice whether he/she intends to attend the meeting;	Rule G1 (5) (iii) (j) INTERNAL UNION DISCIPLINE (5) Convening of Meetings (iii) (j) Delete semi-colon and insert full stop Add second sentence: 'If acknowledgement is not received within 10 days, the meeting shall proceed as set out in the written notice of the meeting;' EXECUTIVE COUNCIL	Rule G1 (5) (iii) (j) INTERNAL UNION DISCIPLINE (5) Convening of Meetings (iii) (j) That he/she should acknowledge receipt and state within 10 days of the date of the notice whether he/she intends to attend the meeting. If acknowledgement is not received within 10 days, the meeting shall proceed as set out in the written notice of the meeting;

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Rule G1 (5) (iv) INTERNAL UNION DISCIPLINE (5) Convening of Meetings (iv) If, in the opinion of the Secretary, the defendant has submitted written good cause why he/she cannot attend, the hearing shall be adjourned to a future meeting.	Rule G1 (5) (iv) INTERNAL UNION DISCIPLINE (5) Convening of Meetings Delete: (iv) If, in the opinion of the Secretary, the defendant has submitted written good cause why he/she cannot attend, the hearing shall be adjourned to a future meeting. Replace with: (iv) If, in the opinion of the Secretary there is good cause why he/she cannot attend, the hearing shall be postponed to a future meeting. EXECUTIVE COUNCIL	Rule G1 (5) (iv) INTERNAL UNION DISCIPLINE (5) Convening of Meetings (iv) If, in the opinion of the Secretary there is good cause why he/she cannot attend, the hearing shall be postponed to a future meeting.

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Rule G1 (5) (v) INTERNAL UNION DISCIPLINE (5) Convening of Meetings (v) Copies of the complaint or report, relevant minutes of any previous hearing and any documentary evidence in his/her possession shall be sent to the defendant by the Secretary as soon as is practicable and in any event at least seven days before the meeting.	Rule G1 (5) (v) INTERNAL UNION DISCIPLINE (5) Convening of Meetings Delete: (v) Copies of the complaint or report, relevant minutes of any previous hearing and any documentary evidence in his/her possession shall be sent to the defendant by the Secretary as soon as is practicable and in any event at least seven days before the meeting. Replace with: (v) Copies of any additional documentary evidence in his/her possession, received after the notice has been sent in accordance with these rules, shall also be sent to the defendant by the Secretary as soon as is practicable and, in any event, at least seven days before the meeting. EXECUTIVE COUNCIL	Rule G1 (5) (v) INTERNAL UNION DISCIPLINE (5) Convening of Meetings (v) Copies of any additional documentary evidence in his/her possession, received after the notice has been sent in accordance with these rules, shall also be sent to the defendant by the Secretary as soon as is practicable and, in any event, at least seven days before the meeting.

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Rule G1 (6) (ii) (a) INTERNAL UNION DISCIPLINE (6) Hearings (ii) (a) At Regional Committee level: members of the defendant's Brigade (Division: this includes agreed organisational areas within Scotland, Northern Ireland and London);	Rule G1 (6) (ii) (a) INTERNAL UNION DISCIPLINE (6) Hearings (ii) (a) Delete: 'Division: this includes agreed organisational areas' Insert 'or agreed areas' EXECUTIVE COUNCIL	Rule G1 (6) (ii) (a) INTERNAL UNION DISCIPLINE (6) Hearings (ii) (a) At Regional Committee level: members of the defendant's Brigade (or agreed areas within Scotland, Northern Ireland, and London);

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Rule G1 (6) (ii) (b) INTERNAL UNION DISCIPLINE (6) Hearings (ii) (b) At Disciplinary Committee and Final Appeals Committee level: members of the defendant's Region. This provision includes those who would normally attend meetings as members of the above committees save that at Regional Committee level, the Executive Council member and any Regional Official who is a member of the same Brigade (Division) as the defendant may be present and participate in the proceedings and save that at Disciplinary Committee level, the President may be present and chair the meeting if he/she has not previously participated in the proceedings at regional level (in which case references in Rule G1(3) to President shall be taken as Vice-President). The complainant, complainant's assistant, defendant, defendant's representative and witnesses shall withdraw from the hearing upon the conclusion of the presentation of evidence and submissions on behalf of both sides and shall not play any part in the discussion or debate upon the resolution before the committee holding the hearing.	Rule G1 (6) (ii) (b) INTERNAL UNION DISCIPLINE (6) Hearings (ii) (b) Second paragraph: After 'the same Brigade' Delete: '(Division)' Insert '(or agreed areas within Scotland, Northern Ireland, and London)' EXECUTIVE COUNCIL	Rule G1 (6) (ii) (b) INTERNAL UNION DISCIPLINE (6) Hearings (ii) (b) At Disciplinary Committee and Final Appeals Committee level: members of the defendant's Region. This provision includes those who would normally attend meetings as members of the above committees save that at Regional Committee level, the Executive Council member and any Regional Official who is a member of the same Brigade (or agreed areas within Scotland, Northern Ireland, and London)' as the defendant may be present and participate in the proceedings and save that at Disciplinary Committee level, the President may be present and chair the meeting if he/she has not previously participated in the proceedings at regional level (in which case references in Rule G1(3) to President shall be taken as Vice-President). The complainant, complainant's assistant, defendant, defendant's representative and witnesses shall withdraw from the hearing upon the conclusion of the presentation of evidence and submissions on behalf of both sides and shall not play any part in the discussion or debate upon the resolution before the committee holding the hearing.

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Rule G1 (7) (ii) INTERNAL UNION DISCIPLINE (7) (ii) The defendant shall notify the Secretary to the committee holding the hearing of the name and address of his/her representative as soon as is practicable and in any event at least seven days before the hearing.	Rule G1 (7) (ii) INTERNAL UNION DISCIPLINE Delete: (7) (ii) The defendant shall notify the Secretary to the committee holding the hearing of the name and address of his/her representative as soon as is practicable and in any event at least seven days before the hearing. Replace with: (7) (ii) The defendant shall notify the Secretary to the committee holding the hearing of the name, address, and email address (if available) of his/her representative as soon as is practicable and, in any event, at least seven days before the hearing. EXECUTIVE COUNCIL	Rule G1 (7) (ii) INTERNAL UNION DISCIPLINE (7) (ii) The defendant shall notify the Secretary to the committee holding the hearing of the name, address, and email address (if available) of his/her representative as soon as is practicable and, in any event, at least seven days before the hearing.

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Rule G2 (2) INTERNAL UNION DISCIPLINE: OFFICIALS OTHER THAN EXECUTIVE COUNCIL MEMBERS, PRESIDENT AND FULL-TIME OFFICIALS (2) (i) If the Executive Council member for a Region believes (which belief he/she may form after conducting a preliminary inquiry) that an honorary official as specified above when holding office in that Region (the defendant) committed an offence contrary to Rule G1(1), he/she (a) May suspend the defendant from all or any office whether currently held or not in the Union; (b) Shall as soon as practicable send a written complaint to the General Secretary setting out details of the defendant's conduct and reporting any action taken to suspend the defendant. (ii) If a defendant is suspended under Rule G2(2)(i) (a) he/she shall be ineligible to stand for election to any post within the Union pending the outcome of proceedings under this rule. (iii) If an Executive Council member suspends a defendant he/she may take such steps as he/she considers necessary to ensure the good management of the Union pending the outcome of proceedings under this rule. (iv) Should the election for an office from which the defendant has been suspended fall due during the period of suspension then that election shall also be suspended pending the	Rule G2 (2) INTERNAL UNION DISCIPLINE: OFFICIALS OTHER THAN EXECUTIVE COUNCIL MEMBERS, PRESIDENT AND FULL-TIME OFFICIALS (2) Add (vi) A defendant suspended under this rule shall not attend the premises/offices of the Union, unless requested to do so by the EC Member or another National Official. EXECUTIVE COUNCIL	Rule G2 (2) INTERNAL UNION DISCIPLINE: OFFICIALS OTHER THAN EXECUTIVE COUNCIL MEMBERS, PRESIDENT AND FULL-TIME OFFICIALS (2) (i) If the Executive Council member for a Region believes (which belief he/she may form after conducting a preliminary inquiry) that an honorary official as specified above when holding office in that Region (the defendant) committed an offence contrary to Rule G1(1), he/she (a) May suspend the defendant from all or any office whether currently held or not in the Union; (b) Shall as soon as practicable send a written complaint to the General Secretary setting out details of the defendant's conduct and reporting any action taken to suspend the defendant. (ii) If a defendant is suspended under Rule G2(2)(i) (a) he/she shall be ineligible to stand for election to any post within the Union pending the outcome of proceedings under this rule. (iii) If an Executive Council member suspends a defendant he/she may take such steps as he/she considers necessary to ensure the good management of the Union pending the outcome of proceedings under this rule. (iv) Should the election for an office from which the defendant has been suspended fall due during the period of suspension then that election shall also be suspended pending the

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outcome of proceedings under this rule, as shall the election for any other office which the defendant is, or would be, but for the operation of this rule, eligible to stand. (v) A defendant suspended under this rule shall not attend or call meetings of the Union or represent the Union in any capacity as the holder of the office(s) from which he/she is suspended but may continue to receive such honoraria and allowances and such Union papers marked “for information only” as he/she would have received but for his/her suspension.		outcome of proceedings under this rule, as shall the election for any other office which the defendant is, or would be, but for the operation of this rule, eligible to stand. (v) A defendant suspended under this rule shall not attend or call meetings of the Union or represent the Union in any capacity as the holder of the office(s) from which he/she is suspended but may continue to receive such honoraria and allowances and such Union papers marked “for information only” as he/she would have received but for his/her suspension. (vi) A defendant suspended under this rule shall not attend the premises/offices of the Union, unless requested to do so by the EC Member or another National Official.

PRESENT RULE	PROPOSED RULE CHANGE	PROPOSED NEW RULE AS AMENDED
Rule G2 (7) INTERNAL UNION DISCIPLINE: OFFICIALS OTHER THAN EXECUTIVE COUNCIL MEMBERS, PRESIDENT AND FULL-TIME OFFICIALS (7) The defendant has the right to representation under this rule as set out in Rule G1(7). For the avoidance of doubt, at any hearing before Conference, only one address to Conference by either the defendant (or his/her representative) shall be allowed.	Rule G2 (7) INTERNAL UNION DISCIPLINE: OFFICIALS OTHER THAN EXECUTIVE COUNCIL MEMBERS, PRESIDENT AND FULL-TIME OFFICIALS (7) Delete: ‘For the avoidance of doubt, at any hearing before Conference, only one address to Conference by either the defendant (or his/her representative) shall be allowed.’ EXECUTIVE COUNCIL	Rule G2 (7) INTERNAL UNION DISCIPLINE: OFFICIALS OTHER THAN EXECUTIVE COUNCIL MEMBERS, PRESIDENT AND FULL-TIME OFFICIALS (7) The defendant has the right to representation under this rule as set out in Rule G1(7).

PRESENT RULE	PROPOSED RULE CHANGE	PROPOSED NEW RULE AS AMENDED
Rule G2 (10) INTERNAL UNION DISCIPLINE: OFFICIALS OTHER THAN EXECUTIVE COUNCIL MEMBERS, PRESIDENT AND FULL-TIME OFFICIALS (10) (i) Where both (a) and (b) below apply, the procedure at (b) shall operate. (a) The General Secretary has received a complaint or information that an honorary official as specified in Rule G2(1)(i) has or may have committed an offence contrary to Rule G1. (b) The Executive Council member for the Region has been notified of the complaint or provided the information but has not sent a complaint under Rule G2(2)(i)(b).	Rule G2 (10) INTERNAL UNION DISCIPLINE: OFFICIALS OTHER THAN EXECUTIVE COUNCIL MEMBERS, PRESIDENT AND FULL-TIME OFFICIALS (10) (i) After: ‘Where both (a) and (b) below apply, the procedure at’ delete (b) insert ‘Rule G2 (11)’ EXECUTIVE COUNCIL	Rule G2 (10) INTERNAL UNION DISCIPLINE: OFFICIALS OTHER THAN EXECUTIVE COUNCIL MEMBERS, PRESIDENT AND FULL-TIME OFFICIALS (10) (i) Where both (a) and (b) below apply, the procedure at Rule G2 (11) shall operate. (a) The General Secretary has received a complaint or information that an honorary official as specified in Rule G2(1)(i) has or may have committed an offence contrary to Rule G1. (b) The Executive Council member for the Region has been notified of the complaint or provided the information but has not sent a complaint under Rule G2(2)(i)(b).

PRESENT RULE	PROPOSED RULE CHANGE	PROPOSED NEW RULE AS AMENDED
Rule G3 (1) INTERNAL UNION DISCIPLINE: EXECUTIVE COUNCIL MEMBERS, PRESIDENT AND FULL-TIME OFFICIALS (1) (i) If the Vice-President believes (which belief he/she may form after conducting a preliminary inquiry) that an Executive Council member, the President, or a fulltime official (the defendant) has committed an offence contrary to Rule G1(1), he/she: (a) May suspend the defendant from all or any office or position he/she holds in the Union; (b) Shall as soon as practicable send a written complaint to the General Secretary setting out details of the defendant's conduct and action taken to suspend the defendant. (ii) If a defendant is suspended from office he/she shall be ineligible to stand for election to any post within the Union pending the outcome of proceedings under this rule. (iii) If the Vice-President suspends a defendant, he/she may take such steps as he/she considers necessary to ensure the good management of the Union pending the outcome of proceedings under this rule. (iv) If a full-time official is suspended under this rule, that suspension shall be on full pay. (v) Should the election for an office from which the defendant has been suspended fall due during the period of suspension then that election shall also be suspended pending the outcome of proceedings under this rule, as shall the election for any other office for which the	Rule G3 (1) INTERNAL UNION DISCIPLINE: EXECUTIVE COUNCIL MEMBERS, PRESIDENT AND FULL-TIME OFFICIALS (1) Add: (vii) A defendant suspended under this rule shall not attend the premises/offices of the Union, unless requested to do so by the Vice-President or another National Official. EXECUTIVE COUNCIL	Rule G3 (1) INTERNAL UNION DISCIPLINE: EXECUTIVE COUNCIL MEMBERS, PRESIDENT AND FULL-TIME OFFICIALS (1) (i) If the Vice-President believes (which belief he/she may form after conducting a preliminary inquiry) that an Executive Council member, the President, or a fulltime official (the defendant) has committed an offence contrary to Rule G1(1), he/she: (a) May suspend the defendant from all or any office or position he/she holds in the Union; (b) Shall as soon as practicable send a written complaint to the General Secretary setting out details of the defendant's conduct and action taken to suspend the defendant. (ii) If a defendant is suspended from office he/she shall be ineligible to stand for election to any post within the Union pending the outcome of proceedings under this rule. (iii) If the Vice-President suspends a defendant, he/she may take such steps as he/she considers necessary to ensure the good management of the Union pending the outcome of proceedings under this rule. (iv) If a full-time official is suspended under this rule, that suspension shall be on full pay. (v) Should the election for an office from which the defendant has been suspended fall due during the period of suspension then that election shall also be suspended pending the outcome of proceedings under this rule, as shall the election for any other office for which the

PRESENT RULE	PROPOSED RULE CHANGE	PROPOSED NEW RULE AS AMENDED
defendant is, or would be, but for the operation of this rule, eligible to stand. (vi) A defendant suspended under this rule shall not attend or call meetings of the Union or represent the Union in any capacity as an Executive Council member or full-time official but may continue to receive such honoraria and allowances and such Union papers marked “for information only” as he/she would have received but for his/her suspension.		defendant is, or would be, but for the operation of this rule, eligible to stand. (vi) A defendant suspended under this rule shall not attend or call meetings of the Union or represent the Union in any capacity as an Executive Council member or full-time official but may continue to receive such honoraria and allowances and such Union papers marked “for information only” as he/she would have received but for his/her suspension. (vii) A defendant suspended under this rule shall not attend the premises/offices of the Union, unless requested to do so by the Vice-President or another National Official.

PRESENT RULE	PROPOSED RULE CHANGE	PROPOSED NEW RULE AS AMENDED
Rule G3 (4) (i) INTERNAL UNION DISCIPLINE: EXECUTIVE COUNCIL MEMBERS, PRESIDENT AND FULL-TIME OFFICIALS (4) (i) There shall be a right of appeal from the Executive Council to Conference when the Executive Council has expelled the defendant from membership of the Union or debarred him/her from holding office for a specified period or permanently, or, in the case of a full-time official, where the Executive Council has dismissed him/her, or declared him/her disqualified for standing in an election for the post that he/she currently occupies.	Rule G3 (4) (i) INTERNAL UNION DISCIPLINE: EXECUTIVE COUNCIL MEMBERS, PRESIDENT AND FULL-TIME OFFICIALS (4) (i) Delete: 'for a specified period or permanently' EXECUTIVE COUNCIL	Rule G3 (4) (i) INTERNAL UNION DISCIPLINE: EXECUTIVE COUNCIL MEMBERS, PRESIDENT AND FULL-TIME OFFICIALS (4) (i) There shall be a right of appeal from the Executive Council to Conference when the Executive Council has expelled the defendant from membership of the Union or debarred him/her from holding office, or, in the case of a full-time official, where the Executive Council has dismissed him/her, or declared him/her disqualified for standing in an election for the post that he/she currently occupies.

PRESENT RULE	PROPOSED RULE CHANGE	PROPOSED NEW RULE AS AMENDED
Rule G3 (4) (ii) INTERNAL UNION DISCIPLINE: EXECUTIVE COUNCIL MEMBERS, PRESIDENT AND FULL-TIME OFFICIALS (ii) The procedure for an appeal to Conference shall be in accordance with Rule G2 (5) (iii).	Rule G3 (4) (ii) INTERNAL UNION DISCIPLINE: EXECUTIVE COUNCIL MEMBERS, PRESIDENT AND FULL-TIME OFFICIALS Delete: (ii) The procedure for an appeal to Conference shall be in accordance with Rule G2 (5) (iii). insert: (ii) Where the appeal lies to Conference: (a) The appeal shall be considered at the meeting (which may be an ordinary meeting or especially recalled for this purpose at the discretion of the General Secretary) of the Conference immediately subsequent to the meeting of the Executive Council which made the resolution against which the appeal lies; (b) The defendant shall submit a Notice of Appeal to the General Secretary in accordance with Rule G1(4)(iii)(b) to (e); (c) Upon receipt of a Notice of Appeal the General Secretary shall circulate to delegates to Conference at least seven days before the start of Conference (unless it is impractical to do so and then at the earliest opportunity) a copy of the defendant's Notice of Appeal and a copy of the relevant part of the Executive Council minutes; (d) At the meeting of Conference the defendant (or his/her representative) shall	Rule G3 (4) (ii) INTERNAL UNION DISCIPLINE: EXECUTIVE COUNCIL MEMBERS, PRESIDENT AND FULL-TIME OFFICIALS (ii) Where the appeal lies to Conference: (a) The appeal shall be considered at the meeting (which may be an ordinary meeting or especially recalled for this purpose at the discretion of the General Secretary) of the Conference immediately subsequent to the meeting of the Executive Council which made the resolution against which the appeal lies; (b) The defendant shall submit a Notice of Appeal to the General Secretary in accordance with Rule G1(4)(iii)(b) to (e); (c) Upon receipt of a Notice of Appeal the General Secretary shall circulate to delegates to Conference at least seven days before the start of Conference (unless it is impractical to do so and then at the earliest opportunity) a copy of the defendant's Notice of Appeal and a copy of the relevant part of the Executive Council minutes; (d) At the meeting of Conference the defendant (or his/her representative) shall be afforded an opportunity to address the Conference; (e) Following on from the defendant, the complainant shall be afforded an opportunity to address the Conference;

PRESENT RULE	PROPOSED RULE CHANGE	PROPOSED NEW RULE AS AMENDED
	be afforded an opportunity to address the Conference; (e) Following on from the defendant, the complainant shall be afforded an opportunity to address the Conference; (f) In response to the complainant, the defendant may make closing remarks; (g) Immediately after which without debate the President shall put the Notice of Appeal to the vote either as a whole or in parts at his/her discretion. The Conference may uphold or dismiss the appeal and may not substitute its own decision for that of the Executive Council. The decision of Conference shall be final. EXECUTIVE COUNCIL	(f) In response to the complainant, the defendant may make closing remarks; (g) Immediately after which without debate the President shall put the Notice of Appeal to the vote either as a whole or in parts at his/her discretion. The Conference may uphold or dismiss the appeal and may not substitute its own decision for that of the Executive Council. The decision of Conference shall be final.

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