

Important information – please read

# Musicians' Union Delegate Conference 2019

- Delegate Nominations
- Conference Motions
- Proposed MU Rule Changes

**Musicians'  
Union**



# Musicians' Union Delegate Conference 2019

The MU's 2019 Delegate Conference will be held at the Hilton Brighton Metropole Hotel on 23 July 2019. Conference receives a report from the Executive Committee on its activities since the last Conference, considers Conference motions and amendments originating from Regional Committees, discusses and decides matters of policy, and determines rule changes.

## Conference delegates

Any member who has been in membership for one year at the time of nomination may stand for election as a delegate for their Region. However, Retired (Free) members are not eligible to attend conference as delegates, nor to nominate other members.

Nominations for Conference delegates must be made in writing by another member of their Region.

As well as attending Conference itself, delegations are expected to meet in advance of the Conference in order to reach a position on Conference motions, which best reflects the views of members in the Region which they represent.

Delegates are provided with accommodation and meals during Conference and may claim reasonable expenses in accordance with rates fixed by the Union's Executive Committee.

Each Region is entitled to one delegate for every 500 members at 31 December 2018. A ballot will be held should the number of nominations exceed the Region's entitlement.

Should you wish to stand for election as a delegate, please complete and forward a nomination form to your Regional Organiser. Completed forms must include the signatures of both the candidate and a proposer. Photocopies will be accepted, as will scanned copies submitted via email. Acknowledgement of receipt will be provided on request.

Nomination forms should be sent to your Regional Office as set out below.

### Scotland & Northern Ireland Region

Regional Organiser, Musicians' Union, Suite 6A, 1st floor, 1/2 Woodside Place, Glasgow G3 7QF or by email to: [caroline.sewell@theMU.org](mailto:caroline.sewell@theMU.org) to be received no later than midday on Friday 26 April 2019.

### North of England Region

Regional Organiser, Musicians' Union, 61 Bloom Street, Manchester M1 3LY or by email to: [matt.wanstall@theMU.org](mailto:matt.wanstall@theMU.org) to be received no later than midday on Friday 12 April 2019.

### Midlands Region

Regional Organiser, Musicians' Union, 2 Sovereign Ct, Graham St, Birmingham B1 3JR or by email to: [stephen.brown@theMU.org](mailto:stephen.brown@theMU.org) to be received no later than midday on Monday 1 April 2019.

### Wales & South West England Region

Regional Organiser, Musicians' Union, Transport House, 1 Cathedral Road, Cardiff CF11 9SD or by email to: [andrew.warnock@theMU.org](mailto:andrew.warnock@theMU.org) to be received no later than midday on Friday 26 April 2019.

### East & South East England Region

Regional Organiser, Musicians' Union, 1a Fentiman Road, London SW8 1LD or by email to: [paul.burrows@theMU.org](mailto:paul.burrows@theMU.org) to be received no later than midday on Friday 5 April 2019.

### London Region

Regional Organiser, Musicians' Union, 33 Palfrey Place, London SW8 1PE or by email to: [jamie.pullman@theMU.org](mailto:jamie.pullman@theMU.org) to be received no later than midday on Monday 1 April 2019.

For full details of standing as a Conference delegate please refer to Rule IX on page 207 in your *Members' Handbook*.

# MU Delegate Conference Nomination Form 2019

I, (print name) .....

Membership number .....

accept nomination as a candidate for the delegation of the:

\* Scotland & N Ireland / North of England / Midlands / Wales & SW England  
East & SE England / London Region

\* circle as appropriate

to the 2019 MU Delegate Conference.

Signed (candidate) .....

Date .....

Nominated by (print name) .....

Membership number .....

Signed (proposer) .....

Date .....

Please return the completed form to your MU Regional Organiser

# Motions to 2019 Delegate Conference

As a result of the call for motions published in the winter edition of *The Musician*, a number of motions have been considered and accepted by Regional Committees.

Members are now invited to propose amendments to these motions, which are set out below. The motions are printed as received.

Amendments must be supported by five members of the same Region (names and membership numbers must be provided) and should be sent in writing to their Regional Office by the date given below.

## Scotland & Northern Ireland

Amendments to be received by Friday 26 April 2019 and to be sent to: Regional Organiser, **Musicians' Union**, Suite 6A, 1st floor, 1/2 Woodside Place, Glasgow G3 7QF or by email to: caroline.sewell@theMU.org

## North of England

Amendments to be received by Friday 12 April 2019 and to be sent to: Regional Organiser, **Musicians' Union**, 61 Bloom Street, Manchester M1 3LY or by email to: matt.wanstall@theMU.org

## Midlands

Amendments to be received by Monday 1 April 2019 and to be sent to: Regional Organiser, **Musicians' Union**, 2 Sovereign Ct, Graham Street, Birmingham B1 3JR or by email to: stephen.brown@theMU.org

## Wales & South West England

Amendments to be received by Friday 26 April 2019 and to be sent to: Regional Organiser, **Musicians' Union**, Transport House, 1 Cathedral Road, Cardiff CF11 9SD or by email to: andrew.warnock@theMU.org

## East & South East England

Amendments to be received by Friday 5 April 2019 and to be sent to: Regional Organiser, **Musicians' Union**, 1a Fentiman Road, London SW8 1LD or by email to: paul.burrows@theMU.org

## London

Amendments to be received by Monday 1 April 2019 and to be sent to: Regional Organiser, **Musicians' Union**, 33 Palfrey Place, London SW8 1PE or by email to: jamie.pullman@theMU.org

## MU POLICY

Please note these Motions do not represent current MU policy. They will be debated at Conference by the elected Regional delegates.

## STANDING ORDERS COMMITTEE

The Conference Standing Orders Committee will examine all published motions along with any subsequent amendments for the purpose of clarification for Conference.

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## Motion 1

### Scotland & Northern Ireland Region

#### Reduced MU Membership rates for musicians in receipt of PIP/ESE benefits

After they come out of the school system, disabled learners often opt to attend a 'day service' as they offer a more diverse range of structured development options than 'access to learning' courses offered by local authorities' FE colleges.

Most progressive & modern "day service" projects offer courses and workshops to help adults with disabilities develop their potential with a diverse range of creative and educational workshops structured around the Curriculum for Excellence. Despite their clear educational objectives, providers of these 'Day services' are not regarded as a 'college', and so participants are not regarded as 'students'. Thus, they are unable to access concessionary 'Student' rates offered by many societies, clubs and corporate bodies.

This disadvantage is, in many cases, mitigated by the offering of 'disabled persons' concessions e.g. railcards, travel concessions, access concessions etc.

Conference proposes that MU should offer a discounted rate (equivalent to the 'Student' members' rate) to Disabled musicians in receipt of PIP / ESA benefits.

Conference notes that those falling into the student category enjoy a fee of £19.60 per year.

Conference also notes that members of the EIS/NUT/UCU benefit from a significant discount, bringing their membership fee down to around £110.

People with disabilities are disadvantaged in many areas of Society, and until recently, the ability to access music-making opportunities has been one of them.

Being able to access the benefits afforded to MU Members, not least the health and advocacy services and networking and training opportunities would offer real support to these musicians and prevent them from being marginalised to a sub-class who don't find out about opportunities because they are not 'in the loop'.

Conference asks the MU to remove this fiscal barrier to access for disabled musicians in receipt of PIP/ESA benefits by offering a reduced membership fee.

## Motion 2

### Scotland & Northern Ireland Region

#### Online Streaming Payments

Conference calls for the Union to lobby streaming companies on behalf of members to change their payment system from the current pro-rata model to a user-centric model.

Conference notes that for most services within the current system all subscription money, minus the service's charge, is collected into a pot and divided by the number of streams which hit a given listening duration. This means that if a listener only streams one track in a month, most of their subscription goes to rights holders whose music they have not heard. Conference is concerned that this system unfairly disadvantages long-form, niche and independent music in favour of short form, popular music.

In the user-centric model artists are remunerated based on what a listener actually listens to. Meaning that if a listener only streams one piece in a month then their distributable subscription fee goes to who they listened to. This user-centric model prevents a payment structure where money flows disproportionately to those who are already popular, reduces streaming fraud and situations where a user can trigger greater payments than they pay into the pot.

This change of payment system is imperative to make streaming fair and financially viable for all artists and rights holders as album and single sales are declining in favour of streaming.

## Motion 3

### Scotland & Northern Ireland Region

#### Parity for Women in Music

That this Conference supports equal representation of female musicians in live music performance and on radio and television, in particular on programmes which are funded by tax, at both local and national level and by trade union funded events.

Conference acknowledges the lack of women appearing on festival programmes and in venues throughout the country, both in grassroots and national venues. Conference also notes that the lack of women in positions to influence what the public listens to, i.e. on radio, the lack of women in senior positions in the music industry making decisions on investments and development, the lack of women managing venues and festivals all contribute to creating barriers to women pursuing careers as musicians. Congress supports influencing government bodies to do more through setting requirements for sponsoring music events and for art funding which seek to achieve better parity for women.

Congress calls on the EC to ensure the MU is engaged in consultation with Ministers in the UK, Scottish, Welsh and NI Governments and local authority councillors to implement policies that will promote parity for women in music.

## Motion 4

### North of England Region

#### Business Rates Cuts – Venues

The Government introduced business rates discounts for small businesses in October 2018 but has specifically stated that music venues would not be eligible.

Conference calls on the EC to lobby the Chancellor to intervene and change the government's position and guidance on how the small business rate cuts apply to music venues and state that these venues are similar in nature to pubs and bars, which are eligible. We ask the EC to inform government that the MU, like the UK Music's Michael Dugher and Music Venue Trust's Mark Davyd, concludes that: "If HM Treasury do not revisit this policy, your message to grassroots music venues is that if they wish to obtain similar tax advantages to other similar licensed premises, or even relief from additional taxes, they should turn off the music or close down".

## Motion 5

### North of England Region

#### Political Levy

Changes to Trade Union legislation now mean that new MU members need to opt-in to the fund.

Conference calls on the EC to implement ways to increase awareness of the purpose and uses of the political fund amongst new, existing and potential new members to maximise fund levels and allow informed decisions to be made.

## Motion 6

### North of England Region

#### Disability Discrimination and Accessibility in the Work Place

Conference notes that many disabled MU members are still experiencing discrimination whilst trying to obtain paid work and in their work environments, be this live performance, teaching, studio work or any other music-related work. Conference calls on the MU to launch its own campaign, similar to the Drake Scotland 'Let Me On Stage' campaign, to stop disability discrimination in the work place and to encourage employers, engagers and fellow colleagues to make reasonable adjustments and change their attitudes towards disabled musicians.

## Motion 7

### North of England Region

#### Migration Advisory Committee's Shortage Occupation list – Tutti Positions

Conference calls upon the EC to change its current position on Tutti orchestral musicians being excluded from the Migration Advisory Committee's Shortage Occupation list. Currently there are 167 musicians from the EEA appointed in the 26 UK contract orchestras many of whom occupy Tutti positions. Post-Brexit these musicians, some of whom have been resident in the UK and working in UK orchestras for many years, will no longer have the protection of being EEA members and will be subject to the same rules as non-EEA musicians including being excluded from the Shortage Occupation list. By comparison, there are just 81 musicians from outside the EEA appointed to non-Tutti positions in these orchestras.

Including Tutti positions in the future Shortage Occupation list will also enable UK orchestras to continue to recruit Tutti players from the European labour market in future to positions that currently pay below the £30,000 threshold if they need to. There are currently 225 vacancies in the 26 UK orchestras, whose numbers total 1400, which represents a 16% vacancy rate.

## Motion 8

### North of England Region

#### Regional Government in England – MU Involvement and Engagement

Recent changes to local government structure in England has seen the emergence of directly elected mayors to combined local authorities and regional mayors and devolved regions.

These changes are altering the way the country is run. Powers, budgets and responsibilities will be passed down from central government to elected mayors and combined local authority mayors. The aim is to have mayors who represent their regions across the country and around the world and who will work with local councils and business to create jobs, boost skills, build homes and improve travel. This devolution has already led to devolved authorities including arts and culture development in their strategic plans and setting up Music Boards.

Although locally owned, Combined Authorities are initiated by the councils involved. They can take advantage of powers and resources devolved to them by national government.

Conference requests the EC to ensure that MU:

- Engages with the new local government organisations wherever there are devolved regions and mayoral elections.
- Reviews its political response to devolution.
- Engages with local Music Boards established following devolution.
- Where appropriate, to set out roles for Regional Committee members to become involved with the new arrangements.
- Considers the development of a statement on Arts and Culture which can be adopted by potential mayoral candidates.

## Motion 9

### North of England Region

#### Effects of the Ebacc

The English baccalaureate (Ebacc), is a GCSE performance measure, introduced into school league tables. It ranks schools on the proportion of their pupils achieving A\*-C passes in five subject areas: English; maths; two sciences; ancient or modern history or geography; and a modern or ancient language. Pupils achieve certificates rewarding their performance on this measure.

No arts or culture subjects, including music, are listed in the measure. The Government has stated that it wants 90 per cent of students to take the Ebacc by 2025. It believes this will have no effect on the creative economy. Research conducted by the University of Sussex in 2018 suggests that music education in schools is at significant risk of disappearing as a consequence of this policy.

Conference calls on the EC to commit to campaign, with other trade unions and organisations opposed to the Ebacc, against the negative effects of the implementation of Ebacc.

In particular it should focus on:

- Reversing the trend by many schools to remove music in the curriculum for year 7, 8 and 9 students, remove music as a curriculum subject or only teach music as an enrichment subject once a year or part of a 'carousel teaching' initiative.
- Reverse the decline in the number of schools offering GCSE music and other Key Stage 4 qualifications.
- Reversing the trend for schools to only offer music outside school hours.
- Encouraging schools to get top set students to take music at KS4.
- Encouraging schools to get lower ability students to study music.
- Reversing the decline in the number of students taking A level music and A level Music Technology.
- Reversing the number of music teachers teaching outside their subject area and encouraging schools to replace music teachers who leave or retire.

## Motion 10

### North of England Region

#### The UK outside the European Union – Extraordinary MU Conference

The UK's decision to leave the European Union (EU) has brought considerable political chaos. Economic chaos or decline may follow the actual departure. The implications for musicians could be considerable. However, at the time of preparing motions for this conference actual impacts and implications could only be predicted. There will not be another biennial conference until 2021, which could be a crucial period of change for the country and the music industry.

The MU has already set out several policies covering the practical issues for musicians of leaving the EU as well as stating the case for the music and culture industries. The unpredictable and volatile situation means the policies and information and advice to members may prove irrelevant or inadequate.

Conference requests that the EC commits to holding an extraordinary national conference to discuss the effects of leaving the EU in the event that:

- The UK left the EU without any future relationship arrangements.
- The impact on the music industry was severe or needed to be assessed.
- A new trade agreement was being negotiated following a withdrawal agreement and its implications for the music industry needed to be considered.
- The UK was being re-organised or broken up.
- There was a major re-alignment of the UK political parties.
- There was a prolonged period without a Government.

## Motion 11

### London Region

#### Political Fund

Conference notes with concern the increasing pressures on the Political Fund due to, among other reasons, two recent General Elections in relatively quick succession, as well as the recent changes to trade union legislation requiring new members to explicitly "opt in" to the political levy. With current political uncertainty as well as a number of much needed MU campaigns currently active, it is of

paramount importance that the strength of the Political Fund is maintained.

There is a perception among members that the Political Fund is politically skewed given that its largest expenditure is the affiliation fee to the Labour Party, and so those members whose political allegiances lie elsewhere are reluctant to pay into it, but in reality it is used for cross-party lobbying on a range of issues vital to all members. This perception should be addressed and the purpose and importance of political contributions stressed to new members when making their decision on the levy.

Conference calls on the EC to raise as an urgent priority a campaign to raise awareness of the Political Fund, its uses and its importance, among all new and current members, and encourage them to opt into contributions.

## Motion 12

### London Region


#### BME Orchestral Musicians

This conference recognises that BME musicians are underrepresented in the orchestral sector. The lack of ethnic diversity in orchestras has long been a concern. Out of 629 players in 17 UK orchestras, only 11 individuals, just 1.7% are identifiably from a BME background. This compares to 8% BME students at five leading conservatoires. Bridging the gap between graduation and employment is an issue the MU can help solve. Please see Dr Christina Scharff's research (pages 9/10) from the ESRC: <https://blogs.kcl.ac.uk/young-female-and-entrepreneurial/files/2014/02/Equality-and-Diversity-in-the-Classical-Music-Profession.pdf>

The MU has done a lot of work to raise awareness of this issue and has a strong position in advocating for the use of screened auditions which is a small step forward to improve representation, but more work needs to be done to increase representation of BME musicians in UK orchestras.

The National Alliance for Audition Support (NAAS) is an American initiative that launched in 2018. Created to increase diversity in American orchestras, it does so by offering Black and Latinx musicians a combination of mentoring, audition preparation and audition previews. The NAAS is made up of The Sphinx Organization, New World Symphony, and League of American Orchestras and led by a group of Black and Latinx professional musicians.

We ask conference to pass the motion that:

- the EC implement a programme inspired by the NAAS that would provide direct practical support to BME orchestral musicians with the long-term goal of increasing diversity in UK orchestras
- Partner with the Chineke! Orchestra, who are already leading the way on improving diversity in orchestras, and strategic partners such as the ABO to deliver the project
- Influence the environment and organisations that employ musicians to create spaces where all musicians have equal access to opportunity
- To champion and highlight orchestras that are tackling the issue and promote best practice in this area 

# Rule Changes

The Executive Committee has proposed a number of rule changes for consideration by Conference as set out below. Should members wish to comment on any proposal they should write to their Regional Organiser within the same timescale as for amendments to motions. The Regional Organisers' contact details are set out above. Comments on Rule changes may be made on an individual basis and do not require the support of other members.

## Rule II 9 e Membership

### Aim of change

To remove paragraph references should the proposed changes to Rule XI (see below) be approved. If the proposed changes are not approved, Rule II 9 e should remain unchanged.

### Reason for change

Should the proposed changes to Rule XI be approved, new paragraphs will be introduced. The current paragraph references are not necessary, and for reasons of simplicity and future-proofing, the opportunity should be taken to remove them.

### Current rule:

9. The EC may appoint any person to be a member, a temporary member, or honorary member of the MU on such conditions and for such period as the EC decides.

The members of the MU shall therefore be:

- a) Members
  - b) Temporary members
  - c) Honorary members
  - d) Free members (Rule XI.2)
  - e) Concessionary members (Rule XI.3)
- Save where the context otherwise requires or admits, references in these Rules to a member or members include all members of the MU.

### New rule reads:

9. The EC may appoint any person to be a member, a temporary member, or honorary member of the MU on such conditions and for such period as the EC decides.

The members of the MU shall therefore be:

- a) Members
- b) Temporary members
- c) Honorary members
- d) Free members
- e) Concessionary members

Save where the context otherwise requires or admits, references in these Rules to a member or members include all members of the MU.

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## Rule IV 2 Election of EC

### Aim of change

To restrict a member's entitlement to stand for re-election to the EC following their resignation.

### Reason for change

Following a resignation, it is most likely that a casual vacancy election will need to be held. EC members who resign are entitled to stand for immediate re-election. Should they choose to do so, the costs of the election would be seen to be unnecessarily incurred.

If an EC member finds themselves temporarily unable to fulfil their responsibilities as result of (say) ill health, they may advise the EC accordingly, and their absences from meetings would be accepted. If their absence becomes more long-term, but they feel they may wish to return in the near future, they have the option of standing down at the end of their term of office, rather than resigning.

### Current rule:

Candidates for the EC shall have been members of the MU for at least three consecutive years from the most recent date of admission prior to nomination and must be resident in or undertake the majority of their work as a musician in the Region in which they are nominated. No person who is or who at any time during the preceding five years was employed by the MU shall be eligible for nomination.

### New rule reads:

Candidates for the EC shall have been members of the MU for at least three consecutive years from the most recent date of admission prior to nomination and must be resident in or undertake the majority of their work as a musician in the Region in which they are nominated. No person who is or who at any time during the preceding five years was employed by the MU shall be eligible for nomination. No person who during the preceding five years resigned from the EC shall be eligible for nomination.

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## Rule XI 2 and 3 Subscriptions

### Aim of changes

To give the EC full discretionary powers to decide which categories of members receive concessionary membership status, in addition to those already prescribed within the Rules.

To allow concessionary membership status to be awarded to all students.

To give the EC full discretionary powers to award free membership status to individual members, in addition to those already prescribed within the Rules.

To clarify that the process requiring application for Retired (Concessionary) status to a Regional Committee applies equally to both Rule XI 2 a and Rule XI 2 b.



## Reason for changes

The EC finds itself frustrated by the Rules when considering making available reduced membership subscriptions rates to categories of members other than those prescribed by the Rules. There have been proposals in recent years, including a motion at the 2017 Delegate Conference, to create new membership categories with reduced subscriptions in order to attract young members.

Changes in further and higher education mean that it is often difficult to differentiate between full time and part time courses. The EC is attracted to the proposal to extend concessionary membership to all students but is prevented from doing so by the current Rule.

The requirements for Retired (Free) membership status remain appropriate. However, the EC is occasionally called upon to exercise its discretion permitted under the Rule and award Retired (Free) status to a member who has not acquired 35 years continuous membership. The EC wishes to extend its powers of discretion to permit it to award such status to other members in exceptional circumstances.

It is desirable to make clear that application to a Regional Committee applies to both Rule XI 2 a and Rule XI 2 b. The present Rule lacks that clarity.

## Current rules:

2. A member who at the time of application is not in arrears with subscriptions or levies and,
  - a) Has been a member continuously for 20 years or more and is permanently unable to follow any employment or,
  - b) Has been a member continuously for 35 years or more and has retired from following the profession of music may apply to their Regional Committee for free member status. Should such status be granted the member will be excused subscriptions and levies and will be entitled only to such benefits, services and privileges of membership as the EC from time to time in its absolute discretion may determine. The EC may exercise its discretion differently in respect of the two categories of free members. For the avoidance of doubt, free members will not be eligible to hold any office in the Union or to nominate or vote in Union elections or ballots and any reference to the entitlement of a member to stand or nominate or vote in an election or hold office shall be interpreted as excluding free members.

In exceptional circumstances, the EC may waive the first condition in sub-clause b above.

3. A member who at the time of application is not in arrears with subscriptions or levies and has been a member continuously for 35 years or more and has retired from following the profession of music may apply to their Regional Committee for concessionary member status. Concessionary member status shall also apply for so long as a member is in full-time education having notified the Union in writing to that effect and provided proof of student status when requested.

A concessionary member shall be liable to pay a subscription of an amount according to a scale determined by the EC and shall be entitled only to such benefits, services or privileges of membership and to hold such offices or to nominate or vote in such Union elections or ballots as the EC from time to time in its absolute discretion may determine. The EC may exercise its discretion differently in respect of the two categories of concessionary members.

## New rules read:

2. A member who at the time of application is not in arrears with subscriptions or levies and,
  - a) has been a member continuously for 20 years or more and is permanently unable to follow any employment or,
  - b) has been a member continuously for 35 years or more and has retired from following the profession of music may apply to their Regional Committee for free member status. Should such status be granted the member will be excused subscriptions and levies and will be entitled only to such benefits, services and privileges of membership as the EC from time to time in its absolute discretion may determine.
3. The EC may grant free member status to any other member on such terms and for such periods as it may in its absolute discretion think fit.

4. The EC may exercise its discretion differently in respect of the three categories of free members. For the avoidance of doubt, free members will not be eligible to hold any office in the Union or to nominate or vote in Union elections or ballots and any reference to the entitlement of a member to stand or nominate or vote in an election or hold office shall be interpreted as excluding free members.

5. A member who at the time of application is not in arrears with subscriptions or levies and has been a member continuously for 35 years or more and has retired from following the profession of music may apply to their Regional Committee for concessionary member status.

6. Concessionary member status shall also apply for so long as a member is in full-time education having notified the Union in writing to that effect and provided proof of student status when requested.

7. The EC may grant Concessionary member status to any other member on such terms and for such periods as it may in its absolute discretion think fit.

8. A concessionary member shall be liable to pay a subscription of an amount according to a scale determined by the EC and shall be entitled only to such benefits, services or privileges of membership and to hold such offices or to nominate or vote in such Union elections or ballots as the EC from time to time in its absolute discretion may determine.

*Current Rule XI 4 becomes Rule XI 9. All subsequent paragraphs to be renumbered accordingly.*

## Rule VI 1, 2 and 3

### Motions to EC and to Regional Committees

#### Aim of changes

To clarify the procedures under which motions to Delegates Conferences may be submitted.

To align with Citrine principles the responses available to committees when considering motions, and to avoid potential procedural difficulties when Regional Committees consider Conference motions.

#### Reason for changes

Since the introduction of the new Rule book in 2005, motions to Delegate Conferences have been made using the procedures set out in Rule VI 2 and 3, as these are considered to be the most appropriate. However, it is believed that it would assist members if a new clause were to be inserted into Rule VI, in order to make the procedures unambiguous.

MU democratic procedures are based on principles set out within Citrine. Once a motion has been moved, it becomes the property of the committee to which is submitted. From that point, the committee has sole discretion on how it responds. It follows that its options should include the ability to amend the motion without seeking the mover's response to a recommendation for amendment.

The current Rules could result in a motion being left hanging in the event that the supporters of a motion fail to respond to a recommendation. It is also unclear what actions are available to the committee should the supporters reject the recommendation.

#### Current Rule VI 1 c:

A motion may be submitted in writing directly to the EC for its consideration. Such a motion must be supported by at least 20 members who must provide their names and membership numbers. The motion may be accepted, rejected or referred back to its supporters with a recommendation for amendment or other change.

#### New Rule VI 1 c reads:

A motion may be submitted in writing directly to the EC for its consideration. Such a motion must be supported by at least 20 members who must provide their names and membership numbers. The motion may be accepted, rejected or amended.

#### Current Rule VI 2 b:

A motion may be submitted in writing for consideration by a Regional Committee. Such a motion must be supported by at least five members of the Region who must provide their names and membership numbers. The motion may be accepted, rejected or referred back to its supporters with a recommendation for amendment or other change.

#### New Rule VI 2 b reads:

A motion may be submitted in writing for consideration by a Regional Committee. Such a motion must be supported by at least five members of the Region who must provide their names and membership numbers. The motion may be accepted, rejected or amended.

#### New Rule VI 3 reads:

Motions from members to a Delegate Conference must be submitted in writing for consideration by a Regional Committee. Such a motion must be supported by at least five members of the Region who must provide their names and membership numbers. The motion may be accepted, rejected or amended by the Regional Committee. If the motion, as amended, is accepted by the meeting on a majority vote, the Regional Organiser shall submit it for consideration at the next Delegate Conference, subject to any restrictions on the number of motions as set out in Conference Standing Orders.

*Current Rule VI 3 becomes Rule VI 4*

#### Current Rule VI 3 b:

The number of motions which a member may move and/or second (under sub-Rule VI.1a and/or VI.2a) or support (under sub-Rules VI.1b and/or c and VI.2b) shall be limited to a maximum of two at any one meeting.

#### New Rule VI 4 b reads:

The number of motions which a member may move and/or second (under sub-Rule VI.1a and/or VI.2a and/or VI.3) shall be limited to a maximum of two at any one meeting.

**Note:** *Rule VI is to be renamed: Motions to EC, Regional Committees and Delegate Conferences.*

## Rule XVII 4 and 10

### Aim of changes

To remove any reference to a time limit in which complaints of an alleged disciplinary offence may be made.

To enable the suspension of membership during the investigation of a complaint of an alleged disciplinary offence.

### Reason for change

Recent events have highlighted the need for members to be able to make complaints about events which took place further in the past than the 28 days included in the Rule as a guidance, in particular those involving sexual and other forms of harassment. Some complaints are of such seriousness that it may be appropriate to suspend an individual's membership in order to protect the complainant or other members.

### Current Rule XVII 4:

Where a complaint of an alleged disciplinary offence is made to the General Secretary within 28 days of the alleged offence and there appear to the General Secretary to be reasonable grounds to think that a member might be guilty of a disciplinary offence the General Secretary shall investigate whether charges are justified.

### New Rule XVII 4 reads:

Where a complaint of an alleged disciplinary offence is made to the General Secretary and there appear to the General Secretary to be reasonable grounds to think that a member might be guilty of a disciplinary offence the General Secretary shall investigate whether charges are justified.

### New Rule XVII 10 reads:

At any time during an investigation or disciplinary under this Rule XVII, the General Secretary (or such persons delegated under Rule XVII (5)) may suspend the member concerned for such period and on such terms as he (or they) shall in their absolute discretion think appropriate.

*Current Rule XVII 10 becomes Rule XVII 11. All subsequent paragraphs to be renumbered accordingly.*

## Rule XVIII 7

### Aim of changes

To remove the requirement for the appointment of Pension Fund Trustees.


### Reason for change

The MU's final salary pension scheme is required by law to be governed by a combination of employer-nominated and employee-nominated trustees. The number of trustees can be varied according to the rules of the scheme, which is beyond the authority of the EC. As a result, Rule XVIII 7 is superfluous.

### Current Rule XVIII 4:

There shall be four or more Pension Fund Trustees appointed by the EC each of whom shall hold office until death, resignation, disqualification or removal by the EC.

### Proposed change:

To delete the Rule. 



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