DECLARATION OF AUTHORISED OFFICER in accordance with Regulation 126 *Fair Work (Registered Organisations) Regulations 2009*

ALTERATION OF OTHER RULES OF ORGANISATIONS in accordance with section 159 of the *Fair Work (Registered Organisations) Act 2009*)

I, Julia Anrigano of Level 13, 380 La Trobe Street, Melbourne, am the National Secretary of the Finance Sector Union of Australia and am authorised to give this notice of particulars of alterations to the rules of Finance Sector Union of Australia and to make this declaration as required by Regulation 126 of the *Fair Work (Registered Organisations) Regulations 2009*.

1. I declare that the alterations were made in accordance with the rules of the Finance Sector Union of Australia.

2. The alterations were made in accordance with the FSU Rules and the action taken under the FSU Rules is set out below.

   "80. RULE CHANGE

   (a) The National Secretary or the National President may, subject to sub-rule (b), request that the National Executive:

   (i) at an Ordinary Meeting; or

   (ii) at a Special Meeting; or

   (iii) by an out of session ballot,

   determine to amend these rules.

   (b) The members of the National Executive must be given a copy of the proposed amendment to the rule, with respectively the notice of the meeting or the request for an out of session ballot."

3. The National Executive Members of the FSU on 16 September 2026 (**National Executive**) were:

   a. Ms Wendy Street, National President;

   b. Ms Julia Angrisano, National Secretary;

   c. Mr Jason Hall, National Assistant Secretary;

   d. Ms Nicole McPherson, National Assistant Secretary;

   e. Mr Maurice Farrell, National Executive Member;

   f. Ms Sacha Hammersley, National Executive Member;

   g. Mr Matthew Rowe, National Executive Member;

   h. Ms Meghala Nair, National Executive Member;

   i. Mr Adam Fay, National Executive Member;

   j. Mr Paul Everson, National Executive Member;

   k. Ms Sarah Gallagher, National Executive Member; and

   l. Mr Steven Howland, National Executive Member.

4. The actions taken under the rules to make this alteration were as follows:
    a. an out of session ballot of the National Executive was conducted, by the National Secretary, for amendment to the rules of the FSUA under resolution 'B' (**Ballot B**);
    b. Ballot B was conducted by email [see rule 40(d)(ii)];
    c. Ballot B opened on 16 September 2026;
    d. the National Secretary determined the period for which the email ballot would be open and advised the members of the National Executive [see rule 40(e)(i)];
    e. Ballot B closed at 5pm on 21 September 2026;
    f. the National Executive is comprised of 12 members;
    g. 11 members of the National Executive (inclusive of myself as National Secretary) voted in Ballot B;
    h. Ballot B was quorate [see rule 40(e)(ii)];
    i. all members of the National Executive who voted, voted 'In Favour' of the proposed rule changes;
    j. Ballot B was unanimously resolved by those members of the National Executive voting in Ballot B.

5. Ballot B was determined in favour of resolution 'B'.

6. I annexe and mark '**JA6**' a copy of the email correspondence forwarded to all members of the National Executive on 16 September 2026.

7. I annexe and mark '**JA7**' a copy of Resolution A attached to the email correspondence forwarded to all members of the National Executive on 16 September 2026.

8. I annexe and mark '**JA8**' a bundle of emails received from members of the National Executive, being completed ballot papers in relation to Ballot B.

9. The National Executive made a determination to alter the rules of the FSUA to effect compliance with the Fair Work (Registered Organisations) Act in relation to the keeping of records and maintenance of the membership register.

10. I annexe and mark '**JA9**' a copy of the relevant 'marked up' rules of the FSUA, as proposed to be altered by the determination of the National Executive under Ballot B.

11. I have caused a link to a copy of the proposed alteration of the FSU rules to be placed on the FSU Website.

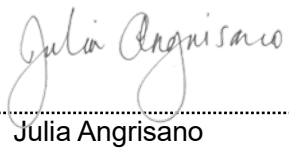
12. I annexe as '**JA10**' a copy of the screenshot of the link to a copy of the proposed alteration of rules that I caused to be placed on the FSU Website.

13. I declare:

    a. that the alterations were made in accordance with the rules of the FSUA;

b. the action taken under the rules of the FSUA to make the alterations is set out in this notice; and

c. that the particulars set out in this notice are true and correct to the best of my knowledge and belief.



.....

Julia Angrisano
National Secretary
23 October 2026

*[PLEASE NOTE: This declaration must be submitted to the Fair Work Commission within **35 days** of the changes being transacted by the organisation. It must be accompanied by the 'particulars', which are the details of the rule changes. It can be submitted to regorgs@fwc.gov.au. If the organisation has a website, a notice must be put up on the website that this application has been lodged with the Fair Work Commission and this should be mentioned in the email.]*

'JA6'

Brown, Mel

From: Angrisano, Julia
Sent: Wednesday, 16 September 2026 9:03 PM
To: Adam Fay [redacted] Angrisano, Julia; Everson, Paul; Fay, Adam; Gallagher, Sarah; Hall, Jason; Howland, Steven; [redacted] Maurice Farrell; [redacted] McPherson, Nicole; [redacted] Nair, Meghala; Paul Everson; Rowe, Matthew; Sacha Hammersley; Sacha Hammersley; Sarah Gallagher [redacted] Streets, Wendy
Cc: Brown, Mel
Subject: NEX Ballot (3) | Rule changes and Team Nominations determination
Attachments: 260916 NEX Ballot - Rule changes.pdf; 260916 FSU Rules - tracked changes.pdf

Dear National Executive Delegates,

Ballot

Please find attached:

- three (3) National Executive ballots; and
- tracked change version of the FSU rules marked "#1" that reflect the amendments referred to in the first two resolutions below.

1. **Resolution A** relates to rule changes discussed at previous National Executive meetings. Please refer to the attached correspondence for further details.
   It is recommended:

"Resolution 'A' to amend the rules of the Finance Sector Union

A. The National Executive having at Executive meetings heard, and considered, the oral report of the National President in relation to:

- *changing demography, workplaces, employers and the work performed by Industrial Members;*
- *the democratic value in keeping the Union's electorates up-to- date and reflective of the finance industry;*
- *adjusting governance processes to ensure there is always a default position when the status quo has been adopted;*
- *adjusting the timing of electoral steps to ensure the flow of the electoral process and making the electoral process more user friendly from the perspective of administration;*
- *consistency of language in the rules when read as a total document; and*
- *correction of typographical, referencing and formatting,*

determines, in relation to the rules of the Finance Sector Union of Australia, to:

1) amend **rule 2** by deleting 'Level 1, 341 Queen St' and inserting in lieu 'Level 13, 380 La Trobe Street';
2) amend **rule 6(a) column B**, in relation to the definition of ANZ, by deleting 'Esanda' and inserting in lieu 'Suncorp Bank';
3) amend **rule 6(a) column B**, in relation to the definition of CBA, by deleting 'Colonial First State, and' and inserting in lieu 'CommSec but';
4) amend **rule 6(a) column B**, in relation to the definition of NAB, by deleting 'Antares Capital' and inserting in lieu 'UBank';
5) amend **rule 6(a) column B**, in relation to the definition of NAB, by inserting ', nabtrade, HICAPS' immediately following 'JBWere';
6) amend **rule 6(a) column A** by deleting '**Superannuation Industry**' and inserting in lieu '**Superannuation, Investment and Wealth Management Industry**';

7) amend **rule 6(a) column B**, in relation to the definition of Superannuation, Investment and Wealth Management Industry by deleting the words in column B and inserting in lieu:

'the persons engaged in or in connection with the provision of advice relating to, and the management of:

- compulsory and voluntary retirement savings; and
- investment; and
- funds management; and
- financial planning';

8) amend **rule 6(a) column A** by deleting '**Wealth Management**';

9) amend **rule 6(a) column B**, in relation to the definition of Wealth Management by deleting the words 'planners, advisors and support workers working in wealth management' in column B;

10) amend **rule 6(a) column B**, in relation to the definition of Westpac Group, by deleting 'Asguard' and inserting in lieu 'RAMS';

11) amend **rule 6(c)(vii)** by inserting 'Credit Union, Building Society or' immediately before 'Bank';

12) delete **rule 6(e)** and insert in lieu:

'(e) The Occupational Electorates are severably comprised of Industrial Members employed:

(i) in the Superannuation, Investment and Wealth Management Industry; or

(ii) by Centralised Customer Services; or

(iii) as a Mortgage Broker; or

(iv) by Technology Services.'

13) amend **rule 6(k)** by deleting 'give' where it first appears;

14) amend **rule 6(n)** by deleting 'once' and inserting in lieu 'when';

15) amend **rule 6(n)** by deleting 'for the purposes of' and inserting in lieu 'under';

16) amend **rule 9(l)** by inserting ',' after '(j)' and before 'and';

17) amend **rule 20(h)** by deleting 'member' and inserting in lieu 'Member';

18) amend **rule 20(h)** by deleting ',as the case may be';

19) amend **rule 23(f)(i)** by deleting 'member' and inserting in lieu 'Member';

20) amend **rule 23(f)(ii)** by deleting 'member' and inserting in lieu 'Member other than an Industrial Member';

21) amend **rule 29(a) column B**, in relation to the definition of Congress Delegate Quota, by deleting 'January' and inserting in lieu 'November';

22) amend **rule 29(a)** column A by deleting '**January Electorate Members**' and inserting in lieu '**November Electorate Members**';

23) amend **rule 29(a) column B**, in relation to the definition of November Electorate Members by deleting the words in column B and inserting:

'the Financial Industrial Members who were attached to a Relevant Electorate on the first business day in November of the year immediately prior to the Quadrennial Election Commencement Day';

24) amend **rule 29(f)** by deleting ',' where it second appears;

25) amend **rule 31(j)** by deleting 'Section,Electorate' where it appears and inserting in lieu 'Section, Electorate';

26) delete **rule 32(b)** and insert in lieu:

'(b) The National Executive may, but during a Quadrennial Term can only do so at least four (4) months prior to the Quadrennial Election, determine the size of the National Executive with the minimum size being 10 members and the maximum size being 14 members, inclusive of the members provided for in sub-rule (a)(i).';

27) delete **rule 32(c)** and insert in lieu:

'(c) The size of the National Executive determined under sub-rule (b) will, subject to sub-rule (d), be the size of the National Executive under these rules.';

28) amend **rule 33(h)** by deleting 'sub-rule (b)' and inserting in lieu 'sub-rules (b) and (g)';

29) amend **rule 36(l)** by deleting 'Conference' and inserting in lieu 'Congress';

30) amend **rule 47(i)** by deleting 'sub-rule (b)' and inserting in lieu 'sub-rules (b) and (h)';
31) renumber **rule 55(i)** as rule 55(h)(i);
32) renumber **rule 55(i)(ii)** as rule 55(h)(ii);
33) renumber **rule 55(i)(i)** as rule 55(i);
34) amend **rule 55(j)** by deleting 'Administration' and inserting in lieu 'Administrative';
35) amend **rule 55(l)** by deleting 'Administration' and inserting in lieu 'Administrative';
36) amend **rule 66(b)** by deleting 'member's' where it appears and inserting in lieu 'Member's';
37) amend **rule 71(a) column B**, in relation to the definition of Respective Electorate by deleting the words in column B and inserting in lieu:

'severably each of all the:

- Geographical Electorates; and
- Employment Electorates; and
- Occupational Electorates';

38) amend **rule 71(c)** by deleting '(a)' and inserting in lieu '(b)'.

B. *The National Executive further determines, in relation to the proposed amendments to the rules of the Finance Sector Union of Australia set out in resolution A, to:*

a) direct the National Secretary to promptly make application for certification;

b) authorise the National Secretary to take all the steps, and do all the things, required to:

a) make application; and

b) obtain certification;

c) authorise the National Secretary to administratively make such amendment to the proposed amendments set out in resolution A as may be required to ensure that the proposed amendments are lawful, able to be certified and are consistent with the rules of the Finance Sector Union of Australia, provided that the National Secretary is not authorised to make changes that alter the intention the National Executive had in proposing an amendment set out in resolution A."

2. **Resolution B** relates to a rule change that has been recommended by Mr John Payne. Please refer to the attached correspondence for detailed information.
It is recommended:

"Resolution 'B' to amend the rules of the Finance Sector Union

1) *The rules of the Finance Sector Union of Australia are certified as being compliant with the provisions of the Fair Work (Registered Organisations) Act (Act).*

The National Executive is, however and despite the certification, concerned that the certified rules of the FSU, as they currently are, do not comply with the Act as the rules provide for the removal from the register of members (Register) the record of a purged member, whereas the Act requires that the Register be maintained and records kept for a period of 7 years from the date of the record.

The National Executive considers that the proposed alteration is not of an urgent nature as it reflects the current governance position of a significant number of registered organisations and as the rules, as they currently are, are certified and prima facie lawful.

The National Executive considers it is, in the circumstances, appropriate to raise this issue with the Fair Work Commission (FWC) to ascertain what it considers the correct position to be and if necessary, and dependent on the response of the FWC, to withdraw the proposed amendment and recast it.

*The National Executive determines to delete **rule 26** and insert:*

(a) The National Secretary will, when directed by the National Executive, promptly annotate the Membership Register with the word 'Purged' in relation to the entry for an Industrial Member that the National Executive determines is no longer eligible for membership and will seven (7) years following, remove the name of the respective Industrial Member from the Membership Register.

(b) The National Secretary will promptly annotate the Membership Register with the word 'Purged' in relation to the entry for an Industrial Member whose membership has ceased under:

(i) rule 25(a)(ii) – (v); and

(ii) rule 25(b),

and will seven (7) years following, remove the name of the respective Industrial Member from the Membership Register.

(c) The National Secretary will give notice to the respective Industrial Member under sub-rule (a) of the entry on the Membership Register and that they are a purged member.

(d) The National Secretary will, in accordance with the Act, remove from the Membership Register a member whose membership has ceased under rule 25(a)(i).

(e) A person whose entry on the Membership Register has been marked 'Purged' is no longer a member under these rules.

2) *The National Executive further determines, in relation to the proposed amendment to the rules of the Finance Sector Union of Australia set out in resolution 1, to:*

a) direct the National Secretary to promptly make application for certification;

b) authorise the National Secretary to take all the steps, and do all the things, required to:

a) make application;

b) discuss the proposed amendment, and the concerns of the National Executive, with the FWC; and

c) appropriately obtain certification;

c) *authorise the National Secretary to administratively make such amendment to the proposed amendment set out in resolution A as may be required to ensure that the proposed amendment is lawful, able to be certified and is consistent with the rules of the Finance Sector Union of Australia, provided that the National Secretary is not authorised to make changes that alter the intention the National Executive had in proposing the amendment set out in resolution 1.*"

3. **Resolution C** is a determination that must be made under rule 33(k). Please refer to the attached correspondence for detailed information.
It is recommended:

"Resolution 'C' to determine team nominations in Quadrennial Election

1) The National Executive determines in accordance with rule 33(k) that Team Nominations will be permitted at the 2027 Quadrennial Elections for both:

a) National Congress; and

b) National Executive."

Can you please indicate if you are in favour or against each of the recommendations above by reply no later than 5pm (AEST) on Monday, 21 September 2026.

If you have any questions, please let me know.

In unity,
Julia

Julia Angrisano *(she/her)* **| National Secretary**
Finance Sector Union of Australia | GPO Box 9893, Melbourne VIC 3001
Member Rights Centre 1300 366 378 | www.fsunion.org.au
[redacted] Sydney, NSW

The Finance Sector Union respectfully acknowledges the Traditional Owners of the land on which we live and work, and pay respect to the First Nations Peoples and their Elders, past, present and future.

Equality, inclusivity and accessibility are union values.

'JA7'

Finance Sector Union

FINANCE SECTOR UNION

NATIONAL EXECUTIVE BALLOT IN ACCORDANCE WITH RULE 40

DESPATCHED: 16 SEPTEMBER 2026

Re: Resolution 'B' to amend the rules of the Finance Sector Union

Please mark as appropriate

I hereby vote:

☐ **In Favour** ☐ **Against**

"Resolution 'B' to amend the rules of the Finance Sector Union

1) *The rules of the Finance Sector Union of Australia are certified as being compliant with the provisions of the Fair Work (Registered Organisations) Act (Act).*

The National Executive is, however and despite the certification, concerned that the certified rules of the FSU, as they currently are, do not comply with the Act as the rules provide for the removal from the register of members (Register) the record of a purged member, whereas the Act requires that the Register be maintained and records kept for a period of 7 years from the date of the record.

The National Executive considers that the proposed alteration is not of an urgent nature as it reflects the current governance position of a significant number of registered organisations and as the rules, as they currently are, are certified and prima facie lawful.

The National Executive considers it is, in the circumstances, appropriate to raise this issue with the Fair Work Commission (FWC) to ascertain what it considers the correct position to be and if necessary, and dependent on the response of the FWC, to withdraw the proposed amendment and recast it.

*The National Executive determines to delete **rule 26** and insert:*

(a) The National Secretary will, when directed by the National Executive, promptly annotate the Membership Register with the word 'Purged' in relation to the entry for an Industrial Member that the National Executive determines is no longer eligible for membership and will seven (7) years following, remove the name of the respective Industrial Member from the Membership Register.

(b) The National Secretary will promptly annotate the Membership Register with the word 'Purged' in relation to the entry for an Industrial Member whose membership has ceased under:

(i) rule 25(a)(ii) – (v); and

(ii) rule 25(b),

and will seven (7) years following, remove the name of the respective Industrial Member from the Membership Register.

(c) The National Secretary will give notice to the respective Industrial Member under sub-rule (a) of the entry on the Membership Register and that they are a purged member.

(d) The National Secretary will, in accordance with the Act, remove from the Membership Register a member whose membership has ceased under rule 25(a)(i).

(e) A person whose entry on the Membership Register has been marked 'Purged' is no longer a member under these rules.

2) *The National Executive further determines, in relation to the proposed amendment to the rules of the Finance Sector Union of Australia set out in resolution 1, to:*

a) direct the National Secretary to promptly make application for certification;

b) authorise the National Secretary to take all the steps, and do all the things, required to:

a) make application;

b) discuss the proposed amendment, and the concerns of the National Executive, with the FWC; and

c) appropriately obtain certification;

c) *authorise the National Secretary to administratively make such amendment to the proposed amendment set out in resolution A as may be required to ensure that the proposed amendment is lawful, able to be certified and is consistent with the rules of the Finance Sector Union of Australia, provided that the National Secretary is not authorised to make changes that alter the intention the National Executive had in proposing the amendment set out in resolution 1.*"

Name: .....

Signature: .....

Date: .....

Please return via email to Julia.Angrisano@fsunion.org.au by 5:00pm (AEST) Monday, 21 September 2026.

'JA8'

Brown, Mel

From: Steven Howland [redacted]
Sent: Saturday, 19 September 2026 11:24 AM
To: Angrisano, Julia
Cc: Brown, Mel
Subject: Fwd: NEX Ballot (3) | Rule changes and Team Nominations determination
Attachments: 260916 NEX Ballot - Rule changes.pdf; 260916 FSU Rules - tracked changes.pdf

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Julia,

I vote in favour of Resolution A.
I vote in favour of Resolution B.
I vote in favour of Resolution C.

Regards,
Steven Howland

---------- Forwarded message ---------
From: **Angrisano, Julia** <J[redacted]
Date: Wed, 16 Sept 2026, 21:03
Subject: NEX Ballot (3) | Rule changes and Team Nominations determination
To: Adam Fay [redacted] Angrisano, Julia [redacted] Everson, Paul [redacted] Fay, Adam [redacted] Gallagher, Sarah [redacted] Hall, Jason [redacted] Howland, Steven [redacted] Maurice Farrell [redacted] McPherson, Nicole [redacted] Nair, Meghala [redacted] Paul Everson [redacted] Rowe, Matthew [redacted] Sacha Hammersley [redacted] Sacha Hammersley [redacted] Sarah Gallagher [redacted] Streets, Wendy [redacted]
Cc: Brown, Mel [redacted]

Dear National Executive Delegates,

Ballot

Brown, Mel

From: MEGHALA NAIR [redacted]
Sent: Friday, 18 September 2026 3:05 PM
To: Adam Fay; Angrisano, Julia; Everson, Paul; Fay, Adam; Gallagher, Sarah; Hall, Jason; Howland, Steven; [redacted] Maurice Farrell; [redacted] McPherson, Nicole; Nair, Meghala; Paul Everson; Rowe, Matthew; Sacha Hammersley; Sacha Hammersley; Sarah Gallagher [redacted] Streets, Wendy
Cc: Brown, Mel
Subject: Re: NEX Ballot (3) | Rule changes and Team Nominations determination

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hello Julia,

I vote in favor of all 3 recommendations enclosed.

Thank you.
Warm regards,
Meg

Get Outlook for Android

From: Adam Fay [redacted]
Sent: Friday, 18 September 2026 08:21:49
To: Angrisano, Julia [redacted] Everson, Paul [redacted] Fay, Adam [redacted] Gallagher, Sarah [redacted] Hall, Jason [redacted] Howland, Steven [redacted] Maurice Farrell [redacted] McPherson, Nicole [redacted] Nair, Meghala [redacted] Paul Everson [redacted] Rowe, Matthew [redacted] Sacha Hammersley [redacted] Sacha Hammersley [redacted] Sarah Gallagher [redacted] Streets, Wendy
Cc: Brown, Mel [redacted]
Subject: Re: NEX Ballot (3) | Rule changes and Team Nominations determination

Good morning,

I am in favour of the Resolution A, B & C.

Regards,
Adam Fay

Brown, Mel

From: Adam Fay [redacted]
Sent: Friday, 18 September 2026 10:22 AM
To: Angrisano, Julia; Everson, Paul; Fay, Adam; Gallagher, Sarah; Hall, Jason; Howland, Steven; [redacted] Maurice Farrell; [redacted] McPherson, Nicole; [redacted] Nair, Meghala; Paul Everson; Rowe, Matthew; Sacha Hammersley; Sacha Hammersley; Sarah Gallagher [redacted] Streets, Wendy
Cc: Brown, Mel
Subject: Re: NEX Ballot (3) | Rule changes and Team Nominations determination

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good morning,

I am in favour of the Resolution A, B & C.

Regards,
Adam Fay

Sent from Outlook for Android

From: Angrisano, Julia [redacted]
Sent: Wednesday, September 16, 2026 7:03:46 pm
To: Adam Fay [redacted] Angrisano, Julia [redacted] Everson, Paul [redacted] Fay, Adam [redacted] Gallagher, Sarah [redacted] Hall, Jason [redacted] Howland, Steven [redacted] Maurice Farrell [redacted] McPherson, Nicole [redacted] Nair, Meghala [redacted] Paul Everson [redacted] Rowe, Matthew [redacted] Sacha Hammersley [redacted] Sacha Hammersley [redacted] Sarah Gallagher [redacted] Streets, Wendy [redacted]
Cc: Brown, Mel [redacted]
Subject: NEX Ballot (3) | Rule changes and Team Nominations determination

Dear National Executive Delegates,

Ballot

Please find attached:

- three (3) National Executive ballots; and

Brown, Mel

From: Sacha Hammersley [redacted]
Sent: Thursday, 17 September 2026 8:08 PM
To: Angrisano, Julia
Cc: Adam Fay [redacted] Everson, Paul; Fay, Adam; Gallagher, Sarah; Hall, Jason; Howland, Steven; [redacted] Maurice Farrell; Maurice Farrell Home; McPherson, Nicole; MEGHALA NAIR; Nair, Meghala; Paul Everson; Rowe, Matthew; Sacha Hammersley; Sarah Gallagher [redacted] Steven Howland; Streets, Wendy; Brown, Mel
Subject: Re: NEX Ballot (3) | Rule changes and Team Nominations determination

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

I vote in favour of the below resolutions

Sacha Hammersley

On Wed, 16 Sept 2026, 9:03 pm Angrisano, Julia, [redacted] wrote:

> Dear National Executive Delegates,
>
> **Ballot**
>
> Please find attached:
>
> - three (3) National Executive ballots; and
> - tracked change version of the FSU rules marked "#1" that reflect the amendments referred to in the first two resolutions below.
>
> 1. **Resolution A** relates to rule changes discussed at previous National Executive meetings. Please refer to the attached correspondence for further details.
>
> It is recommended:
>
> **"Resolution 'A' to amend the rules of the Finance Sector Union**
>
> A. *The National Executive having at Executive meetings heard, and considered, the oral report of the National President in relation to:*
>
> - *changing demography, workplaces, employers and the work performed by Industrial Members;*
> - *the democratic value in keeping the Union's electorates up-to- date and reflective of the finance industry;*

Brown, Mel

From: maurice farrell [redacted]
Sent: Thursday, 17 September 2026 6:21 PM
To: Angrisano, Julia
Subject: Re: NEX Ballot (3) | Rule changes and Team Nominations determination

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Julia,
I vote in favour of the 3 motions below
Thanks Maurice Farrell

On Wed, 16 Sept 2026, 21:03 Angrisano, Julia, [redacted] wrote:

Dear National Executive Delegates,

Ballot

Please find attached:

- three (3) National Executive ballots; and
- tracked change version of the FSU rules marked "#1" that reflect the amendments referred to in the first two resolutions below.

1. **Resolution A** relates to rule changes discussed at previous National Executive meetings. Please refer to the attached correspondence for further details.

It is recommended:

"Resolution 'A' to amend the rules of the Finance Sector Union

A. *The National Executive having at Executive meetings heard, and considered, the oral report of the National President in relation to:*
   - *changing demography, workplaces, employers and the work performed by Industrial Members;*
   - *the democratic value in keeping the Union's electorates up-to- date and reflective of the finance industry;*
   - *adjusting governance processes to ensure there is always a default position when the status quo has been adopted;*
   - *adjusting the timing of electoral steps to ensure the flow of the electoral process and making the electoral process more user friendly from the perspective of administration;*
   - *consistency of language in the rules when read as a total document; and*
   - *correction of typographical, referencing and formatting,*

Brown, Mel

From: Sarah Gallagher [redacted]
Sent: Thursday, 17 September 2026 4:16 PM
To: McPherson, Nicole
Cc: Angrisano, Julia; Adam Fay [redacted] Everson, Paul; Fay, Adam; Gallagher, Sarah; Hall, Jason; Howland, Steven; [redacted] Maurice Farrell; Maurice Farrell Home; MEGHALA NAIR; Nair, Meghala; Paul Everson; Rowe, Matthew; Sacha Hammersley; Sacha Hammersley; Steve Howland [redacted] Streets, Wendy; Brown, Mel
Subject: Re: NEX Ballot (3) | Rule changes and Team Nominations determination

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good afternoon,

I vote in favour of the changes.

Kind regards,
Sarah Gallagher

On Thu, 17 Sept 2026, 3:28 pm McPherson, Nicole, [redacted] wrote:

> Hi Julia,
>
> I vote in favour of the below three resolutions.
>
> Thank you
>
> Nicole

Nicole McPherson *(she/her)* | **National Assistant Secretary**

Finance Sector Union of Australia | GPO Box 9893, Melbourne VIC 3001

Member Rights Centre 1300 366 378 | www.fsunion.org.au

[redacted] Melbourne, VIC

The Finance Sector Union respectfully acknowledges the Traditional Owners of the land on which we live and work, and pay respect to the First Nations Peoples and their Elders, past, present and future.

Equality, inclusivity and accessibility are union values.

Brown, Mel

From: McPherson, Nicole
Sent: Thursday, 17 September 2026 3:28 PM
To: Angrisano, Julia; Adam Fay [redacted] Everson, Paul; Fay, Adam; Gallagher, Sarah; Hall, Jason; Howland, Steven; [redacted] Maurice Farrell; [redacted] Nair, Meghala; Paul Everson; Rowe, Matthew; Sacha Hammersley; Sacha Hammersley; Sarah Gallagher [redacted] Streets, Wendy
Cc: Brown, Mel
Subject: RE: NEX Ballot (3) | Rule changes and Team Nominations determination

Hi Julia,

I vote in favour of the below three resolutions.

Thank you
Nicole

Nicole McPherson *(she/her)* **| National Assistant Secretary**
Finance Sector Union of Australia | GPO Box 9893, Melbourne VIC 3001
Member Rights Centre 1300 366 378 | www.fsunion.org.au
[redacted] Melbourne, VIC

The Finance Sector Union respectfully acknowledges the Traditional Owners of the land on which we live and work, and pay respect to the First Nations Peoples and their Elders, past, present and future.

Equality, inclusivity and accessibility are union values.

Upcoming leave – 22 September – 1 October 2026

From: Angrisano, Julia [redacted]
Sent: Wednesday, 16 September 2026 9:03 PM
To: Adam Fay [redacted] Angrisano, Julia [redacted] Everson, Paul [redacted] Fay, Adam [redacted] Gallagher, Sarah [redacted] Hall, Jason [redacted] Howland, Steven [redacted] Maurice Farrell [redacted] McPherson, Nicole [redacted] Nair, Meghala [redacted] Paul Everson [redacted] Rowe, Matthew [redacted] Sacha Hammersley [redacted] Sacha Hammersley [redacted] Sarah Gallagher [redacted] Streets, Wendy [redacted]
Cc: Brown, Mel [redacted]
Subject: NEX Ballot (3) | Rule changes and Team Nominations determination

Dear National Executive Delegates,

Ballot

Brown, Mel

From: Matthew Rowe [redacted]
Sent: Thursday, 17 September 2026 8:31 AM
To: Angrisano, Julia; Brown, Mel
Subject: Re: NEX Ballot (3) | Rule changes and Team Nominations determination

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

I vote in favour of the three resolutions.

Thank you,

From: Angrisano, Julia [redacted]
Sent: Wednesday, September 16, 2026 9:03 pm
To: Adam Fay [redacted] Angrisano, Julia [redacted] Everson, Paul [redacted] Fay, Adam [redacted] Gallagher, Sarah [redacted] Hall, Jason [redacted] Howland, Steven [redacted] Maurice Farrell [redacted] McPherson, Nicole [redacted] Nair, Meghala [redacted] Paul Everson [redacted] Rowe, Matthew [redacted] Sacha Hammersley [redacted] Sacha Hammersley [redacted] Sarah Gallagher [redacted] Streets, Wendy [redacted]
Cc: Brown, Mel [redacted]
Subject: NEX Ballot (3) | Rule changes and Team Nominations determination

Dear National Executive Delegates,

Ballot

Please find attached:

- three (3) National Executive ballots; and
- tracked change version of the FSU rules marked "#1" that reflect the amendments referred to in the first two resolutions below.

1. **Resolution A** relates to rule changes discussed at previous National Executive meetings. Please refer to the attached correspondence for further details.

It is recommended:

> **"Resolution 'A' to amend the rules of the Finance Sector Union**
>
> 1. *The National Executive having at Executive meetings heard, and considered, the oral report of the National President in relation to:*

Brown, Mel

From: Paul Everson [redacted]
Sent: Thursday, 17 September 2026 6:52 AM
To: Angrisano, Julia
Cc: Adam Fay [redacted] Everson, Paul; Fay, Adam; Gallagher, Sarah; Hall, Jason; Howland, Steven; [redacted] Maurice Farrell; [redacted] McPherson, Nicole; [redacted] Nair, Meghala; Rowe, Matthew; Sacha Hammersley; Sacha Hammersley; Sarah Gallagher [redacted] Streets, Wendy; Brown, Mel
Subject: Re: NEX Ballot (3) | Rule changes and Team Nominations determination

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

I vote in favour of the three National Executive Ballots.

Regards
Paul Everson

On Wed, 16 Sep 2026 at 9:03 pm, Angrisano, Julia [redacted] wrote:

> Dear National Executive Delegates,
>
> **Ballot**
>
> Please find attached:
>
> - three (3) National Executive ballots; and
> - tracked change version of the FSU rules marked "#1" that reflect the amendments referred to in the first two resolutions below.
>
> 1. **Resolution A** relates to rule changes discussed at previous National Executive meetings. Please refer to the attached correspondence for further details.
>
> It is recommended:
>
> **"Resolution 'A' to amend the rules of the Finance Sector Union**
>
> A. *The National Executive having at Executive meetings heard, and considered, the oral report of the National President in relation to:*
>
> - *changing demography, workplaces, employers and the work performed by Industrial Members;*
> - *the democratic value in keeping the Union's electorates up-to- date and reflective of the finance industry;*

#1

Finance Sector Union of Australia

I CERTIFY under section 161 of the Fair Work (Registered Organisations) Act 2009 that the pages herein numbered 1 to 96 both inclusive contain a true and correct copy of the registered rules of the Finance Sector Union of Australia

General Manager of Fair Work Commission

Rules of the Finance Sector Union of Australia
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Note: This table of contents has been generated by the Fair Work Commission as an aid to using the rulebook, however it does not form part of the registered rules of the organisation. No reliance should be placed on the table of contents in interpreting the rules.

FINANCE SECTOR UNION OF AUSTRALIA

SECTION 1: NAME AND OFFICE OF THE UNION

1. NAME

(a) The name of the union is 'Finance Sector Union of Australia'.

2. PLACE OF BUSINESS

(a) The address of the office of the Union is ~~Level 1, 341 Queen Street~~Level 13, 380 La Trobe Street, Melbourne or another place the National Executive determines.

(b) Sub-rule (a) does not prevent the National Executive from conducting its business from another place.

SECTION 2: INTERPRETATION

3. DEFINITIONS

(a) In these rules, if the context permits, the words in column A have the meaning assigned opposite in column B:

A	B
Act	*Fair Work (Registered Organisations) Act 2009* (Cth)
Administrative Regulation	is a regulation made under rule 65
ANZ Section	is the Section comprised of the Industrial Members attached to the ANZ employment electorate under rule 9
Auditor	a person appointed by the National Executive as an auditor under rule 58
Bankwest Section	is the Section comprised of the Industrial Members attached to the Bankwest employment electorate under rule 9
CBA Section	is the Section comprised of the Industrial Members attached to the CBA employment electorate under rule 9
Community Member	a person who has been admitted as a community member under these rules
Congress Delegate	a person holding office as a congress delegate under rule 74
Document	a record of information, and includes:

	• anything on which there is writing; and • anything on which there are marks, figures, symbols or perforations having a meaning for persons qualified to interpret them; and • anything from which sounds, images or writings can be reproduced with or without the aid of anything else; and • a map, plan, drawing or photograph
Election Procedure Rules	the rules provided for in Schedule 4
Electorate	severably: • an Employment Electorate; and • a Geographical Electorate; and • an Occupational Electorate
Emerging Group	an emerging group determined under rule 31
Employment Electorate	an electorate based on the employer of an Industrial Member under rule 6
Executive Officer	severably: • the National President; and • the National Secretary; and • two (2) National Assistant Secretaries
Financial Duty	a duty that relates to the financial management of the Union
Financial Industrial Member	an Industrial Member financial under these rules
Financial Member	a Member financial under these rules
Financial Policy	a policy determined under these rules that relates to the financial management of the Union
Financial Record	a record, however recorded or stored, to the extent that it relates to the finances or financial administration of the Union, including: • a register; and • a record of financial information; and • a Financial Report; and • an annual return; and • a document relating to, or recording a financial transaction; and

	• a Financial Statement
Financial Report	unless the Act otherwise provides: • a copy of the report of the Auditor in relation to the inspection and audit of the financial records of the Union in relation to a Financial Year; and • a copy of the general purpose financial report in relation to the Financial Year to which the report relates; and • a copy of the operating report in relation to the Financial Year to which the report relates
Financial Statement	a financial document that explains the methods and calculations about how the Union's accounts are made up and recorded and explains the Union's transactions and financial position
Financial Year	the financial year for the Union is the year commencing 1 July and ending 30 June the following year
Fine	a fine to be paid by a Member under these rules
Geographical Electorate	an electorate based on the location of the residence of an Industrial Member under rule 6
Governance, Finance and Risk Committee	the Union Sub-Committee established under rule 36
Honorary Life Member	a person who has been appointed as an honorary life member under these rules
Industrial Member	a person who has been admitted as a member under these rules and who is eligible to be industrially represented by the Union
Journal	a publication produced, or adopted, by the Union and provided free of charge to Members by means of print and/or electronic media
Levy	a levy determined under these rules
Member	severably: • an Industrial Member; and • an Honorary Life Member; and • a Community Member; and • a Retired Member

Membership Contribution	the amount to be paid under these rules for 12 months membership of the Union, at the commencement of a respective Financial Year, by an Industrial Member
Membership Information	the information about an Industrial Member recorded in the Membership Register
Membership Register	the register of Industrial Members maintained by the National Secretary
Membership Rights	the rights of a respective category of Member under these rules
Membership Statement	a statement setting out the amount of membership contribution and levies paid to the Union by the Industrial Member in the previous financial year
NAB Section	is the Section comprised of the Industrial Members attached to the NAB employment electorate under rule 9
National Administrative Committee	the Executive Officers
National Congress	the meeting of Congress Delegates held each four (4) years following the election of the Congress Delegates
National Executive	the: • National Executive Members; and • Executive Officers
National Executive Member	an officer, other than an Executive Officer, elected under rule 72
National Fund	is the fund provided under rule 54
National President	the person holding office under rule 46
National Secretary	the person holding office under rule 47
National Assistant Secretary	the person holding office under rule 48
Objects	severably the objects provided under rule 5
Observer	an observer appointed under rule 29
Occupation	the eligibility comprised in Schedule 1 in the industries comprised in Schedule 2
Occupational Electorate	an electorate based on the type of work performed by an Industrial Member under rule 6

Office	severably the office of: • a Congress Delegate; and • a National Executive Member; and • an Executive Officer
Officer	a holder of an Office
Officers Register	the register of Officers maintained by the National Secretary under rule 50
Official	a Union Employee who is a Financial Industrial Member
Policy	a policy adopted by the Union
Principal Office	the office of the Union as provided by rule 2
Quadrennial Election	the election held each four (4) years for an Office
Quadrennial Election Commencement Day	the date on which the nominations for the Quadrennial Election open
Quadrennial Term	the four (4) year term of office immediately following the declaration of a Quadrennial Election
RBA Section	in the Section comprised of the Industrial Members attached to the RBA employment electorate under rule 9
Retired Member	a person who has been admitted as a retired member under these rules
Returning Officer	the person appointed under these rules to conduct ballots on behalf of the Union
Scheme	severably: • a Credit Card Scheme; and • a Direct Debit Scheme; and • a PRD Scheme; and • another Periodical Payment Scheme
Section	severably the: • ANZ Section; and • Bankwest Section; and • CBA Section; and • NAB Section; and • RBA Section; and

	• Westpac Group Section
Special Electorate	an electorate based on an attribute held by an Industrial Member under rule 6(f)
Union	Finance Sector Union of Australia
Union Employee	a person employed by the Union
Union Website	the website of the Union
Westpac Group Section	in the Section comprised of the Industrial Members attached to the Westpac Group employment electorate under rule 9
Work Health and Safety Legislation	the uniform legislation adopted in Australian jurisdictions in relation to ensuring work health and safety at a workplace
Work Portfolio	the work duties of a particular type or dealing with a particular matter
Workplace Representative	a financial member appointed under rule 52

4. INTERPRETATION

(a) In these rules if the context permits:

(i) singular words include the plural and vice versa; and

(ii) words importing any gender include every gender; and

(iii) all references to statutes will be construed so as to include regulations or codes of practice made under the statute and statutory modification, replacement or re-enactment of the statute (whether before or on or after the date of these rules) for the time being in force; and

(iv) words denoting individuals include corporations and vice versa; and

(v) clause headings, schedule headings and the table of contents may be used to assist in the interpretation of these rules; and

(vi) where a word or phrase is given a defined meaning in these rules, another part of speech or grammatical form in respect of that word or phrase has a corresponding meaning; and

(vii) a reference to a 'rule' is a reference to a rule of these rules; and

(vii) a reference to a 'sub-rule' means a sub-rule of the rule in which the reference to the sub-rule is made; and

(viii) a reference to a 'paragraph' means a paragraph of the sub-rule in which the reference to the paragraph is made; and

(ix) a reference to a 'sub-paragraph' means a sub-paragraph of the paragraph in which the reference to the sub-paragraph is made; and

(x) a reference to a 'schedule' is a reference to a schedule to, and which forms part of, these rules; and

(xi) the schedules to these rules have the same effect as if they were set out in the body of these rules; and

(xii) a reference to a 'majority' means half (1/2) of the number of members required to attend a quorate meeting held under these rules, plus one (1); and

(xiii) a reference to a 'business day' is a reference to a day Monday to Friday during the hours 9 am to 4 pm, in the place where an act is to be performed, which day is not a designated public holiday in that place; and

(xiv) a reference to a 'month' is a reference to a calendar month; and

(xv) where a period, dating from a given day, act or event, is prescribed or allowed for a purpose, the period must, unless the contrary intention appears, be reckoned exclusive of such day or the day of such act or event; and

(xvi) where the last day of a period prescribed or allowed for the doing of anything falls on a day which is not a business day in the place in which the thing is to be or may be done, the thing may be done on the first day following which is a business day in that place; and

(xvii) a reference to the performance of a duty by an Officer is inclusive of a reference to the Officer causing the duty to be discharged and/or inclusive of the duty being discharged by another person, entitled to hold a delegation under these rules, and holding the delegation of the relevant Officer; and

(xviii) a word or expression that is not defined in these rules, but is defined in the Act, has the meaning given by the Act; and

(xix) 'in writing' includes printing, typing, facsimile, text messaging, e-mail and other means of representing or reproducing words, figures, drawings or symbols in a visible and tangible or electronic form, in English; and

(xx) 'signature' and 'signing' means the execution of a document by a person, corporation or other relevant entity and includes signing by an agent or attorney or representative (if a body corporate); and

(xxi) each paragraph or sub-paragraph in a list is to be read independently from the other paragraphs or sub-paragraphs in the list; and

(xxii) a reference to a party giving consent means prior written consent; and

(xxiii) where these rules require the giving of a notice, whether by or to the Union or by or to or by an Officer, that notice is to be in writing; and

(xxiv) email means a communication sent to, or from, the e-mail account that a respective Officer and/or Member has nominated to the National Secretary for the receipt of notices, agenda and ballots where the e-mail is not returned as undeliverable.

5. OBJECTS

(a) The objects of the Union are to:

(i)	provide a strong and effective voice for working people to join together to improve their workplaces, and their communities, through collective action, locally and nationally; and
(ii)	foster opportunities for the democratic participation of members in the affairs of the Union and ensure members have meaningful, direct and equal access to the democratic arrangements of the Union at all levels, and the support and resources to participate effectively in the Union; and
(iii)	connect all parts of the membership through a universal proposition and vision based on worker dignity, the protection and advancement of rights at work, the importance of collective power and the pursuit of equality and justice for all people; and

(iv)	serve the collective interests of members in their workplaces and their communities; and
(v)	defend and advance the freedoms of working people, including the right to organise, bargain and to exercise a collective voice free from harassment, intimidation, persecution and fear, in their workplaces, in their communities and in broader society; and
(vi)	organise workers and pursue opportunities to grow and strengthen the Union, as the collective means to build power for workers at a local and national level across the finance and insurance industries and other communities of interest; and
(vii)	support and encourage eligible workers to be members of the Union and to organise to recruit eligible workers to the Union; and
(viii)	enrol in the Union as Industrial Members the persons eligible to become members; and
(ix)	commit resources of the Union to pursue growth and effectively campaign, locally and nationally, to build worker power; and
(x)	constantly innovate, evolve and improve the ability of the Union to reach new groups of workers, through traditional and new organising methods; and
(xi)	agitate industrially and politically for an industrial relations system where workers are adequately compensated for the contribution of their labour, and the rights of workers are strengthened; and
(xii)	secure improved living standards for all Australians; and
(xiii)	secure increasing wages and improved conditions of employment for Industrial Members and;
(xiv)	support and strengthen the voice of members and workplace representatives in relation to their rights; and
(xv)	make workplaces democratic; and
(xvi)	ensure that work is free from harassment and discrimination; and
(xvii)	ensure that work can be performed safely and without risk; and
(xviii)	represent workers in relation to the performance of work; and
(xix)	provide effective representation to advance and enforce the rights of members to safe and secure work and to bargain collectively; and
(xx)	advocate for a fairer society underpinned by the values of equality and fairness, through reform of industrial laws and economic policy to better meet the needs of members in the workplace and the community; and
(xxi)	ensure that equal levels of remuneration and benefits are enjoyed by workers with similar skills and responsibilities; and
(xxii)	challenge discriminatory definitions of skill and work value to ensure the value of work is recognised and rewarded; and
(xxiii)	provide for adequate retirement benefits and superannuation for workers; and

(xxiv)	enhance skills, training, professional development and education of workers; and
(xxv)	eliminate poverty and reduce inequality; and
(xxvi)	ensure that Australia's system of taxes and social welfare payments is fair and equitable; and
(xxvii)	commit to equity and inclusion and strive to ensure that women, First Nation people, and workers from diverse cultural and ethnic backgrounds, lesbian, gay, bisexual and transgender workers, young workers, workers with disabilities and other emerging equity-groups, will have a voice in the Union; and
(xxviii)	ensure the leadership and the governance bodies of the Union reflect the diversity of the membership, including through active steps to increase the participation for equity groups that are under-represented; and
(xxvix)	uphold the values of equality and inclusion by educating and assisting members to address discrimination wherever it occurs; and
(xxx)	promote the values of equity and inclusion in the activities of the Union; and
(xxxi)	adopt a code of conduct for the conduct of officers and members of the Union; and
(xxxii)	assist and promote the participation of retired members in the Union; and
(xxxiii)	assist and promote the participation of community members in the Union; and
(xxxiv)	raise funds from members by contributions and/or levies and to set a schedule of fees for members that is equitable and assists the Union to further these objects, to empower workers, to grow and to organise; and
(xxxv)	assist members in distress through sickness/accident, death, unemployment or other misfortune; and
(xxxvi)	provide appropriate wages and conditions for the Union's full-time officers and its employees; and
(xxxvii)	hold, purchase, lease, mortgage or rent or otherwise deal in property, invest in and maintain shareholdings or place on deposit funds of the Union to further these objects; and
(xxxviii)	report regularly to members on the activities of the Union including through publications, websites and social media; and
(xxxix)	ensure good governance, clear rules and sound practices in the administration of the Union; and
(xxxx)	affiliate, amalgamate, cooperate or merge with a global union federation, peak trade union body, trade union, industrial union, organisation, political association, association or body, whether at an international, national, state, territory or regional level, having objects similar in whole, or in part, to the objects of the Union; and
(xxxxi)	contribute to a charitable and/or public benevolent institutions; and
(xxxxii)	provide assistance to a socially responsible community organisation; and

(xxxxiii)	donate to a charity and/or for a public purpose and/or a worthy cause and/or a purpose that furthers these objects; and
(xxxxiv)	register the Union under a Commonwealth or State trade union, industrial arbitration, co-operative or similar statute; and
(xxxxv)	incorporate, maintain an interest in and/or support an entity for a purpose that furthers these Objects; and
(xxxxvi)	exercise the powers, privileges and advantages available or provided to an industrial organisation under a Commonwealth or State Act; and
(xxxxvii)	do the things provided for in these objects in respect of non-members including for community members and others on a fee for service basis; and
(xxxxviii)	affiliate, cooperate and work with like-minded organisations including community or international organisations to further these objects.

(b) No object provided for in a paragraph of sub-rule (a) is to be read in a way that limits an object in a different paragraph of sub-rule (a).

(c) The Union may do other acts and things incidental to, or which relate to, the carrying out of an object in a paragraph under sub-rule (a).

6. ELECTORATES

(a) For the purpose of this rule, the words in column A have the meaning assigned opposite in column B:

A	B
ANZ	Australian & New Zealand Banking Group Limited and its subsidiaries and related entities including, but not limited to, ANZ and ~~Esanda~~Suncorp Bank
Bank	a bank within the meaning of the *Banking Act 1959* (Cth)
Bankwest	the Division of the Commonwealth Bank trading as Bankwest
Building Society	a building society within the meaning of the *Banking Act 1959* (Cth)
CBA	Commonwealth Bank of Australia - its subsidiaries and related entities including, but not limited to, CBA and ~~Colonial First State, and~~CommSec but excluding Bankwest
Centralised Customer Services	call centres operated by an entity employing persons in an Occupation
Credit Union	a credit union within the meaning of the *Banking Act 1959* (Cth)

Disability	a permanent impairment or infirmity of a physical, intellectual, or sensory function, which results in restricted, or lack of, ability to perform an activity in the manner, or within the range, considered typical for a person
First Nation	persons who are of Aboriginal and/or Torres Strait Islander descent
Insurance Company	a body corporate that is authorised to carry on insurance business under the *Insurance Act 1973* (Cth) or the *Life Insurance Act 1995* (Cth)
LGBTQIA+	lesbian, gay, bisexual, transgender, queer, intersex, asexual and other associated identities
Mortgage Broker	a mortgage broker within the meaning of the *National Consumer Credit Protection Act 2009* (Cth)
NAB	National Australia Bank Limited and its subsidiaries and related entities including, but not limited to, NAB, ~~Antares Capital~~Ubank, Advantedge, JBWere, nabtrade, HICAPS and Medfin
RBA	Reserve Bank of Australia
Regional and Remote Communities	regional and remote communities across Australia, are those communities with towns and suburbs that do not have a postcode set out in Schedule 5
Superannuation, Investment and Wealth Management Industry	~~an industry engaged in or in connection with the provision of retirement, superannuation and related benefits~~ the persons engaged in or in connection with the provision of advice relating to, and the management of: • compulsory and voluntary retirement savings; and • investment; and • funds management; and • financial planning
Technology Services	the provision of information technology and administrative services
~~**Wealth Management**~~	~~planners, advisors and support workers working in wealth management~~
Westpac Group	Westpac Banking Corporation and its' subsidiaries and related entities including, but not limited to, Westpac, BT Financial,

	~~Asguard~~RAMS, Bank of Melbourne, BankSA and St George Bank
Young Adult	a person who is under 30 years of age

(b) For the purposes of these rules, an Industrial Member belongs to an Electorate and Special Electorate to which they are attached under these rules.

(c) The Employment Electorates are severably comprised of Industrial Members employed by:

(i) the ANZ; or

(ii) the CBA; or

(iii) the NAB; or

(iv) the Westpac Group; or

(v) Bankwest; or

(vi) the RBA; or

(vii) a Credit Union, Building Society or Bank, other than those employed by employers under paragraphs (i) to (vi); or

(viii) persons employed by an Insurance Company; or

(ix) miscellaneous, being persons not employed by employers under para (i) to (viii).

(d) The Geographical Electorates are severably comprised of Industrial Members whose principal place of residence is in:

(i) New South Wales and the Australian Capital Territory; or

(ii) Queensland; or

(iii) South Australia or the Northern Territory; or

(iv) Victoria or Tasmania; or

(v) Western Australia.

~~(e) The Occupational Electorates are severably comprised of Industrial Members:~~

~~(i) employed in the Superannuation Industry; or~~

~~(ii) employed by a Credit Union or Building Society; or~~

~~(iii) employed by Centralised Customer Services; or~~

~~(iv) employed as a Mortgage Broker; or~~

~~(v) employed by Technology Services; or~~

~~(vi) employed by Wealth Management.~~

(e) The Occupational Electorates are severably comprised of Industrial Members employed:

(i) in the Superannuation, Investment and Wealth Management Industry; or

(ii) by Centralised Customer Services; or

(iii) as a Mortgage Broker; or

(iv) by Technology Services.

(f) The Special Electorates are severably comprised of Industrial Members who:

(i) identify as LGBTQIA+; or

(ii) identify as First Nation; or

(iii) have a Disability; or

(iv) reside in Regional and Remote Communities; or

(v) are Young Adults.

(g) Despite sub-rules (c) to (f), and subject to these rules, the National Executive may determine to alter the Electorates and/or Special Electorates.

(h) A determination made under sub-rule (g) must be made no later than six (6) months prior to the Quadrennial Election Commencement Day.

(i) Where a determination is made under sub-rule (g), a respective Industrial Member will be attached to the Electorates and/or Special Electorates as altered.

(j) In making a determination under sub-rule (g) the National Executive will take the following matters into account:

(i) the regions to be grouped to form electorates of the Union; and

(ii) that electorates of the Union are to be arranged so that each:

(A) Employment Electorate has at least 500 Industrial Members attached to it; and

(B) Geographical Electorate has at least 500 Industrial Members attached to it; and

(C) Occupational Electorate has at least 100 Industrial Members attached to it; and

(D) Special Electorate has at least 50 Industrial Members attached to it; and

(iii) the geographical location of the Industrial Members in respect of their principal place of residence; and

(iv) the employers of the Industrial Members; and

(v) the occupations of the Industrial Members; and

(vi) the attributes of the Industrial Members; and

(vii) the efficient administration of the affairs of the Union; and

(viii) such other matters that the National Executive considers appropriate.

(k) The National Secretary will ~~give~~, as soon as practicable following the making of a determination under sub-rule (g), give to an Industrial Member where an Electorate or Special Electorate to which the Industrial Member is attached is affected by the determination, notice of the:

(i) determination; and

(ii) nature of the alteration; and

(iii) effect of the alteration on the attachment of Industrial Members.

(l) The National Secretary may give the notice referred to in sub-rule (k) by publishing:

(i) a list; and/or

(ii) map,

which describes the Electorates and Special Electorates.

(m) Despite these rules, notice required to be given by the National Secretary pursuant to sub-rule (k) may be given by the National Secretary publishing the list and/or the map referred to in sub-rule (l) on the Union Website.

(n) ~~Once~~ When a determination is made under sub-rule (g), the Electorates and Special Electorates as determined become the Electorates and Special Electorates ~~for the purposes of~~ under these rules subject to a subsequent determination, if any, being made under sub-rule (g).

(o) The National Secretary will ensure that a list of the Electorates and Special Electorates is maintained on the Union Website and will promptly update that list to take account of determinations made under sub-rule (g).

SECTION 3: COVERAGE

7. ELIGIBILITY

(a) The eligibility of a person entitled to apply for membership as an Industrial Member is set out in Schedule 1 rule 5.

(b) References in Schedule 1 rule 5, as the context makes clear, are references to that rule.

8. INDUSTRIES

(a) The industries of the Union are set out in Schedule 2.

SECTION 4A: ATTACHMENT, TYPES, OBLIGATIONS AND PRIVILEGES OF MEMBERSHIP

9. ATTACHMENT

(a) The National Secretary will, subject to these rules, on an Industrial Member's admission promptly determine to attach that member to the:

  (i) Geographical Electorate in which they reside; and

  (ii) Employment Electorate appropriate to the circumstances of the employment of the member; and

  (iii) Occupational Electorate (if any) appropriate to the circumstances of the work the member performs; and

  (iv) Special Electorate (if any) based on an attribute they hold and/or identify with.

(b) The National Secretary is, when attaching an Industrial Member under sub-rule (a), entitled to rely upon a Member's Membership Information.

(c) The National Secretary will provide a summary of the attachment of Industrial Members to each Ordinary Meeting of the National Executive.

(d) Despite sub-rule (a) the National Executive may determine, in relation to a determination of the National Secretary to attach under sub-rule (a)(ii) and (iii), that it would be more convenient for the Industrial Member to be otherwise attached.

(e) An Industrial Member may be attached to more than one (1) Electorate and/or Special Electorate.

(f) An Industrial Member, despite sub-rule (e) may:

  (i) not be attached to more than one (1) Geographical Electorate; and

  (ii) not be attached to more than one (1) Employment Electorate; and

  (iii) not be attached to more than one (1) Occupational Electorate.

(g) The National Secretary may, on becoming aware of a change in the circumstances of an Industrial Member attach the Industrial Member to another or different Electorate or Special Electorate.

(h) Despite sub-rule (g) the National Executive may determine, in relation to the National Secretary's determination, that it would be more convenient for the Industrial Member to be otherwise attached.

(i) An Industrial Member attached under this rule will be given notice of the Electorates and Special Electorates to which they are attached.

(j) An Industrial Member may, on being given notice under sub-rule (i), request that the National Executive review the determination made under this rule.

(k) A request under sub-rule (j) must set out the reasons why the respective Industrial Member seeks the review.

(l) The National Executive will determine the request for review made under sub-rule (j), as soon as it is practicably able to do so, and will promptly advise the respective Industrial Member of the outcome of the review.

(m) The National Executive does not have to give reasons for the determination it makes under sub-rule (l).

(n) A determination made by the National Executive under sub-rule (l) is final.

10. MEMBERS' OBLIGATIONS

(a) In this rule the words in column A have the meaning assigned opposite in column B:

A	B
Determination	a determination of a Governing Body made under these rules
Governing Body	severably the: • National Congress; and • National Executive; and • National Administrative Committee

(b) A Member must:

(i) support the Objects; and

(ii) uphold these rules; and

(iii) comply with their respective obligations under these rules; and

(iv) abide by a Determination.

(c) A Member, other than an Industrial Member, in breach of sub-rule (b) may be requested by the National Secretary to show cause as to why they should not be removed from membership and may, if failing to show cause to the satisfaction of the National Executive, be removed.

11. INDUSTRIAL MEMBER

(a) An Industrial Member is a person:

(i) entitled to apply for membership; and

(ii) working, or usually working, in an Occupation; and

(iii) able to be industrially represented; and

(iv) who has applied for admission as an Industrial Member; and

(v) who has been admitted as an Industrial Member under these rules.

(b) A Financial Industrial Member is the only Member entitled to:

(i) vote in an election, ballot or plebiscite of the Union; and

(ii) if otherwise qualified under these rules nominate, or second nominations, for an Office.

(c) A Financial Industrial Member is entitled to:

(i) access the services of the Union; and

(ii) otherwise, as provided by these rules, participate in the business of the Union.

12. LIFE MEMBER

(a) In this rule the words in column A have the meaning assigned opposite in column B:

A	B
Former Industrial Member	a person who was an Industrial Member of the Union, or a Predecessor Organisation
Predecessor Organisation	a registered industrial organisation that has amalgamated to become the Union

(b) An Honorary Life Member is a person appointed as an honorary life member under these rules.

(c) Appointment as an Honorary Life Member is the highest honour the Union may confer on a member for services rendered to the Union.

(d) Honorary Life membership may only be conferred on an Industrial Member or Former Industrial Member who in the Union, or in a Predecessor Organisation, has:

(i) been a member of good standing; and

(ii) demonstrated achievement at a high level to the benefit of other members of the Union and/or a Predecessor Organisation; and

(iii) made a significant contribution to the Union or to a Predecessor Organisation; and/or

(iv) demonstrated service to the Union, or to a Predecessor Organisation, that is worthy of recognition.

(e) Honorary Life membership may be conferred by the National Executive on:

(i) its own motion; or

(ii) the recommendation of the Congress.

(f) An Industrial Member on being appointed as an Honorary Life Member is:

(i) not required to pay Membership Contributions or other fees; and

(ii) if:

(A) working in an Occupation, entitled to the privileges of a Financial Industrial Member under these rules; or

(B) no longer working in an Occupation, entitled to the privileges of an Honorary Life Member under these rules.

(g) An Honorary Life Member is entitled to:

(i) access the services of the Union; and

(ii) become, if not working in an Occupation, a member of the Retired Members Association without the payment of a fee; and

(iii) the other rights that the National Executive determines.

(h) The National Executive may posthumously award Honorary Life Membership.

13. COMMUNITY MEMBER

(a) In this rule the words in column A have the meaning assigned opposite in column B:

A	B
Former Industrial Member	a person who was an Industrial Member of the Union

(b) A Community Member is a person admitted as a community member under these rules.

(c) The following person may apply to the Union to be admitted as a Community Member, a:

(i) Former Industrial Member no longer working in an Occupation; or

(ii) person not working in an Occupation who supports the Objects.

(d) The National Executive is to determine the fees (if any) to be paid by a Community Member.

(e) A Community Member who commences working in an Occupation, ceases to be a Community Member.

(f) A financial Community Member is only entitled to the rights that the National Executive determines.

14. RETIRED MEMBER

(a) A Retired Member is a person admitted as a retired member under these rules.

(b) A Financial Industrial Member no longer working in an Occupation having retired from the workforce may apply to the Union to be admitted as a Retired Member.

(c) The National Executive is to determine the fees (if any) to be paid by a Retired Member.

(d) A Retired Member who commences working in an Occupation ceases to be a Retired Member.

(e) A financial Retired Member is only entitled to the rights that the National Executive determines.

JOINING

15. APPLICATION FOR MEMBERSHIP

(a) In this rule the words in column A have the meaning assigned opposite in column B:

A	B
Application Form	the form determined by the National Administrative Committee under sub-rule (b)(i)
Federal Counterpart	has the meaning provided under section 9A of the Act

(b) An application for a person seeking to be admitted as a member will be:

(i) in the form determined by the National Administrative Committee; and

(ii) accompanied by the material required by the National Administrative Committee; and

(iii) signed by the applicant.

(c) The Union may publish an Application Form in the way the National Administrative Committee determines.

(d) Applications for membership are to be made to the National Secretary.

(e) The National Secretary may accept an Application Form received by internet and the applicant for membership will be held to have signed the Application Form if the requirements of the *Electronic Transactions Act 1999* (Cth) are met.

(f) The National Secretary may, despite sub-rule (b):

(i) accept an application that is in some form other than the Application Form; or

(ii) accept applications that are made by phone.

(g) No omission, irregularity or want of form will invalidate an application for membership, provided that:

(i) the applicant intended their application, along with a payment authorisation, submitted to the National Secretary to be an application for membership; and

(ii) the National Secretary the applicant's application as an application for membership.

(h) An application is accepted, and the applicant is admitted to membership, subject to sub-rule (i), from the earlier of either the application being received by the National Secretary or another person authorised by the National Administrative Committee, provided that if a member applies for membership from another date the National Secretary may determine that membership commences from that date.

(i) The National Secretary, upon receiving an application for membership, may refer the application to the National Administrative Committee for its determination where the National Secretary has concerns in relation to the applicant's bona fides.

(j) An application, referred in accordance with sub-rule (i), will be considered by the National Administrative Committee which will, if satisfied with the bona fides of the applicant, accept the application, admit the applicant to membership of the Union and that membership will commence, when it otherwise would have commenced in accordance with sub-rule (h), as if the application had not been referred.

(k) The National Administrative Committee, where an application has been referred under sub-rule (i), may reject that application if they do not accept the application is bona fide, provided that where an application is rejected:

(i) monies paid by the applicant in respect of membership of the Union will be reimbursed; and

(ii) notice of the rejection must be tabled at the next ordinary meeting of the National Executive.

(l) The National Secretary will ensure that the Membership Register is amended to include, in relation to an Industrial Member, an admitted applicant's Member Information.

(m) An applicant for membership will, subject to these rules, when admitted to membership be entitled, dependent on their respective category of membership, to the benefit of Membership Rights.

(n) This rule does not prevent an application for membership of the Union being a joint application with an entity that has the Union as its Federal Counterpart, provided that the joint application is in the form determined by the National Administrative Committee.

(o) A person applying to become an Industrial Member must be informed in writing of:

(i) an Industrial Member's financial obligations; and

(ii) how, and when, an Industrial Member may resign from membership.

16. GROUP MEMBERSHIP APPLICATIONS

(a) In this rule the words in column A have the meaning assigned opposite in column B:

A	B
Approved Association	an organisation, association, body or other groups determined by the National Executive to be an approved association

(b) The National Secretary will promptly admit to membership of the Union:

(i) a financial member of an Approved Association who has received correspondence from the Approved Association advising:

(A) that the Approved Association seeks to facilitate that member's membership of the Union; and

(B) that the Approved Association intends to make application on that member's behalf for membership of the Union at the expiration of 28 days from the provision of the correspondence; and

(C) that that member may determine to decline to join the Union within that period of 28 days by advising the Approved Association of that determination; and

(D) of the financial obligations of membership of the Union and how that member may resign from the Union; and

(ii) where the member receiving correspondence under paragraph (i) has not, within the period of 28 days from the provision of the correspondence, determined to decline to join the Union; and

(iii) where an application setting out the information required by these rules has been made by the Approved Association to the Union on behalf of a member of the Approved Association who meets the requirements of paragraph (ii).

(c) The National Secretary will ensure that the Membership Register is amended to include, where the person is admitted as an Industrial Member, that person's Member Information.

17. MEMBERSHIP CONTRIBUTIONS

(a) The Membership Contribution for a Financial Year will be determined by the National Executive prior to the commencement of that Financial Year, and if no determination is made the amount set for the previous Financial Year will apply.

(b) The Membership Contribution is to be paid, at the rate determined to apply to the respective Industrial Member for the period concerned, by one (1) of the following means:

(i) at least monthly by cash, cheque, money order or electronic funds transfer; or

(ii) under a Scheme.

(c) The National Administrative Committee will determine the terms on which an Industrial Member may pay their Membership Contribution under a Scheme.

(d) The Union will provide a Membership Statement to an Industrial Member within 28 days of the member paying their Membership Contribution under paragraph (b)(i).

(e) The Union will provide, annually, a Membership Statement to an Industrial Member paying their Membership Contribution under paragraph (b)(ii).

(f) A Membership Statement provided under sub-rules (d) and (e) may be electronic.

18. MEMBERSHIP CONTRIBUTIONS FOR DIFFERENT GROUPINGS

(a) The National Executive may determine groupings of Industrial Members.

(b) Despite sub-rule 17(a), the National Executive may determine, in relation to a group of Industrial Members, a percentage of the Membership Contribution that is to be paid by a member of that group.

(c) The National Executive may determine a different percentage of the Membership Contribution for a different group of Industrial Members.

(d) A determination under sub-rule (b) must be expressed as a percentile of the Membership Contribution determined for a Financial Year under sub-rule 17(a).

(e) Under these rules, where a determination has been made under sub-rule (b), the percentage of the Membership Contribution will be deemed to be the Membership Contribution of an Industrial Member who is a member of the group.

19. LEVIES

(a) The National Executive may impose a levy on:

(i) the Industrial Members; or

(ii) a group of the Industrial Members.

(b) Monies received under a levy imposed under sub-rule (a)(ii) may only be applied to the benefit of the Industrial Members of the respective group.

(c) A Levy is to be expressed in dollars or as a percentage of the Membership Contribution.

(d) The National Secretary must give notice under these rules to an Industrial Member liable to pay a Levy, of its:

(i) imposition; and

(ii) amount; and

(iii) duration; and

(iv) purpose.

(e) Despite sub-rule (a) levies exceeding, in total, 25% of the Membership Contribution cannot be imposed other than by resolution of two-thirds (2/3) of the National Executive.

(f) A Levy is to be paid by a respective Industrial Member within 28 days of the National Secretary giving notice to the member under sub-rule (d).

(g) A Levy is to be paid by one (1) of the following means:

(i) by cash, cheque or electronic funds transfer; or

(ii) under a Scheme.

(h) The Union will provide a Membership Statement to an Industrial Member within 28 days of the member paying their Levy under sub-rule (g)(i).

(i) The Union will provide, annually, a Membership Statement to a member paying their Levy under sub-rule (g)(ii).

(j) A Membership Statement provided under sub-rules (h) and (i) may be electronic.

(k) The National Administrative Committee may determine to waive payment of a Levy either in whole, or in part, by an Industrial Member or a group of Industrial Members where the National Administrative Committee is satisfied that the circumstances justify waiver.

(l) Notice of a determination made under sub-rule (k) must be tabled at the next ordinary meeting of the National Executive.

(m) Despite sub-rule (b) where, following the imposition of a Levy, its purpose is achieved and there remains an amount of unexpended funds derived from the Levy, the unexpended funds will form part of the National Fund and may be expended by the Union on the Objects.

20. FINANCIAL STATUS

(a) An Industrial Member must, to remain financial, pay to the Union:

(i) their Membership Contribution; and

(ii) a Levy that is made in relation to the member; and

(iii) a Fine determined against the member,

as they become due.

(b) An Industrial Member paying their Membership Contribution and Levies by cash, cheque or electronic funds transfer is financial from the date on which the Membership Contribution is received by the Union.

(c) An Industrial Member paying their Membership Contribution and Levies under a Scheme is financial from the date on which Membership Contributions under the respective Scheme are received by the Union.

(d) Subject to sub-rule (e) an Industrial Member is un-financial if in arrears in the payment of their:

(i) Membership Contribution; and/or

(ii) Levies; and/or

(iii) Fines,

for a period of 12 weeks, or more, from the date on which a Membership Contribution, Levy and/or Fine, as the case may be, became due, and remains un-financial until respectively the Membership Contribution, Levy and/or Fine are paid.

(e) An Industrial Member making payment of their Membership Contribution and/or a Levy under a Scheme will be deemed to be financial for a period of up to 12 weeks after the last payment under the Scheme was received by the Union.

(f) An Industrial Member:

(i) in arrears of paying their Membership Contributions or Levies or Fines will be advised of their arrears by notice given in accordance with the member's Member Information; and

(ii) will, when 12 weeks, or more, in arrears of paying their Membership Contributions, Levies and/or Fines, and having been advised under paragraph (i), be advised by the National Secretary in writing of their financial status, how they may become financial and the consequences of their not becoming financial.

(g) Subject to these rules, an un-financial Member may, if the National Secretary agrees, become financial by making payment of their arrears of Membership Contributions and/or Levies.

(h) Subject to the Act, an un-financial Member ~~member~~ may be sued by the Union for the recovery of their Membership Contribution or Levy or Fine~~, as the case may be~~.

(i) An un-financial Member is not entitled to Membership Rights.

21. COMMUNITY AND RETIRED MEMBERS – FEES

(a) The National Administrative Committee may determine the means by which a:

(i) Community Member; or

(ii) Retired Member,

will pay the fee (if any) the National Executive has determined is to be paid for membership.

(b) A Community Member or Retired Member who is 12 weeks, or more, in arrears of paying fees (if any) for their respective membership is un-financial.

(c) An un-financial Community Member or Retired Member may be sued by the Union for the recovery of their unpaid fee.

(d) An un-financial Community Member or Retired Member is not entitled to Membership Rights.

22. WAIVER

(a) In this rule the words in column A have the meaning assigned opposite in column B:

A	B
Group	a group of Industrial Members

(b) The National Secretary may waive payment of an Industrial Member's Membership Contribution and/or a Levy where the Industrial Member:

(i) is unemployed and has been unemployed for more than one (1) month; or

(ii) is on approved leave without pay for more than one (1) month; or

(iii) has, due to injury or ill health, not been working for a period of more than one (1) month and is not receiving remuneration.

(c) A waiver granted under sub-rule (b) can be granted for up to 12 months.

(d) The National Administrative Committee may determine to waive payment of Membership Contribution and/or a Levy under sub-rule (b) for more than 12 months, provided that the waiver is granted for a specified period or the happening of a particular event.

(e) An Industrial Member granted a waiver under sub-rule (b) or (d) is financial during the period the waiver is granted.

(f) The National Administrative Committee may determine to waive payment of the Membership Contribution and/or a Levy in whole, or part, to a Group in circumstances where:

(i) unusually low wages are paid to that Group; and/or

(ii) unusually low hours are worked by that Group; and/or

(iii) there is a dispute or application, including in relation to coverage, which is not yet resolved in respect of that Group; and/or

(iv) an industrial instrument to apply to the employment of the Group has not been finalised; and/or

(v) organising opportunities may be enhanced in respect of that Group; and/or

(vi) the Group are in supported employment.

(g) A member of a Group granted a waiver under sub-rule (f) is financial during the period the waiver is granted.

(h) Notice of a determination made under sub-rules (d) or (f) must be tabled at the next ordinary meeting of the National Executive.

(i) A waiver granted under sub-rule (f) will be periodically reviewed by the National Executive.

SECTION 4B: MEMBERSHIP INFORMATION

23. MEMBERSHIP REGISTER

(a) The National Secretary must record, in relation to a Member, their:

(i) name; and

(ii) postal address; and

(iii) phone numbers; and

(iv) e-mail address; and

(v) financial status; and

(vi) date of admission; and

(vii) date of resignation; and

(viii) membership category; and

(ix) other information required by the:

(A) National Executive; and/or

(B) National Administrative Committee.

(b) The National Secretary will, in addition to the information to be recorded under sub-rule (a), record, as far as the National Secretary is able to determine, the following information in relation to an Industrial Member, their:

(i) employer; and

(ii) place of employment; and

(iii) Occupation; and

(iv) classification; and

(v) other information required under these rules or by the:

(A) National Executive; or

(B) Act.

(c) The information recorded by the National Secretary under sub-rules (a) and (b) in relation to Industrial Members will be kept in the Membership Register.

(d) A Member must promptly notify the National Secretary of a change to the information to be recorded respectively under sub-rule (a) or (b), and the National Secretary will, within 28 days of being notified, amend the records to incorporate the change to the recorded information.

(e) The Membership Register is:

(i) in the event of an Industrial Member failing to notify a change of information under sub-rule (d), conclusive proof under these rules of the matters set out in the Membership Register; and

(ii) proof of the financial status of a Member until the contrary is proven.

(f) The record kept by the National Secretary is:

(i) in the event of a Member ~~member~~ other than an Industrial Member failing to notify a change of information under sub-rule (d), conclusive proof under these rules of the matters set out in the record; and

(ii) proof of the financial status of a Member other than an Industrial Member~~member~~ until the contrary is proven.

SECTION 4C: RESIGNATION AND CESSATION

24. RESIGNATION OF MEMBERS

(a) A Member may resign by written notice addressed and delivered to the National Secretary.

(b) A Notice of resignation of an Industrial Member takes effect:

(i) if the Member ceases to be eligible to become a Member on the day:

(A) the notice is received by the Union; or

(B) specified in the notice, which is a day not earlier than the day when the member ceases to be eligible to become a Member,

whichever is later, or

(ii) in any other case:

(A) at the end of two (2) weeks after the notice is received by the Union; or

(B) on the day specified in the notice,

whichever is later.

(c) A Membership Contribution or fee payable, but not paid by a former Member in relation to a period before the member's resignation from the Union took effect, may be sued for and recovered by the Union, in a court of competent jurisdiction, as a debt owed to the Union.

(d) A notice delivered to the National Secretary under sub-rule (a) is deemed to have been received by the Union when it was delivered.

(e) A notice of resignation that has been received by the Union is not invalid because it was not addressed and delivered in accordance with sub-rule (a).

(f) A Member's resignation is valid, although not effected in accordance with this rule, if the Member is informed in writing by, or on behalf of, the Union that the resignation has been accepted.

(g) The National Executive may accept the resignation of a Member and release the Member from some or all outstanding obligations to the Union, irrespective of whether these rules have been complied with.

(h) The National Executive may, without limitation to rule 65, by Administrative Regulation determine circumstances where the release of a Member from some, or all, outstanding obligations to the Union is to occur under sub-rule (g).

25. CESSATION OF MEMBERSHIP

(a) An Industrial Member ceases to be an Industrial Member if the member:

(i) has not, where required to do so, paid their Membership Contribution for a continuous period of 24 months since the Membership Contribution became payable; or

(ii) resigns; or

(iii) is to be removed in accordance with section 171A of the Act; or

(iv) dies; or

(v) has their membership terminated under these rules.

(b) Without limiting sub-rule (a) an Industrial Member also ceases to be an Industrial Member if they:

(i) are not financial under sub-rules 20(d) or 20(e); and

(ii) have been given notice under paragraph 20(f)(i); and

(iii) have been advised by the National Secretary under paragraph 20(f)(ii); and

(iv) have not made payment of arrears within the period of 14 days following the National Secretary giving the advice under paragraph 20(f)(ii).

(c) A Member, other than an Industrial Member, ceases to be a Member if the member:

(i) resigns; or

(ii) has not paid their fee for a period of 12 weeks or more; or

(iii) dies; or

(iv) has their membership terminated under these rules,

and their name will be removed from the membership records.

26. PURGING THE MEMBERSHIP REGISTER

(a) The National Secretary will, when directed by the National Executive, promptly annotate the Membership Register with the word 'Purged' in relation to the entry for an Industrial Member that the National Executive determines is no longer eligible for membership and will seven (7) years following, remove the name of the respective Industrial Member from the Membership Register.

(b) The National Secretary will promptly annotate the Membership Register with the word 'Purged' in relation to the entry for an Industrial Member whose membership has ceased under:

(i) rule 25(a)(ii) – (v); and

(ii) rule 25(b),

and will seven (7) years following, remove the name of the respective Industrial Member from the Membership Register.

(c) The National Secretary will give notice to the respective Industrial Member under sub-rule (a) of the entry on the Membership Register and that they are a purged member.

(d) The National Secretary will, in accordance with the Act, remove from the Membership Register a member whose membership has ceased under rule 25(a)(i).

(e) A person whose entry on the Membership Register has been marked 'Purged' is no longer a member under these rules.

~~(a) The National Secretary will, when directed by the National Executive, promptly remove from the Membership Register an Industrial Member that the National Executive determines is no longer eligible for membership.~~

~~(b) The National Secretary will give notice to an Industrial Member removed from the Membership Register under sub-rule (a) of their removal.~~

~~(c) The National Secretary will, in accordance with the Act, remove from the Membership Register a member whose membership has ceased under rule 25(a)(i).~~

~~(d) The National Secretary will remove from the Membership Register an Industrial Member whose membership has ceased under:~~

~~(i) rule 25(a)(ii) – (v); and~~

~~(ii) rule 25(b).~~

~~(e) A person removed from the Membership Register, under these rules, is no longer a member.~~

SECTION 5: GOVERNING BODIES AND THEIR OPERATION

27. UNION – POWERS

(a) The Union may exercise all the powers of a body incorporated as a registered organisation under the Act.

28. ADVANCE THE OBJECTS

(a) In this rule the words in column A have the meaning assigned opposite in column B:

A	B
Governing Body	severably the: • National Congress; and • National Executive; and • National Administrative Committee

(b) The Governing Bodies will, subject to these rules, conduct the business of the Union and advance the Objects.

29. COMPOSITION OF THE NATIONAL CONGRESS

(a) In this rule the words in column A have the meaning assigned opposite in column B:

A	B
Congress Delegate Quota	the number resulting from dividing the number of ~~January~~ November Electorate Members of a Respective Electorate by the number of Congress Delegates for the Respective Electorate set out in column D of sub-rule (c) rounded up to the nearest whole number
~~January Electorate Members~~ November Electorate Members	the Financial Industrial Members who were attached to a Relevant Electorate on the first business day in November of the year immediately prior to the Quadrennial Election Commencement Day~~the Financial Industrial Members who were Members attached to a Relevant Electorate as at the last business day in January immediately prior to the Quadrennial Election Commencement Day~~

Relevant Electorate	for: • a Geographical Electorate, severably those electorates set out in rule 6(d); and • an Employment Electorate, severably those electorates set out in rule 6(c); and • an Occupational Electoral, severably those electorates set out in rule 6(e)
Respective Electorate	severably each of: • all the Geographical Electorates; and • all the Employment Electorates; and • all the Occupational Electorates

(b) Congress Delegates are to be elected each four (4) years at the Quadrennial Elections.

(c) The National Congress is notionally comprised, as the actual number of National Congress Delegates is subject to sub-rules (d), (e) and (f) and these rules, of that number of Congress Delegates set out in column D elected by the Financial Industrial Members attached to the Electorates set out in column C:

C	D
Geographical Electorates	20 Congress Delegates
Employment Electorates	42 Congress Delegates
Occupational Electorate	20 Congress Delegates

(i) that number of Congress Delegates set out in column F elected by, and from, the Financial Industrial Members attached to the Special Electorates set out in column E:

E	F
Special Electorate – Regional and Remote Communities	10 Congress Delegates
Special Electorate – identify as LGBTQIA+	2 Congress Delegates
Special Electorate – identify as First Nation	2 Congress Delegates
Special Electorate – have a Disability	2 Congress Delegates
Special Electorate – are Young Adults	2 Congress Delegates

(d) The Financial Industrial Members attached to a Relevant Electorate are entitled to elect one (1) Congress Delegate, from the Financial Industrial Members attached to that Relevant Electorate, for each whole Congress Delegate Quota of Financial Industrial Members attached to that Relevant Electorate.

(e) Despite sub-rule (d), a Relevant Electorate with less than one (1) whole Congress Delegate Quota of Financial Industrial Members attached to that Relevant Electorate is entitled to elect one (1) National Congress Delegate from the Financial Industrial Members attached to that Relevant Electorate.

(f) At least 50% of the Congress Delegates elected from a Respective Electorate and a Special Electorate, other than the Special Electorate~~,~~ identify as LGBTQIA+, must be women.

(g) The National Congress may, on the recommendation of the National Executive, admit as an observer to the National Congress an Industrial Member who is attached to an Emerging Group.

(h) An Industrial Member admitted as an Observer:

(i) is entitled to attend the National Congress; and

(ii) may address the National Congress only if, and for so long as, the National President determines; and

(iii) is not entitled to move, second or vote on business before the National Congress.

30. NATIONAL CONGRESS – POWERS

(a) The National Congress may, subject to this rule, exercise the powers of the Union.

(b) The National Congress will, subject to these rules, conduct the business of the Union and advance the Objects.

(c) Without limiting sub-rule (a), but subject to sub-rule (d), the National Congress will:

(i) determine the strategic goals for the Quadrennial Term in which it is elected; and

(ii) elect the:

(A) Executive Officers; and

(B) National Executive Members.

(d) Despite sub-rule (a), the National Congress cannot exercise a power:

(i) that relates to the financial management of the Union; or

(ii) expressly reserved by these rules to be only exercised by the National Executive; or

(iii) expressly reserved by these rules to be only exercised by the National Administrative Committee; or

(iv) expressly reserved by these rules to be only exercised by an Executive Officer.

(e) A determination of the National Congress binds the Officers and Members.

31. MEMBER ACTIVISM

(a) In this rule the words in column A have the meaning assigned opposite in column B:

A	B
Emerging Group	severably, subject to sub-rule (f)(i): • Industrial Members who identify as being culturally & linguistically diverse; and

	• Industrial Members who identify as having a significant interest in workers' political affairs; and • Industrial Members who identify as having a significant interest in environmental matters; and • Industrial Members who identify as having a significant interest in gender equity; and • Industrial Members who identifying as having a significant interest in workplace health and safety; and • Industrial Members who identify as having a significant interest in human rights issues
Governing Body	severably the: • National Executive; and • National Administrative Committee
Opportunities	the type of matters and things set out in sub-rule (c)

(b) Without limitation to the powers of the National Congress under rule 30, the National Congress also has the purpose of ensuring that Opportunities for the democratic participation of Industrial Members in the business of the Union are actively pursued and maximised, having regard to factors such as:

(i) equity; and

(ii) diversity; and

(iii) activism of Industrial Members; and

(iv) leadership by Industrial Members; and

(v) upholding the right of Industrial Members to be active in the Union.

(c) Opportunities include forming:

(i) groups to advance Union campaigns or growth; and

(ii) groups to assist in organising around common all-of-union campaigns for broader industrial, social and political change; and

(iii) industry campaign committees at local and national levels to provide insight, advice and/or recommendation on industry campaigning; and

(iv) enterprise campaign committees at local and national levels to provide insight, advice and/or recommendation on enterprise campaigning; and

(v) community committees or councils formed to build solidarity across membership in a locality, area or region; and

(vi) groups of Industrial Members across a locality/region or area with communities of interest, to come together to strengthen and advance the Objects around social justice, equity and diversity.

(d) Neither sub-rules (b) or (c) limit the power of the National Executive to consider an application by Members for the creation of a body that Members consider appropriate to advance the Objects and to build activism and growth.

(e) A council, group or committee formed under sub-rule (c) or other body under sub-rule (d) is to be treated as a Union Sub-Committee formed under rule 36.

(f) The National Executive may determine to:

(i) alter the Emerging Groups; and

(ii) assist the development of an Emerging Group; and

(iii) attach Industrial Members to an Emerging Group; and

(iv) provide for an Emerging Group to become an Electorate or Special Electorate under these rules.

(g) The Emerging Groups under these rules will be as the National Executive determines under sub-rule (f)(i) subject to a further determination being made under sub-rule (f)(i).

(h) Without limitation to sub-rules (b) or (c) the National Executive will, for each Section, form an enterprise campaign committee under paragraph (c)(iv) to, in consultation with the members attached to a respective Section and the Officers:

(i) advise on the issues to be included in an enterprise bargaining campaign for the respective Section; and

(ii) recommend to the members of the enterprise to approve, or reject, a proposed enterprise bargain for the respective Section.

(i) Despite sub-rule (h) the National Executive is not bound to accept the advice and/or recommendation of an enterprise campaign committee of a respective Section in determining the issues to be included in an enterprise bargaining campaign or whether a proposed enterprise bargain should be approved or rejected for the respective Section.

(j) For the purposes of promoting member activism a special general meeting of the Financial Industrial Members attached to a respective ~~Section,Electorate~~Section, Electorate or Special Electorate is to be called by the National Secretary:

(i) on the National Secretary's determination and in relation to proposed business; or

(ii) when the National Secretary is requested by a Governing Body with the request setting out the proposed business; or

(iii) when a written request, setting out the proposed business, is received by the National Secretary from, and signed by, 10 per centum (10%) or 200 Financial Industrial Members, whichever is the lesser, attached to the respective ~~Section,Electorate~~Section, Electorate or Special Electorate.

(k) A special general meeting requested under paragraphs (j)(ii) or (iii) is to be held within two (2) months of the date of the request being received by the National Secretary.

(l) A special general meeting of the Financial Industrial Members attached to a respective Section, Electorate or Special Electorate to be held under this rule may be conducted as a series of meetings held at different times and locations as determined by the National Secretary.

(m) A notice of a special general meeting to be held under this rule is to be given to the respective Financial Industrial Members:

(i) by publication on the Union Website not less than seven (7) days prior to the date of the meeting or first meeting to be held in a series of meetings (Aggregated Meeting); and

(ii) advising the date, time and place of the meeting(s); and

(iii) setting out the proposed business.

(n) A quorum for a special general meeting to be held under this rule is ten per centum (5%) or 75, Financial Industrial Members, whichever is the lesser, attached to the respective Electorate or Special Electorate and in attendance at the Aggregated Meeting.

(o) A special general meeting to be held under this rule may only deal with the business set out in the notice under sub-rule (m).

(p) The National Executive will, subject to this rule, determine in relation to a special general meeting to be held under this rule how:

(i) it will be chaired; and

(ii) it will conduct its business.

(q) Determinations made at a special general meeting to be held under this rule are by majority of the Financial Industrial Members attached to the respective Section, Electorate or Special Electorate and in attendance at the Aggregated Meeting, with each respective Financial Industrial Member being entitled to cast a single vote in a ballot conducted at the Aggregated Meeting.

(r) Where the respective Financial Industrial Members make a determination under sub-rule (q) that determination is:

(i) recommendatory only; and

(ii) must be promptly provided by the National Secretary to the National Executive; and

(iii) considered by the National Executive as soon as is practicable.

32. COMPOSITION OF THE NATIONAL EXECUTIVE

(a) The National Executive is elected by, and from, the Congress Delegates, and consists of the:

(i) Executive Officers; and

(ii) National Executive Members.

(b) The National Executive may, but during a Quadrennial Term can only do so at least four (4) months prior to the Quadrennial Election, determine the size of the National Executive with the minimum size being 10 members and the maximum size being 14 members, inclusive of the members provided for in sub-rule (a)(i).

~~(b) The National Executive will, at least four (4) months prior to the Quadrennial Election, determine the size of the National Executive with the minimum size being 10 members and the maximum size being 14 members, inclusive of the members provided for in sub-rule (a)(i).~~

~~(c) The size of the National Executive determined under sub-rule (b) will, subject to sub-rule (d), be the size of the National Executive during the Quadrennial Term for the purposes of these rules.~~

(c) The size of the National Executive determined under sub-rule (b) will, subject to sub-rule (d), be the size of the National Executive under these rules.

(d) Despite sub-rule (b), but subject to sub-rule (e), nothing prevents the National Executive determining, between meetings of the National Congress, in the circumstances of a casual vacancy arising in the office of National Executive Member, that the vacant office not be filled.

(e) At least 50% of the National Executive must be women.

33. POWERS OF THE NATIONAL EXECUTIVE

(a) The National Executive is the committee of management of the Union.

(b) The National Executive may, subject to rule 30, exercise the powers of the National Congress between meetings of the National Congress.

(c) The power to:

(i) determine the Membership Contribution; and

(ii) appoint the Returning Officer; and

(iii) appoint the Auditor,

may only be exercised by the National Executive.

(d) Without limiting the power under sub-rule (a), the National Executive has the power, subject to these rules, to:

(i) alter these rules; and

(ii) call meetings of the National Congress; and

(iii) determine, consistent with rule 36, the three (3) National Executive Members who are to be members of the Governance Finance and Risk Committee, determine the functions to be delegated to the committee and how the committee will conduct its business; and

(iv) establish Union Sub-Committees to assist the National Executive in discharging its obligations; and

(v) determine a code of conduct to apply to the Officers and Members; and

(vi) approve the terms and conditions of engagement of:

(A) Executive Officers; and

(B) Union Employees; and

(vii) determine to establish a retired members association, provided that such an association as may be established must itself advance the Objects; and

(viii) determine a procurement policy for the Union; and

(ix) determine appeals from a determination of:

(A) the National Administrative Committee; and

(B) an Executive Officer.

(e) The powers under sub-rule (d) will only be exercised by the National Executive.

(f) The National Executive:

(i) may determine Policy; and

(ii) may allocate Members to membership categories; and

(iii) will oversee the financial administration of the Union; and

(iv) will oversee the conduct of the business of the Union.

(g) The National Executive has, subject to these rules, the power to vary a determination of:

(i) the National Administrative Committee; or

(ii) an Executive Officer.

(h) Despite ~~sub-rule (b)~~ sub-rules (b) and (g), the National Executive cannot exercise a power expressly reserved by these rules to only be exercised by:

(i) the National Congress; or

(ii) the National Administrative Committee; or

(iii) an Executive Officer.

(i) The National Executive has the other powers provided under these rules.

(j) A determination of the National Executive binds the Officers and Members.

(k) The National Executive will, at least four (4) months prior to the Quadrennial Election, determine whether team nominations will be permitted for the Quadrennial Election of the:

(i) National Congress; and

(ii) National Executive.

34. COMPOSITION OF THE NATIONAL ADMINISTRATIVE COMMITTEE

(a) The National Administrative Committee is comprised of:

(i) the National President; and

(ii) the National Secretary; and

(iii) two (2) National Assistant Secretaries.

(b) The National Executive may, without otherwise limiting its powers under these rules, prior to filling a casual vacancy in an office of National Assistant Secretary:

(i) determine that the office not be filled; or

(ii) if the office has been held on a full-time basis, determine that the office be held on a part-time or honorary basis; or

(iii) where the office has been held on a part-time or honorary basis, determine that the office be held on a full-time basis.

(c) Where a determination is made under paragraph (b)(iii) the casual vacancy must be filled by an election under these rules.

(d) Once a determination is made under sub-rule (b), the:

(i) number of Assistant National Secretaries; and

(ii) whether an Assistant National Secretary is part time or honorary,

will be maintained under these rules, subject to a subsequent determination being made under sub-rule (b).

(e) At least one (1) of the offices under paragraph (a)(i) and (ii) must be held by a woman.

(f) Where there are two (2) offices of National Assistant Secretary at least one (1) of those offices must be held by a woman, unless both the offices under paragraph (a)(i) and (ii) are held by women.

35. POWERS OF THE NATIONAL ADMINISTRATIVE COMMITTEE

(a) The National Administrative Committee has the power delegated to it by the National Executive.

(b) The members of the National Executive will be regularly informed of the determinations of the National Administrative Committee.

(c) A determination of the National Administrative Committee binds the Officers and Members.

36. UNION SUB-COMMITTEES

(a) The National Executive may, subject to this rule, establish or revoke a Union Sub-Committee.

(b) A determination of a Union Sub-Committee does not bind the Union and is recommendatory only.

(c) A Union Sub-Committee can only consider the matters determined by the National Executive or the National Administrative Committee.

(d) The National Executive will determine the Officers (if any) who will comprise a Union Sub-Committee.

(e) Sub-rule (d) does not prevent the National Executive from appointing a Member, with the Member's consent, to a Union Sub-Committee.

(f) A Union Sub-Committee is responsible to, and under the control of, the National Executive, provided that the National Executive may delegate its responsibility to the National Administrative Committee.

(g) The National Executive will, subject to these rules, determine in relation to a Union Sub-Committee how:

(i) frequently it will meet; and

(ii) it will be called, including that it can be called by the Chair of the Sub-committee; and

(iii) it will meet; and

(iv) it will be chaired; and

(v) it will conduct its business; and

(vi) it will be resourced; and

(vii) it will report; and

(viii) often it will report.

(h) At least 50% of the members of a Union Sub-Committee must be women.

(i) The National Executive may, without limitation to rule 65, by Administrative Regulation determine to provide for matters under sub-rule (g).

(j) The Governance, Finance and Risk Committee is a standing Union Sub-Committee and, subject to where these rules already provide for the matters set out under sub-rule (g), the National Executive will make a determination under sub-rule (g) in relation to the Governance, Finance and Risk Committee.

(k) The CBA/RBA Advisors Committee is a standing Union Sub-Committee and, subject to where these rules already provide for the matters set out under sub-rule (g), the National Executive will make a determination under sub-rule (g) in relation to the CBA/RBA Advisors Committee.

(l) Despite sub-rules (d) and (h), and subject to these rules, the members of the CBA/RBA Advisors Committee will be the ~~Conference~~ Congress Delegates elected, and holding office, respectively for the CBA Section and the RBA Section.

37. AN ORDINARY MEETING OF A GOVERNING BODY

(a) In this rule the words in column A have the meaning assigned opposite in column B:

A	B
Governing Body	severably the: • National Congress; and • National Executive; and • National Administrative Committee; and • Governance, Finance and Risk Committee; and • CBA/RBA Advisors Committee
Ordinary Meeting	a programmed meeting of a Governing Body that is not a special meeting or an out of session meeting

Agenda and Scheduling

(b) An Ordinary Meeting will be held for the Governing Body set out in column C on at least the number of occasions set out opposite in column D:

C	D
National Congress	one (1) each Quadrennial Term
National Executive	four (4) each year of the Quadrennial Term
National Administrative Committee	12 each year of the Quadrennial Term
Governance, Finance and Risk Committee	four (4) each year of the Quadrennial Term
CBA/RBA Advisors Committee	two (2) each year of the Quadrennial Term

National Congress

(c) The Ordinary Meeting of the National Congress will be held in the 12 months following the Quadrennial Election at the time that the National Executive determines.

(d) The National Secretary will give the Congress Delegates, at least 28 days' notice of a meeting under sub-rule (c).

(e) The National Secretary will formulate, in consultation with the National Executive, an agenda setting out the business to be dealt with at the Ordinary Meeting of the National Congress and will provide the agenda and associated papers to Congress Delegates prior to the commencement of a meeting under sub-rule (c).

National Executive

(f) An Ordinary Meeting of the National Executive will be held at a date and time to be determined by the National Executive.

(g) The members of the National Executive will be notified in writing by the National Secretary of the time, date, place and agenda of a meeting under sub-rule (f).

(h) The National Secretary will give members of the National Executive notice of a meeting under sub-rule (f) as practicable, but at least seven (7) days' notice must be given by the means available.

National Administrative Committee

(i) An Ordinary Meeting of the National Administrative Committee will be held at a date and time to be determined by the National Secretary.

(j) The members of the National Administrative Committee will be notified in writing by the National Secretary of the time, date, place and agenda of a meeting under sub-rule (i).

(k) The National Secretary will give members of the National Administrative Committee notice of a meeting under sub-rule (i) as practicable, but at least three (3) days' notice must be given by the means available.

Attendance and Quorum

(l) An Ordinary Meeting will be held at the Principal Office of the Union unless the National Secretary or the National Executive determines that another location is more convenient and is to be conducted by a method by which the respective members of the Governing Body can communicate each with each other.

(m) The quorum for an Ordinary Meeting is 50% of the total number of persons holding office on the Governing Body, plus one (1).

(n) Subject to sub-rule (o), if no quorum is present at an Ordinary Meeting within 30 minutes after the time fixed for the commencement of the meeting, the meeting is adjourned for seven (7) days to the Principal Office at the same time for commencement and if no quorum is present, within 15 minutes of the time for commencing the meeting, the meeting will lapse.

(o) If, at an Ordinary Meeting of the National Executive no quorum is present at the expiry of 30 minutes after the time fixed for the commencement of the meeting, then:

(i) the meeting will be adjourned, as determined by the National Secretary, for not less than one (1) day nor more than five (5) days; and

(ii) the respective members will be given notice by the National Secretary, by the means available, of the date, time and place to which the meeting has been adjourned; and

(iii) if at the adjourned meeting no quorum is present, those present are quorum for the purpose of the business to be determined.

(p) The Union must pay reasonable travel expenses to an Officer attending an Ordinary Meeting.

Voting

(q) A question arising at an Ordinary Meeting will wherever possible be determined by consensus, provided that a question arising at the meeting which cannot be determined by consensus will, unless these rules otherwise require, be determined by a simple majority of the votes entitled to be cast by those present, in person or under these rules by proxy, and entitled to vote at the meeting.

(r) A member of the Governing Body, including the Chair, has a deliberative vote only at an Ordinary Meeting.

Late Items of Business

(s) Subject to sub-rule (t), items of business not included in the agenda for an Ordinary Meeting can only be considered at the Ordinary Meeting if a three-quarter (3/4) majority of the Officers in attendance at the Ordinary Meeting of the respective Governing Body determine to do so.

(t) The National Administrative Committee can, at an Ordinary Meeting, consider items of business not included in the agenda if a one-half (1/2) majority of the Officers in attendance at the Ordinary Meeting determine to do so.

Waiver of Notice

(u) A member of a Governing Body may, at any time, waive their entitlement to the period of notice required in relation to an Ordinary Meeting.

38. A SPECIAL MEETING OF A GOVERNING BODY

(a) In this rule the words in column A have the meaning assigned opposite in column B:

A	B
Governing Body	severably the: • National Congress; and • National Executive; and • National Administrative Committee; and • Governance, Finance and Risk Committee; and • CBA/RBA Advisors Committee
Special Meeting	a meeting of a Governing Body that is not an ordinary meeting or out of session ballot

Calling

(b) A Special Meeting of the National Congress will be held on the requisition of at least:

(i) 20% of the Congress Delegates; or

(ii) 66% of the members of the National Executive.

(c) A Special Meeting of the National Executive will be held as soon as practicable on the requisition of:

(i) the National President, when the National President considers that a matter of business needs urgent attention; or

(ii) the National Secretary, when the National Secretary considers that a matter of business needs urgent attention; or

(iii) five (5) members of the National Executive, when those members consider that a matter of business needs urgent attention.

(d) A Special Meeting of the National Administrative Committee will be held as soon as practicable on the requisition of:

(i) the National President, when the National President considers that a matter of business needs urgent attention; or

(ii) the National Secretary, when the National Secretary considers that a matter of business needs urgent attention; or

(iii) three (3) members of the National Administrative Committee, when those members consider that a matter of business needs urgent attention.

(e) A Special Meeting of the Governance, Finance and Risk Committee or the CBA/RBA Advisors Committee will be held as soon as practicable on the requisition of:

(i) the National President when the National President considers that a matter of business needs urgent attention; or

(ii) the National Secretary when the National Secretary considers that a matter of business needs urgent attention.

(f) A requisition under sub-rules (b), (c), (d) or (e) must set out the business to be dealt with at the Special Meeting and be provided to the National Secretary.

Notice

(g) The National Secretary will give the members of a respective Governing Body notice of a Special Meeting as is practicable provided that, for a Special Meeting of the:

(i) National Congress at least 14 days' notice must be given; and

(ii) National Executive at least 48 hours' notice must be given; and

(iii) National Administrative Committee at least 24 hours' notice must be given; and

(iv) Governance, Finance and Risk Committee at least 48 hours' notice must be given; and

(v) CBA/RBA Advisors Committee at least 72 hours' notice must be given.

Business

(h) The only business to be dealt with at a respective Special Meeting is the business respectively requisitioned under sub-rules (b), (c), (d) or (e).

Conduct

(i) A Special Meeting will be held at the Principal Office unless the National Secretary determines that another location is more convenient.

(j) A Special Meeting is to be conducted by a method by which the members of the Governing Body can communicate each with each other.

(k) The quorum for a Special Meeting is a simple majority of the members of the Governing Body, who are entitled to attend and vote at the meeting, plus one (1).

(l) If, at a Special Meeting, no quorum is present within 30 minutes after the time fixed for the commencement of the Special Meeting, the meeting lapses.

Voting

(m) A question arising at a Special Meeting will wherever possible be determined by consensus, provided that a question arising at the meeting which cannot be determined by consensus will, unless these rules otherwise require, be determined by a simple majority of the votes entitled to be cast by those present, in person or under these rules by proxy, and entitled to vote at the meeting.

(n) A member of the Governing Body, including the Chair, has a deliberative vote only at a Special Meeting.

Waiver of Notice

(o) A member of a Governing Body may, at any time, waive their entitlement to the period of notice required in relation to a Special Meeting.

39. PROXY

(a) In this rule the words in column A have the meaning assigned opposite in column B:

A	B
Governing Body	National Executive

(b) A member of a Governing Body unable to attend a meeting of the Governing Body will notify the National Secretary.

(c) A meeting of a Governing Body under this rule does not include an out-of-session ballot.

(d) A member of a Governing Body who is unable to be present at the whole, or any part, of a meeting or participate in a ballot at a meeting of the Governing Body may, subject to this rule, in writing or by e-mail give notice to the National Secretary that they appoint another member of the Governing Body to act as their proxy.

(e) A member of a Governing Body may, at a meeting of the Governing Body, exercise no more than one (1) proxy vote at a meeting of the Governing Body.

(f) The notice under sub-rule (d) must be made at least 24 hours prior to the commencement of the meeting the proxy is to attend.

(g) The appointment of a proxy under sub-rule (d) may be for:

(i) a single meeting; or

(ii) a single ballot; or

(iii) a period of time.

(h) A proxy has, in relation to the meeting for which they are appointed under sub-rule (d), all the powers of the Officer they represent.

(i) A member of a Governing Body, appointed as a proxy under sub-rule (d), is entitled to exercise their own vote together with the vote of the Officer for whom they are appointed as proxy.

(j) An Officer appointing a proxy under this rule must, as far as they are practically able to, have regard to these rules where they provide that the members of the respective Governing Body must at least be 50% women.

40. A DETERMINATION OF A GOVERNING BODY OUT OF SESSION

(a) In this rule the words in column A have the meaning assigned opposite in column B:

A	B
Governing Body	severably the: • National Congress; and • National Executive; and • National Administrative Committee

(b) An out of session ballot of a Governing Body may be conducted where the National Secretary considers that a matter needs to be dealt with expeditiously by a ballot of that Governing Body.

(c) Without limitation to sub-rule (b), the National Executive or the National Administrative Committee may direct the National Secretary to conduct an out of session ballot of a Governing Body, where it determines that a matter needs to be dealt with expeditiously by a ballot of that Governing Body.

(d) An out of session ballot is to be conducted by means of:

(i) post; and/or

(ii) e-mail; and/or

(iii) text message; and/or

(iv) other electronic communication; and/or

(v) a mixture of those means.

(e) Where an out of session ballot of a Governing Body is conducted:

(i) the National Secretary will determine a time limit within which the ballots must be received, but which is no less than seven (7) days, provided that the National Secretary may determine a shorter time limit for e-mail/text message/other electronic communication ballots; and

(ii) in a ballot for a Governing Body 50% of the members of the Governing Body casting a ballot plus one (1) in the time limited under paragraph (i), constitutes a quorum; and

(iii) determination of the ballot will, unless these rules otherwise require, be by simple majority of the votes cast.

41. ORDER OF BUSINESS

(a) In this rule the words in column A have the meaning assigned opposite in column B:

A	B
Governing Body	severably the: • National Congress; and • National Executive; and • National Administrative Committee; and • Governance, Finance and Risk Committee; and

	• CBA/RBA Advisors Committee
Ordinary Meeting	a programmed meeting of a Governing Body that is not a special meeting or an out of session meeting
Special Meeting	a meeting of a Governing Body that is not an ordinary meeting or out of session ballot

(b) The standing order for an Ordinary Meeting, unless the meeting determines to adopt a different order, is:

(i) attendance and apologies; and

(ii) minutes; and

(iii) business arising out of the minutes; and

(iv) correspondence; and

(v) financial statements and accounts; and

(vi) reports; and

(vii) business as notified; and

(viii) general business on notice.

(c) The standing order for a Special Meeting is:

(i) attendance and apologies; and

(ii) business as notified.

42. CHAIR OF A GOVERNING BODY MEETING

(a) In this rule the words in column A have the meaning assigned opposite in column B:

A	B
Governing Body	severably the: • National Congress; and • National Executive; and • National Administrative Committee

(b) This rule does not apply to a meeting held out of session.

(c) The chair of a meeting of a Governing Body is the National President.

(d) Despite sub-rule (c), if the National President is either not present within 15 minutes of the time the meeting is to commence, or if present is unable or unwilling to chair, then the meeting will elect a member of the Governing Body to chair the meeting.

(e) A person chairing a meeting of a Governing Body will:

(i) exercise the powers of the chair under Schedule 3; and

(ii) ensure the meeting is conducted with propriety; and

(iii) ensure the meeting is conducted with impartiality; and

(iv) take the steps necessary to conduct the business of the meeting effectively and efficiently.

43. MINUTE BOOK

(a) In this rule the words in column A have the meaning assigned opposite in column B:

A	B
Governing Body	severably the: • National Congress; and • National Executive; and • National Administrative Committee; and • Governance, Finance and Risk Committee; and • CBA/RBA Advisors Committee

(b) The minutes of each meeting of a Governing Body, which are the record of the proceedings and resolutions of meetings of the Governing Body, will be prepared as soon as practicable by the National Secretary and provided to each member of the Governing Body.

(c) Despite sub-rule (b), the minutes of the:

(i) Governance, Finance and Risk Committee; and

(ii) CBA/RBA Advisors Committee,

will be prepared by a member of the respective committee in attendance at the respective meeting and appointed by the committee as a minute secretary for the purposes of that meeting.

(d) Upon confirmation at the next meeting of the Governing Body, the minutes will be signed by the chair of that meeting.

(e) A copy of the minutes of each Governing Body meeting will, upon their being confirmed:

(i) be forwarded to each member of the respective Governing Body; and

(ii) be forwarded, if minutes of the Governance, Finance and Risk Committee, to the members of the National Executive; and

(iii) be stored at, or if kept in electronic form and be accessible at, the Principal Office during Business Hours; and

(iv) are prima facie evidence under these rules of the matters set out in them.

(f) The minutes of each meeting of a Governing Body will be prepared in compliance with the Act.

44. RULES OF DEBATE

(a) In this rule the words in column A have the meaning assigned opposite in column B:

A	B
Governing Body	severably the: • National Congress; and • National Executive; and

	• National Administrative Committee; and • Governance, Finance and Risk Committee; and • CBA/RBA Advisors Committee

(b) The rules of debate set out in Schedule 3 will be adhered to as far as practicable at all meetings of a Governing Body.

SECTION 6: OFFICERS AND REPRESENTATIVES OF THE UNION

45. GENERAL OBLIGATIONS OF OFFICERS

(a) In this rule the words in column A have the meaning assigned opposite in column B:

A	B
Determinations	are the determinations of a Governing Body made under these rules
Governing Body	severably the: • National Congress; and • National Executive; and • National Administrative Committee

(b) An Officer must:

(i) advance the Objects; and

(ii) comply with and uphold these rules; and

(iii) abide by Determinations.

(c) Without limitation to sub-rule (b), an Executive Officer:

(i) must report to the National Administrative Committee on all matters undertaken by the Executive Officer between ordinary meetings of the National Administrative Committee; and

(ii) must report to the National Executive on all matters undertaken by the Executive Officer between ordinary meetings of the National Executive; and

(iii) must perform further duties determined by the National Executive; and

(iv) is responsible to the Members, the National Congress, the National Executive and the National Administrative Committee for ensuring the implementation of Determinations.

(d) An Executive Officer is:

(i) full-time; and

(ii) paid.

(e) An Executive Officer during their term of office:

(i) will not be employed other than by the Union; and

(ii) will not be engaged as a contractor; or

(iii) hold an office other than the Offices to which they are elected under these rules,

without the consent of the National Executive and on the conditions that the National Executive determines.

46. NATIONAL PRESIDENT

(a) In this rule the words in column A have the meaning assigned opposite in column B:

A	B
Governing Body	severably the: • National Congress; and • National Executive; and • National Administrative Committee

(b) The National President is to ensure these rules are upheld by Officers, Union Employees and Members.

(c) The National President, unless exceptional circumstances apply, will chair meetings of a Governing Body.

(d) The National President is an ex-officio member of each Union Sub-Committee and, if present, will chair meetings of a Union Sub-Committee.

(e) The National Administrative Committee will determine who will exercise the powers and perform the functions and duties of the National President:

(i) in the temporary absence of the National President; or

(ii) whenever the National President requests the National Administration Committee to do so,

provided nothing prevents the National Administrative Committee from determining under paragraph (i) in advance of a temporary absence.

(f) The National President will, in consultation with the other Executive Officers, ensure that opportunities are provided for Members to participate in local, sectional and regional meetings to obtain information on the activities of the Union.

(g) The National Executive will, subject to this rule, determine the Work Portfolio that the National President has responsibility for, either individually or with another Officer.

(h) The performance of the duty under sub-rule (g) is subject to the approval of the National Executive.

(i) Where the National President reasonably considers that these rules may not have been complied with by an Officer or Member, the National President may request the respective Officer or Member to:

(i) explain the non-compliance; and/or

(ii) correct the non-compliance; and/or

(iii) otherwise deal with the issue of non-compliance.

(j) The National President must promptly report to the National Executive a request made under sub-rule (i), and the response of the Officer or Member (as the case may be) to the request.

(k) The National President has the other powers and duties provided under these rules.

47. NATIONAL SECRETARY

(a) In this rule the words in column A have the meaning assigned opposite in column B:

A	B
Agents	an agent engaged to perform work for the Union
Contractor	a contractor or sub-contractor engaged to perform work for the Union
Governing Body	severably the: • National Congress; and • National Executive; and • National Administrative Committee; and • Governance, Finance and Risk Committee; and • CBA/RBA Advisors Committee

(b) The National Secretary will, subject to these rules, between the meetings of the National Executive Committee, conduct the business of the Union.

(c) Without limitation to sub-rule (b), the National Secretary has the power, and responsibility, to:

(i) action a determination of a Governing Body; and

(ii) commence an action in the name of the Union; and

(iii) defend an action in the name of the Union; and

(iv) maintain the records of the Union under the Act; and

(v) maintain the Financial Records under the Act; and

(vi) ensure compliance with the Act; and

(vii) provide notice, and make declarations, on behalf of the Union; and

(viii) notify industrial disputes under the Act; and

(ix) be the designated officer of the Union under the Act, subject to a determination of the National Executive that another Executive Officer perform the function.

(d) The National Secretary has the other powers and duties provided under these rules.

(e) The National Secretary is:

(i) a member of a Governing Body; and

(ii) an ex-officio member of each Union Sub-Committee and may attend meetings of such a committee to provide a report.

(f) The National Secretary will, subject to a determination of the National Executive:

(i) be responsible for appointing and dismissing a Union Employee, Contractor or Agent; and

(ii) administer appointments of representatives determined under rule 51.

(g) Despite sub-rule (f), the National Secretary has no power to dismiss a Union Employee who is an Officer, unless the Officer has been removed from their respective Office under these rules.

(h) Subject to this rule, a determination of the National Secretary, when exercising a power granted to the National Secretary under these rules, binds the Officers and Members.

(i) Despite ~~sub-rule (b)~~ sub-rules (b) and (h), the National Secretary cannot exercise a power expressly reserved by these rules to only be exercised by, respectively, the:

(i) National Congress; or

(ii) National Executive; or

(iii) National Administrative Committee; or

(iv) another Officer.

(j) The National Administrative Committee will determine who will exercise the powers and perform the functions and duties of the National Secretary:

(i) in the temporary absence of the National Secretary; or

(ii) whenever the National Secretary requests the National Administration Committee to do so,

provided nothing prevents the National Administrative Committee from determining under paragraph (i) in advance of a temporary absence.

48. NATIONAL ASSISTANT SECRETARY

(a) The National Executive will determine the:

(i) duties to be performed by a National Assistant Secretary; and

(ii) the Work Portfolio that a National Assistant Secretary has responsibility for, either individually or with other Officers.

(b) The performance of the duty under sub-rule (a) is subject to the approval of the National Executive.

49. NATIONAL EXECUTIVE MEMBER

(a) The National Executive will determine the:

(i) duties to be performed by a National Executive Member; and

(ii) whether a National Executive Member will have responsibility for a Work Portfolio, either individually or with another Officer, and if so the Work Portfolio.

(b) The performance of the duty under sub-rule (a) is subject to the approval of the National Executive.

50. OFFICERS REGISTER

(a) In this rule the words in column A have the meaning assigned opposite in column B:

A	B
Officer Information	the information about an Officer under sub-rule (b)

(b) The National Secretary will maintain an Officers Register containing, as far as the National Secretary is able to determine, the following information in relation to each Officer:

(i) name; and

(ii) postal address; and

(iii) occupation; and

(iv) other information required by the:

(A) Act; and/or

(B) National Executive; and/or

(C) National Administrative Committee.

(c) An Officer changing their Officer Information must notify the National Secretary who will, as soon as practicable and as required by the Act, amend the Officers Register.

(d) The Officers Register is, in the event of an Officer failing to notify a change of their Officer Information under this rule, conclusive proof under these rules of the matters set out in the Officers Register.

51. REPRESENTATIVES

(a) In this rule the words in column A have the meaning assigned opposite in column B:

A	B
Representative	is a representative appointed under sub-rule (b)

(b) Representation on bodies to which the Union is affiliated or on which the Union is represented will be determined by the National Executive.

(c) A Representative will hold their appointment, in the absence of a specified term:

(i) until the appointment is terminated by the National Executive; and

(ii) subject to the conditions determined by the National Executive.

(d) A Representative must, when acting as a Representative, conduct themselves:

(i) under these rules; and

(ii) in accordance with the determinations of the:

(A) National Executive; and

(B) National Secretary.

52. WORKPLACE REPRESENTATIVE

(a) In this rule the words in column A have the meaning assigned opposite in column B:

A	B
Governing Body	severably the: • National Congress; and • National Executive; and • National Administrative Committee

(b) A Workplace Representative may be appointed under this rule in a workplace of Industrial Members.

(c) A Workplace Representative, subject to this rule, includes a Financial Member who:

(i) is an Industrial Member and represents the Union in, or in part of, a workplace of Industrial Members; and/or

(ii) is a health and safety representative elected in accordance with Work Health and Safety Legislation,

and who has been appointed by the National Administrative Committee as a Workplace Representative.

(d) A Workplace Representative will perform the functions determined by the National Executive.

(e) The National Executive will determine:

(i) the functions to be performed by a Workplace Representative; and

(ii) how a Workplace Representative is to conduct themselves in the workplace.

(f) A Workplace Representative must comply with:

(i) these rules; and

(ii) Policy; and

(iii) a direction of a Governing Body; and

(iv) a direction of an Executive Officer.

(g) The National Executive will determine the training and resources to be provided to a Workplace Representative.

(h) The National Executive may determine to terminate the appointment of a Workplace Representative who fails to comply with:

(i) these rules; and/or

(ii) Policy; and/or

(iii) a direction of a Governing Body; and/or

(iv) a direction of an Executive Officer.

(i) A determination made in accordance with sub-rule (h) is final and cannot be appealed.

(j) The National Executive may, without limitation to rule 65, determine an administrative regulation in relation to Workplace Representatives, providing for:

(i) the circumstances in which appointment may be made; and/or

(ii) the procedures for appointment; and/or

(iii) how a Workplace Representative is to conduct themselves in the workplace; and/or

(iv) the training and resources to be provided to a Workplace Representative.

SECTION 7: ADMINISTRATION AND FINANCE

53. FINANCIAL YEAR

(a) The financial year for the Union is the year commencing 1 July and ending 30 June in the year following.

54. NATIONAL FUND

(a) In this rule the words in column A have the meaning assigned opposite in column B:

A	B
Asset	has the meaning provided by section 35 of the Act
National Fund	the property of the Union under sub-rule (d)
Union Amelioration Fund	CBA and RBA Amelioration Fund

(b) The Union may raise funds by Membership Contributions, fees, Levies, accretions to funds held, by investment and other lawful means.

(c) The funds of the Union will be held in a form convenient for attaining the Objects.

(d) The National Fund consists of:

(i) funds raised under sub-rule (b); and

(ii) fines recovered from Industrial Members; and

(iii) Assets,

provided that the Union Amelioration Fund does not form part of the National Fund.

(e) The National Fund may only be disbursed:

(i) for the management of the Union; and

(ii) to advance the Objects.

(f) The National Fund and the Union Amelioration Fund not presently required for disbursement under sub-rule (e) may be held in the form determined by the National Executive but must be held in the name of the Union.

(g) Despite sub-rule (f), a part of the National Fund or the Union Amelioration Fund held by an Officer, a Union Employee or a Member, whether expressed to be held in the name of the Union or not, is held on trust by that person for, and on behalf of, the Union.

(h) An Officer, a Union Employee or a Member must account to the Union for a part of the National Fund or the Union Amelioration Fund they hold under sub-rule (g).

(i) The National Secretary may direct an Officer, a Union Employee or a Member holding a part of the National Fund or the Union Amelioration Fund under sub-rule (g) to deliver that part of the National Fund or the Union Amelioration Fund (or as the case may be) to the Union, and that person must promptly comply with that direction.

(j) Subject to Policy and to sub-rule (l) the National Secretary and/or a National Assistant Secretary, together with such other members of the National Executive as only the National Executive may determine, may make investments, transfer funds and withdraw from the National Fund.

(k) Despite sub-rule (j), the National Executive may delegate authority to the National Secretary and/or a National Assistant Secretary to determine withdrawals from the National Fund, provided that such delegation provides only for withdrawals in relation to:

(i) recurrent expenditure; or

(ii) budgeted expenditure; or

(iii) specific expenditure; or

(iv) expenditure to a limit.

(l) Subject to sub-rule (j) and (k) all withdrawals from the National Fund must be approved by at least two (2) members of the National Executive.

(m) All items of expenditure from the National Fund, together with the respective tax invoice, will be presented to the next ordinary meeting of the National Administrative Committee following the expenditure being made.

(n) Reimbursements from the Union Amelioration Fund must be in accordance with rule 55.

55. UNION AMELIORATION FUND

(a) In this rule the words in column A have the meaning assigned opposite in column B:

A	B
Relative	a Spouse or Child of a CBA/RBA Industrial Member
CBA	the Commonwealth Bank of Australia and each of the company subsidiaries, company subsidiaries' respective, direct or indirect, current and future equity holders, representatives, affiliates, or limited partners, or assignees
CBA/RBA Industrial Member	an Industrial Member employed by the: • CBA; and • RBA
Child	includes an adopted child or a child to whom the member stood in place of a parent as at the date of death
RBA	the Reserve Bank of Australia
Spouse	includes a defacto spouse or similar partner in a same sex relationship and a statement signed by the CBA/RBA Industrial Member and by their spouse will be satisfactory proof of such a relationship
Union Amelioration Fund	CBA and RBA Sections' Amelioration Fund

(b) The Union Amelioration Fund will be held in an account entitled 'FSU Amelioration Fund Account'.

(c) The Union Amelioration Fund consists of:

(i) all of the funds of the CBOA Amelioration Fund (which prior to the amendments made to the FSU Rules in 2005 was titled the 'Commonwealth Bank Officers and Reserve Bank Officers Amelioration Fund) as at the date of amalgamation between the then CBOA and the FSU fixed pursuant to Section 253Q of the Act and all accretions to the Fund thereafter; and

(ii) interest, dividends or other income derived from the investment or use of the Union Amelioration Fund,

less disbursements and expenses incurred (if any) relating to the Union Amelioration Fund.

(d) The Union Amelioration Fund must only be disbursed under this rule.

(e) The National Administrative Committee may, only on a recommendation of the CBA/RBA Advisors Committee, make a mortuary benefit payment from the Union Amelioration Fund to a:

(i) CBA/RBA Industrial Member; or

(ii) Relative; or

(iii) beneficiary under the will of a CBA/RBA Industrial Member; or

(iv) a person who, in the opinion of the CBA/RBA Advisors Committee, has a valid claim,

upon the death of a CBA/RBA Industrial Member or a Relative.

(f) The National Administrative Committee may make any other payment from the Union Amelioration Fund to a CBA/RBA Industrial Member only on the recommendation of the CBA/RBA Advisors Committee to do so.

(g) Despite sub-rule (d), the National Administrative Committee may disburse funds from the Union Amelioration Fund for the benefit of Industrial Members where it is satisfied, by actuarial or other advice, that:

(i) the value of the Union Amelioration Fund exceeds the amount necessary to meet likely claims under sub-rule (e) and (f); and

(ii) there is no detriment to CBA/RBA Industrial Members; and

(iii) only on a recommendation of the CBA/RBA Advisors Committee to do so; and

(iv) provided that where the CBA/RBA Advisors Committee recommends the disbursement, the costs of the relevant advice will be a cost of the Union Amelioration Fund.

(h) If the National Administrative Committee determines to make payment under sub-rule (f) and/or (g) to an Industrial Member, that payment can be made:

(i) by way of non-refundable advance; or

(ii) upon such terms and conditions as to repayment, the payment of interest and the provision of security as the National Administrative Committee may determine.

(i) A recommendation of the CBA/RBA Advisors Committee does not bind the National Administrative Committee and is recommendatory only.

(j) Only the National ~~Administration~~ Administrative Committee may determine to make investments, transfer funds or withdraw from the Union Amelioration Fund.

(k) Subject to rule 2(j), all withdrawals from the Union Amelioration Fund must be approved by at least two (2) members of the National Executive.

(l) All items of expenditure, together with a tax invoice if applicable, from the Union Amelioration Fund will be presented to the next Ordinary Meeting of the National ~~Administration~~ Administrative Committee following the expenditure being made.

56. INDEMNITY AND INSURANCE

(a) The Union is responsible for the authorised acts of its Officers and Union Employees and may indemnify its Officers and Union Employees in respect of payments made and liabilities incurred by them, if the act, payment or liability respectively performed, made or incurred by an Officer or a Union Employee was:

(i) within the scope of the Officer's or the Union Employee's authority; and

(ii) in the ordinary and proper conduct of the business of the Union; and

(iii) in the honest and reasonable discharge of the Officer's or the Employee's respective office or employment; and

(iv) in good faith.

(b) The Union may, subject to the provisions contained in sub-rule (a), indemnify the persons mentioned in sub-rule (a) against liability for loss or damage, though the loss or damage may have occurred by reason of negligence, a reasonable mistake, error, oversight or omission on the part of the person concerned.

(c) A determination to grant indemnity under sub-clause (a) may only be made by the National Executive.

(d) To the extent permitted by the Act, the Union may insure and/or pay a premium on a policy of insurance for the Officers and Union Employees against liability that the Union indemnifies an Officer or a Union Employee for under this rule.

(e) An Officer may vote in favour of a resolution that the Union grant an indemnity pursuant to sub-rule (b), take insurance and/or pay the premiums on an insurance policy pursuant to sub-rule (c), even though the Officer has a direct and material interest in the outcome of the resolution.

(f) Nothing in this rule prevents the National Executive from:

(i) indemnifying persons who are not the subject of the indemnity provided under sub-rule (a); and/or

(ii) determining to grant indemnity in advance of payments being made and/or liabilities being incurred.

57. LOANS, GRANTS OR DONATIONS

(a) A loan, grant or donation of an amount exceeding $1,000.00 will not be made by the Union from the National Fund unless the National Executive:

(i) has satisfied itself:

(A) that the making of the loan, grant or donation would be in accordance with these rules; and

(B) in relation to a loan, that, in the circumstances, the security proposed to be given for the repayment of the loan is adequate and the proposed arrangements for the repayment of the loan are satisfactory; and

(ii) has approved the making of the loan, grant or donation.

(b) A loan, grant or donation of an amount exceeding $1,000.00 will not be made by the Union from the Union Amelioration Fund unless the National Administration Committee:

(i) has satisfied itself:

(A) that the making of the loan, grant or donation would be in accordance with these rules; and

(B) in relation to a loan, that, in the circumstances, the security proposed to be given for the repayment of the loan is adequate and the proposed arrangements for the repayment of the loan are satisfactory; and

(ii) has approved the making of the loan, grant or donation.

58. AUDITOR

(a) A yearly audit of the accounts of the Union will be conducted by an auditor appointed under this rule who is qualified under the Act.

(b) The auditor will, subject to the Act, be appointed by the National Executive and the appointment will, subject to the Act, continue unless the auditor resigns, dies or is replaced by the National Executive.

(c) Where the auditor resigns or dies, the National Executive will, as soon as practicable, replace the auditor under these rules.

(d) The auditor will audit the financial accounts of the Union for the Financial Year and will promptly present those audited financial accounts and report to the National Executive.

59. SPECIAL MEETING TO CONSIDER THE FINANCIAL REPORTS

(a) In this rule the words in column A have the meaning assigned opposite in column B:

A	B
Request	the request made under sub-rule (b)

(b) Upon a request in writing by no less than five per cent (5%) of the Industrial Members, the National Secretary is to convene a general meeting of the Industrial Members for the purposes of considering the Financial Reports as described in the Act.

(c) The Request, to be valid, must:

(i) be signed by no less than five per cent (5%) of the Industrial Members as at the date of receipt of the Request; and

(ii) contain, in relation to each signature:

(A) the date of signing; and

(B) the signatory's name in capital letters.

60. UNION TO DEVELOP EXPENDITURE POLICIES

(a) The National Executive will develop, and the National Administrative Committee will implement, policies and procedures relating to the expenditure of the Union.

61. INDUSTRIAL AGREEMENTS AND EXECUTION

(a) Agreements that apply to Industrial Members and Documents may be executed by, or on behalf of, the Union by:

(i) the National Secretary; or

(ii) a member of the National Administrative Committee approved by the National Executive.

(b) Applications made by the Union are to be executed by:

(i) the National Secretary; and/or

(ii) another Executive Officer directed by the National Executive to perform the function; and/or

(iii) another person as the Act may require.

(c) An approval under paragraph (a)(ii) may be a standing approval.

(d) A direction under paragraph (b)(ii) may be a standing direction.

62. SEAL

(a) The National Secretary will, subject to sub-rule (b), together with another member of the National Executive, in respect of Documents required to be under seal, apply the Union's seal and execute the Documents under seal.

(b) Despite sub-rule (a), the National Executive may direct another Executive Officer to apply the Union's seal and execute the Documents under seal in lieu of the National Secretary.

(c) A direction under sub-rule (b) may be a standing direction.

63. NOTIFYING INDUSTRIAL DISPUTES

(a) The National Secretary will, subject to sub-rule (b), notify the Fair Work Commission of industrial disputes on behalf of the Union.

(b) Despite sub-rule (a), the National Executive may direct another Executive Officer to notify the Fair Work Commission of industrial disputes on behalf of the Union.

(c) A direction under sub-rule (b) may be a standing direction.

64. COPY OF THE RULES AND INSPECTION OF RECORDS

(a) An Industrial Member is entitled, in accordance with the Act, to request from the National Secretary a:

(i) copy of these rules;

(ii) amendments made to these rules since a specified time; and

(iii) a list of the persons holding office in the Union.

(b) A Financial Industrial Member may inspect the registers, minutes and Financial Records of the Union in accordance with the Act.

(c) Where the National Executive has determined under these rules to apply a code of conduct to Members, then a copy of that code must be placed on the Union Website and a copy provided to a Member requesting the code.

65. ADMINISTRATIVE REGULATIONS

(a) The National Executive may make administrative regulations for the administration of the Union.

(b) An Administrative Regulation made under sub-rule (a) must be consistent with these rules.

(c) An Administrative Regulation made under these rules by the National Executive may be amended by the National Executive.

(d) Where the National Executive has made, or amended, an Administrative Regulation under these rules, the National Secretary must promptly place a copy of the Administrative Regulation, as made or amended, on the Union Website.

(e) An Administrative Regulation placed on the Union Website is to remain on the Union Website whilst the Administrative Regulation has effect.

66. NOTICE TO MEMBERS/OFFICERS

(a) A notice to be given under these rules to a Member, can be given, unless otherwise required by the Act, by means of:

(i) an advertisement in the Journal; and/or

(ii) the Union Website; and/or

(iii) being posted at a conspicuous place at a Member's place of employment; and/or

(iv) post to a Member; and/or

(v) e-mail communication to a Member; and/or

(vi) text message to a Member; and/or

(vii) personal service; and/or

(viii) another means by which notice can be given to bring the notice, as far as is practicable, to the attention of the respective Member.

(b) A notice delivered by the Union in accordance with a ~~member's~~ Member's Member Information or in accordance with the ~~member's~~ Member's Member Record, if the member is not an Industrial Member, is, for the purposes of these rules, deemed to have been received by the respective Member.

(c) A notice to be given under these rules to an Officer, in the Officers capacity as an Officer, can be given, unless otherwise required by the Act, by means of:

(i) post to the respective Officer; and/or

(ii) e-mail communication to the respective Officer; and/or

(iii) text message to the respective Officer; and/or

(iv) personal service on the respective Officer; and/or

(v) another means by which notice can be given to bring the notice, as far as is practicable, to the attention of the respective Officer.

(d) A notice delivered by the Union in accordance with an Officer's Officer Information is, for the purposes of these rules, deemed to have been received by the respective Officer.

(e) The non-receipt of a notice by a Member or Officer, as the case may be, does not invalidate a meeting held in accordance with a respective notice.

SECTION 8: ELECTIONS AND BALLOTS

67. RETURNING OFFICER

(a) The National Executive will appoint a Returning Officer when required.

(b) The Returning Officer will not be:

(i) the holder of an office in; or

(ii) an employee of,

the Union.

(c) The Returning Officer will be responsible for the conduct of ballots of the Union as required under these rules, except where an election for an Office must be conducted by an electoral official of the Australian Electoral Commission.

(d) If the Returning Officer is unable to discharge their duties as the Returning Officer, the National Executive will appoint a replacement Returning Officer.

(e) The National Executive may appoint Deputy Returning Officers, as are required, to assist the Returning Officer.

(f) A Deputy Returning Officer will not be:

(i) the holder of an office in; or

(ii) an employee of,

the Union.

(g) The Returning Officer may delegate a power, role or responsibility of the Returning Officer under these rules to a Deputy Returning Officer.

(h) The Returning Officer when making a delegation under sub-rule (g) must promptly give notice to the National Secretary of the delegation.

68. ELECTIONS

(a) In this rule the words in column A have the meaning assigned opposite in column B:

A	B
Relevant Electorate	for: • a Geographical Electorate, severably those electorates set out in rule 6(d); and • an Employment Electorate, severably those electorates set out in rule 6(c); and • an Occupational Electoral, severably those electorates set out in rule 6(e)

(b) The election of Officers will be conducted quadrennially under these rules.

(c) The Congress Delegates under rule 29 are to be elected by, and from, the Financial Industrial Members attached to a Relevant Electorate and a Special Electorate.

(d) The:

(i) Executive Officers; and

(ii) National Executive Members,

are to be elected by, and from, the Congress Delegates.

(e) The person responsible, for the conduct of an election under these rules, where it is practicable to do so, may utilise an electronic balloting system as an alternative to the paper balloting system.

(f) An electronic balloting system to be utilised under sub-rule (e) must provide:

(i) for the security and secrecy of an election ballot to the same extent that these rules provide; and

(ii) that each Industrial Member entitled to vote in an election under these rules is given the opportunity to vote.

(g) An election, under these rules, may be conducted, where it is practicable to do so, partly by means of a paper balloting system and partly by means of an electronic balloting system, provided that;

(i) the electronic balloting system utilised provides for the matters set out under paragraph (f)(i); and

(ii) that in conjunction with the paper ballot each Industrial Member entitled to vote in an election under these rules is given the opportunity to vote.

69. QUALIFICATION OF CANDIDATES FOR OFFICE

(a) In this rule the words in column A have the meaning assigned opposite in column B:

A	B
Relevant Electorate	for: • a Geographical Electorate, severably those electorates set out in rule 6(d); and • an Employment Electorate, severably those electorates set out in rule 6(c); and • an Occupational Electoral, severably those electorates set out in rule 6(e)

(b) Subject to sub-rule (c) to be eligible to nominate as a candidate for Congress Delegate, in a Relevant Electorate or Special Electorate to which an Industrial Member is attached, the member must be:

(i) an Industrial Member; or

(ii) an Executive Officer; or

(iii) an Official,

at the opening of nominations.

(c) To be eligible to nominate as a candidate for Congress Delegate a member must have been a Financial Industrial Member:

(i) continuously for the 12 months immediately prior to the opening of nominations; and

(ii) be financial on the day nominations close.

(d) To be eligible to nominate as a candidate for an office as an Executive Officer or a National Executive Member, a member must:

(i) be a Financial Industrial Member at the close of nominations; and

(ii) be a Congress Delegate; and

(iii) have been a Financial Industrial Member continuously for the 12 months immediately prior to the opening of nominations; and

(iv) during the 12 months immediately prior to the close of nominations have been:

(A) regularly employed in an Occupation; or

(B) an Executive Officer; or

(C) an Official.

70. NOMINATION

(a) No member is eligible to nominate in a Quadrennial Election for more than one (1) office of:

(i) Congress Delegate; or

(ii) Executive Officer; or

(iii) National Executive Member.

(b) No member is eligible to nominate for an office of Congress Delegate for more than one (1) Electorate or Special Electorate to which they are attached.

(c) Sub-rule (a) does not prevent, subject to sub-rule (d), a Congress Delegate, otherwise entitled under these rules, from nominating for an office under either sub-rule (a)(ii) or (iii).

(d) Sub-rule (c) does not permit a Congress Delegate nominating for an office under sub-rule (a)(ii), otherwise entitled under these rules, to nominate for an office under sub-rule (a)(iii).

(e) A person elected as a Congress Delegate is not entitled to be appointed as an Observer.

71. CONGRESS DELEGATES – AFFIRMATIVE ACTION

(a) In this rule the words in column A have the meaning assigned opposite in column B:

A	B
Respective Electorate	~~severably each of:~~ ~~• all the Geographical Electorates; and~~ ~~• all the Employment Electorates; and~~ ~~• all the Occupational Electorates~~ severably each of all the: • Geographical Electorates; and • Employment Electorates; and • Occupational Electorates

(b) In the event that the number of women elected as Congress Delegates at a Quadrennial Election does not equal or exceed the 50% required under rule 29 for a Respective Electorate or a Special Electorate at the declaration of the election of Congress Delegates, the Returning Officer will call for further nominations, and hold elections, for sufficient additional offices of Congress Delegate for the Respective Electorate or Special Electorate.

(c) Only female Financial Industrial Members, otherwise eligible under rule 69, may nominate for an additional office under sub-rule ~~(a)~~(b). ~~**Respective Electorate**~~

72. ELECTION OF EXECUTIVE OFFICERS AND NATIONAL EXECUTIVE MEMBERS

(a) In this rule the words in column A have the meaning assigned opposite in column B:

A	B
Election Meeting	the National Congress meeting
Electoral Official	the person responsible for the conduct of the election under this rule

(b) The Executive Officers and the National Executive Members will, subject to these rules, be elected by, and from, the National Congress as the electoral college in an election conducted under this rule.

(c) The Electoral Official will, 21 days prior to the commencement of the Election Meeting, seek nominations from the Congress Delegates in the manner provided under the Election Procedure Rules.

(d) Nominations close 14 days prior to the commencement of the Election Meeting.

(e) A candidate must be nominated in writing by at least two (2) Congress Delegates, and the nomination signed by the person nominating.

(f) If the Electoral Official finds that a nomination is defective, the Electoral Official will, before rejecting the nomination, notify the person concerned of the defect and, where able to do so, give the person the opportunity to remedy the defect.

(g) A candidate for office may, by written request to the Electoral Official, withdraw the candidate's nomination prior to voting in the ballot commencing.

(h) The Electoral Official will notify each Congress Delegate of the opening and closing times of the ballots, provided that, despite rule 41, the conduct of the ballots are to commence during the first day of the National Congress.

(i) If at the close of nominations, and subject to the provision of affirmative action under these rules, only the required number of nominations have been received, the Electoral Official will declare to the National Congress those candidates elected.

(j) If there are more than the required number of candidates, the Electoral Official will conduct a ballot at the Election Meeting.

(k) The ballot will be:

(i) conducted as a secret ballot; and

(ii) subject to the provision of affirmative action under these rules.

(l) The ballot will, subject to paragraph (k)(ii), be determined by means of a first past the post system of voting.

(m) A candidate may, in the manner provided under the Election Procedure Rules, appoint a scrutineer.

(n) A person appointed as a scrutineer under sub-rule (m) has the same rights and obligations as a scrutineer appointed under the Election Procedure Rules.

(o) The Electoral Official will, in the manner required under the Election Procedure Rules:

(i) prepare ballot papers; and

(ii) provide a ballot box.

(p) The Electoral Official will initial and provide to each Congress Delegate a ballot paper.

(q) In a ballot for multiple vacancies in an office, a Congress Delegate must cast that number of votes for candidates as the number of the offices to be filled.

(r) A Congress Delegate will cast a vote by:

(i) placing a cross, or other mark, against the name of the candidate they wish to vote for; and

(ii) placing their completed ballot paper in the ballot box under the control of the Electoral Official.

(s) A Congress Delegate who will not be present at the Election Meeting may lodge a request with the Electoral Official for an absentee vote, together with an address where the Congress Delegate can receive communications, and, if a member has done so, the Electoral Official will not declare the result of the ballot until the Congress Delegate concerned has been given a reasonable opportunity to vote.

(t) The Electoral Official will, in the manner required under Election Procedure Rules:

(i) count the votes; and

(ii) subject to sub-rule (k)(ii), declare the candidate securing the highest number of votes elected; and

(iii) as soon as practicable, declare the result to the National Congress.

(u) A candidate declared elected under sub-rule (t)(iii) by the Returning Officer takes office under rule 74.

(v) Where the National Executive has made a determination under sub rule 33(k), candidates for an office of:

(i) Executive Officer; or

(ii) National Executive Member,

may nominate as a team in the manner provided under the Election Procedure Rules.

(w) Where a team has nominated under sub-rule (v):

(i) a Congress Delegate may vote in the manner provided under the Election Procedure Rules where a team has nominated; and

(ii) the Returning Officer will count the ballot in the manner required under the Election Procedure Rules where a team has nominated.

73. NATIONAL EXECUTIVE – AFFIRMATIVE ACTION

(a) At each Quadrennial Election, the election for National Executive Members will occur after the declaration of the elections for the following offices:

(i) National President; and

(ii) National Secretary; and

(iii) the National Assistant Secretaries.

(b) In the event that, at the declaration of the election for National Executive Members, the number of women elected as National Executive Members does not equal or exceed the 50% required under rule 32, taking into account the number of women elected to the offices under sub-rule (a), the Returning Officer will call for further nominations, and hold elections, for sufficient additional offices of National Executive Member to ensure sub-rule 32 is complied with.

(c) Only female Congress Delegates, otherwise eligible under these rules, may nominate for an additional office under sub-rule (b).

74. TERM OF OFFICE

(a) In this rule the words in column A have the meaning assigned opposite in column B:

A	B
Relevant Electorate	for: • a Geographical Electorate, severably those electorates set out in rule 6(d); and • an Employment Electorate, severably those electorates set out in rule 6(c); and • an Occupational Electoral, severably those electorates set out in rule 6(e)

(b) The term of office for:

(i) a Congress Delegate is, subject to sub-rule (c), four (4) years and commences on 1 July in the year of the Quadrennial Election;

(ii) an Executive Officer and a National Executive Member is, subject to sub-rule (c), four (4) years and commences at the National Congress, when the respective officer is declared elected under these rules.

(c) A Congress Delegate, an Executive Officer and a National Executive Member, despite sub-rule (b), holds office under these rules until they:

(i) die; or

(ii) resign in writing to the National Secretary; or

(iii) resign from membership of the Union; or

(iv) are unfinancial; or

(v) are replaced in an election; or

(vi) otherwise cease to hold their office under these rules.

(d) A Congress Delegate holds office, subject to sub-rules (b) and (c), irrespective of whether they continue to be attached to the Relevant Electorate or Special Electorate from which they were elected.

(e) An Executive Officer and a National Executive Member holds office, subject to sub-rule (b) and (c), irrespective of whether they continue to hold office as a Congress Delegate following the declaration of a Quadrennial Election.

(f) In the event that the conduct of a Quadrennial Election required under these rules to elect a Congress Delegate cannot be held in sufficient time for the Congress Delegate to commence office under paragraph (b)(i), then the Congress Delegate will take office as soon as the Electoral Official can declare the Quadrennial Election and their term of office will conclude on 30 June in the year four (4) years following the year in which the Quadrennial Election is to be held under these rules.

75. CASUAL VACANCY

(a) In this rule the words in column A have the meaning assigned opposite in column B:

A	B
Casual Vacancy	is a vacancy in an Office under sub-rule (b)
Quadrennial Term	the period commencing for an Office of the Union, on the declaration of election following a Quadrennial Election up to the declaration of election at the next following Quadrennial Election

(b) A casual vacancy occurs in an Office, where the holder of the Office:

(i) does not take up Office; or

(ii) dies; or

(iii) resigns from Office; or

(iv) is removed from Office under these rules.

(c) Where a Casual Vacancy occurs, and 12 months or less of the term of office has expired, the vacancy is to be filled by an election conducted in accordance with Schedule 4.

(d) Where a Casual Vacancy occurs and more than 12 months of the term of office has expired, then the vacancy is to be filled by appointment by the National Executive.

(e) Despite sub-rules (c) and (d), a Casual Vacancy in the office of Congress Delegate will not be filled until the number of Congress Delegates holding office is less than 50% of the number of persons holding office as Congress Delegates at the commencement of the Quadrennial Term.

(f) Despite sub-rule (e), the National Executive may determine at any time that a Casual Vacancy in an office of Congress Delegate be filled under this rule.

(g) To be eligible under this rule for election or appointment to a casual vacancy in an office of Congress Delegate a person must be, when nominated for election or appointment, a Financial Industrial Member.

(h) To be eligible under this rule for election or appointment to a casual vacancy in an office of the National Administrative Committee or National Executive Member a person must be, when nominated for election or appointment, a Congress Delegate.

(i) Subject to this rule, Casual Vacancies are to be filled as soon as practicable.

(j) An Officer elected or appointed under this rule to a Casual Vacancy holds Office under these rules for the same period as the Officer whose Casual Vacancy they filled would have held the office.

76. TEMPORARY VACANCIES

(a) If the functions of an Officer are unable to be performed because:

(i) the respective Officer is temporarily:

(A) absent; or

(B) unable to perform the functions of their Office; or

(ii) the Office is casually vacant under these rules and the process of filling that casual vacancy has not been completed,

then the National Executive may, subject to rules 46 and 47 temporarily appoint a person, otherwise qualified under these rules to nominate for the respective Office, to perform the functions of that Office until:

(iii) the respective Officer is present, and able, to perform the functions of their Office; or

(iv) a Financial Industrial Member is elected to the casual vacancy.

(b) A Financial Industrial Member temporarily appointed in accordance with sub-rule (a) must perform the functions of the respective Office but has no entitlement to exercise a vote in relation to the respective Office.

(c) A person temporarily appointed in accordance with sub-rule (a) may nominate in an election for the respective Office.

77. PLEBISCITES

(a) In this rule the words in column A have the meaning assigned opposite in column B:

A	B
Governing Body	severably the: • National Congress; and • National Executive; and • National Administrative Committee

Matter	a matter concerning the Union submitted to a plebiscite under sub-rules (b) or (c)
Request	a request in writing, clearly setting out the decision to be reviewed

(b) A Governing Body may direct the conduct of a plebiscite of the Financial Industrial Members on a matter concerning the Union.

(c) A decision of a Governing Body will be subject to review by the Financial Industrial Members, voting in a plebiscite under this rule, on the National Secretary receiving a Request signed by five per cent (5%) of the Financial Industrial Members.

(d) A Request under sub-rule (c) must be made within six (6) months of the decision of the Governing Body.

(e) A plebiscite will be conducted as a secret ballot by the Returning Officer and will be completed, in the case of a plebiscite under sub-rule (b) within two (2) months of the direction and in the case of a plebiscite under sub-rule (c) within two (2) months of the receipt by the National Secretary of the Request.

(f) Where a direction has been given under sub-rule (b) or a Request has been received under sub-rule (c), a Governing Body will not subject to sub-rule (s), so far as practicable, act in relation to the Matter until the completion of the plebiscite.

(g) The Returning Officer will determine the opening and closing dates of the ballot and will take practicable steps to ensure its secrecy.

(h) Where the plebiscite is held following a request under sub-rule (c), two (2) of the Financial Industrial Members who requested the plebiscite will be appointed by the National Executive as scrutineers for the conduct of the plebiscite and the National Secretary will, before the opening of the ballot, advise the Returning Officer of their names.

(i) The Returning Officer will:

(i) on the opening date of the ballot forward by prepaid post or otherwise to each Financial Industrial Member a ballot paper bearing the Returning Officer's signature together with a reply-paid return envelope addressed to the Returning Officer; and

(ii) give directions to voters as the Returning Officer considers necessary; and

(iii) give a direction that a voter will not make a mark on the ballot paper which will identify them and that such a mark will render their vote invalid; and

(iv) provide for a method of permitting the Financial Industrial Members to vote whilst preserving the secrecy of the ballot.

(j) Despite sub-rule (i) the Returning Officer may determine that an electronic balloting system that provides for security, secrecy and determination of the ballot to the same extent as a postal ballot may be used, or partly used, to conduct the ballot.

(k) A voter will cast a vote in a ballot under this rule by completing the ballot paper forwarded to the voter under sub-rules (i) or (j) in accordance with the directions to voters and forwarding the ballot paper to the respective Returning Officer so as to reach the Returning Officer no later than the closing date of the ballot.

(l) All ballot papers forwarded to the voter under sub-rule (i) and returned to the Returning Officer must be placed by the Returning Officer in a ballot-box which must be locked and sealed and not opened until 9.00am on the day following the date on which the ballot is declared closed.

(m) A vote cast in the ballot will be informal if the intention of the voter is not clear.

(n) Subject to sub-rule (j), a scrutineer appointed under this rule may be present during the counting of ballot papers returned in the plebiscite and may object to a ballot paper being counted on the ground that it does not clearly express the voter's attitude to the question to which the plebiscite is directed.

(o) A scrutineer will observe a direction given by the Returning Officer during the counting of ballot papers and will comply with a determination of the Returning Officer as to whether a ballot paper is to be counted as sufficiently expressing a voter's attitude to the question the subject of the plebiscite.

(p) On completion of the counting of ballot papers returned in a plebiscite, the Returning Officer will declare the result of the plebiscite by advising the National Secretary in writing of the number of ballot papers forwarded to voters, the number approving the Matter, the number not approving the Matter and the number of invalid and informal votes.

(q) In the event of a tied vote the plebiscite is not approved.

(r) Where a majority of the Financial Industrial Members voting in a plebiscite determine to approve the Matter the determination will be binding and action must be taken by the National Executive to give effect to the determination as soon as is practicable.

(s) Upon the National Secretary receiving a Request under sub-rule (c), a Governing Body may, where the Matter is capable of adoption by a Governing Body, implement it and the adoption of the proposal contained in the Request means that a plebiscite is not required to be conducted.

(t) Without limitation to sub-rules (b) and (c), the National Executive may, in relation to a matter concerning only a respective Section and the members of that Section, determine to conduct a Sectional Plebiscite of Financial Industrial Members attached to that Section.

(u) Without limitation to sub-rules (b) and (c), when a written request to conduct a Sectional Plebiscite of the Financial Industrial Members attached to a respective Section in relation to a matter, concerning only that respective Section and the Industrial Members attached to that Section, is received by the National Secretary from, and signed by, 10 per centum (10%) or 200 Financial Industrial Members, whichever is the lesser, of the Financial Industrial Members attached to that Section, the National Secretary will conduct a Sectional Plebiscite of the Financial Industrial Members attached to that Section.

(v) A Sectional Plebiscite under sub-rules (t) or (u) is to be conducted and determined in the same manner as a plebiscite under sub-rules (b) and (c) is to be conducted and determined.

(w) A Sectional Plebiscite under sub-rules (t) or (u) is respectively to be conducted within two (2) months of the determination of the National Executive or the receipt by the National Secretary of the written request.

(x) Where a majority of the Financial Industrial Members attached to a Section and voting in a Sectional Plebiscite determine to approve the matter concerning only that respective Section that determination is binding and action must be taken by the National Executive to give effect to the determination as soon as is practicable.

(y) Upon the National Secretary receiving a request under sub-rule (u), the National Executive may, where the matter concerns only a respective Section and the members attached to that Section, is capable of adoption by the National Executive, implement it and the adoption of the proposal contained in the request means that a Sectional Plebiscite is not required to be conducted.

SECTION 9: APPEALS AND CONDUCT

78. MISCONDUCT OF MEMBERS

(a) In this rule the words in column A have the meaning assigned opposite in column B:

A	B
Agent	an agent appointed by the Union

Bond	a sum of $500.00, or another amount as the National Executive determines, which, subject to this rule, will be refundable
Charge	a charge made under sub-rule (b)
Charged Member	a member charged under sub-rule (b)
Governing Body	severably the: • National Congress; and • National Executive; and • National Administrative Committee; and • an Executive Officer
Notice	a notice that is in writing and sets out the: • Charge; and • Particulars; and • name of the person Charging; and • Process
Particulars	sufficient particulars so that the matters and circumstances of the Charge are clear
Process	the process made under sub-rule (f)

(b) A Financial Industrial Member may charge an Industrial Member with:

(i) tampering with, falsifying or otherwise wilfully misusing membership cards, books or Documents of the Union; and/or

(ii) contrary to these rules knowingly obtaining or keeping the possession of books, Documents or property belonging to the Union; and/or

(iii) knowingly failing to comply with these rules; and/or

(iv) knowingly failing to comply with a determination of a Governing Body binding on them; and/or

(v) grossly misbehaving; and/or

(vi) misappropriating the funds of the Union; and/or

(vii) substantially breaching these rules; and/or

(viii) acting in a disorderly and/or offensive manner at a meeting held under these rules; and/or

(ix) obstructing a Governing Body, a Union Employee, an Agent or other lawful representative of the Union in the performance of the functions of the Union; and/or

(x) knowingly giving false or misleading information to a Governing Body, an Officer, a Union Employee, an agent or other lawful representative of a Governing Body on a matter; and/or

(xi) obstructing, insulting or behaving in an offensive manner towards an Officer in the course of the officer's duties; and/or

(xii) obstructing, insulting or behaving in an offensive manner towards a Union Employee in the course of the employee's duties; and/or

(xiii) wrongfully holding themselves out as occupying an Office, or as being entitled to represent the Union, provided that it will be a defence to this charge that the member honestly believed on reasonable grounds that they were entitled to act in that Office or as a representative; and/or

(xiv) aiding or encouraging a Member to breach these rules; and/or

(xv) encouraging a Member to resign from the Union; and/or

(xvi) knowingly and wrongfully causing injury to the reputation of the Union, an Officer, a Union Employee, agent or other lawful representative of the Union or a Member; and/or

(xvii) knowingly making a false allegation against the Union, an Officer, a Union Employee, agent or other lawful representative of the Union or a Member; and/or

(xviii) knowingly conducting themselves in a way that is calculated to bring the Union, an Officer, a Union Employee, agent or other lawful representative of the Union or a Member into disrepute; and/or

(xix) distributing to Members a statement concerning the activities of the Union, a Union Employee or a Member, knowing the statement to be false; and/or

(xx) engaging in conduct which has the effect of harassing or victimising an Industrial Member because that member engages in lawful Union activities; and/or

(xxi) after, having been reasonably requested to assist, failing to assist a Governing Body, an Officer, a Union Employee, agent or other lawful representative of the Union in the performance of the functions of the Union; and/or

(xxii) after, having been reasonably requested to assist, failing to assist an Officer or Union Employee in the course of the officer's or employee's duties; and/or

(xxiii) refusing to comply with the direction of a Governing Body to show cause to a meeting of the Governing Body why the respective member should not be suspended from membership or expelled from the Union; and/or

(xxiv) lending or selling to some other person their membership card or other document used to identify a person as a Member; and/or

(xxv) if the Industrial Member is an Officer, of failing, despite a request from the National President to do so and having a reasonable opportunity to do so, to comply with their financial management training obligations under the Act; and/or

(xxvi) knowingly breaching the Union Code of Conduct.

(c) A member making a Charge must provide the National Secretary in writing with the:

(i) Charge; and

(ii) Particulars; and

(iii) Bond.

(d) The National Secretary must, within 28 days, notify the National Executive of the Charge.

(e) The National Executive must, as soon as is practicable, hear and determine the Charge.

(f) Having regard to the circumstances, the National Executive will determine the process to apply for it to discharge its obligation under sub-rule (e) to ensure the Charged Member is provided with natural justice and will consider matters including:

(i) whether to conduct an oral hearing or receive written submission; and

(ii) if an oral hearing is to be conducted, whether this is to be in person or by telephone or videolink or other communication platform or any combination of these; and

(iii) when, and where, any hearing is to occur; and

(iv) whether there are interlocutory matters to be determined and if so whether by written submission or at an oral hearing; and

(v) whether it will consider evidence from persons, whether Members or not, and if so the means by which it will consider such evidence; and

(vi) how, and when, it will receive material relevant to the Charge.

(g) The National Executive will, having regard to its determinations under sub-rule (f), issue directions for the conduct of the hearing and determination of the Charge.

(h) The National Executive will provide the Charged Member with a Notice.

(i) In the hearing of the Charge, the National Secretary will be the prosecutor but will not otherwise participate in determining the Charge.

(j) A Charge may, subject to any determination under sub-rule (f), be determined in the absence of the Charged Member.

(k) The National Executive may, where it finds the Charged Member guilty of a Charge, and subject to this rule, determine to:

(i) impose no penalty; or

(ii) fine the member a sum not exceeding $1000.00; or

(iii) expel the member from the Union.

(l) If the National Executive determines that the Charged Member is guilty of a Charge, then the National Executive will give the member an appropriate opportunity to make submission on penalty, and the National Executive may determine to receive such submissions orally at a hearing or in writing.

(m) A Charged Member may, in relation to an oral hearing of a Charge, including submissions on penalty, be self-represented or by a Financial Industrial Member, but by no other person.

(n) The National Executive must provide the Charged Member with its determination, whether as to guilt, or penalty, or both, in writing.

(o) If the National Executive finds the Charged Member guilty, then the Bond must be repaid to the Financial Industrial Member who made the Charge.

(p) If the National Executive finds the Charged Member not guilty, then the Bond will be forfeited to the Union and paid to the National Fund.

(q) If it is the National Secretary that is charged, a National Assistant Secretary, determined by the National Executive, will act in the National Secretary's place for the purpose of this rule.

(r) The determination of the National Executive is final.

(s) Where a Charged Member is fined under this rule, the Charged Member is required to pay the fine within 14 days of having been notified, of the imposition of the fine.

79. MISCONDUCT OF OFFICERS

(a) In this rule the words in column A have the meaning assigned opposite in column B:

A	B
Charge	a charge made under sub-rule (b)
Charged Officer	an officer Charged
Notice	a notice that is in writing and sets out the: • Charge; and • Particulars; and • name of the person Charging; and • Process
Particulars	sufficient particulars so that the matters and circumstances of the Charge are clear
Process	the process made under sub-rule (g)

(b) An Officer may only be removed from Office where:

(i) the Officer has been charged and found guilty under these rules, of:

(A) misappropriation of the funds of the Union; and/or

(B) a substantial breach of these rules; and/or

(C) gross misbehaviour or gross neglect of duty; or

(ii) where the Officer has ceased, under these rules to be eligible to hold the respective Office.

(c) Only a Financial Industrial Member may Charge an Officer.

(d) A Financial Industrial Member charging an Officer must provide the National Secretary in writing with the:

(i) Charge; and

(ii) Particulars.

(e) The National Secretary must, within 28 days, notify the National Executive of the Charge.

(f) The National Executive must, as soon as is practicable, hear and determine the Charge.

(g) Having regard to the circumstances, the National Executive will determine the process to apply for it to discharge its obligation under sub-rule (f) to ensure the Charged Officer is provided with natural justice and will consider matters including:

(i) whether to conduct an oral hearing or receive written submission; and

(ii) if an oral hearing is to be conducted, whether this is to be in person or by telephone or videolink or other communication platform or any combination of these; and

(iii) when, and where, any hearing is to occur; and

(iv) whether there are interlocutory matters to be determined and if so whether by written submission or at an oral hearing; and

(v) whether it will consider evidence from any persons, whether Members or not, and if so the means by which it will consider such evidence; and

(vi) how, and when, it will receive material relevant to the Charge.

(h) The National Executive will, having regard to its determinations under sub-rule (g), issue directions for the conduct of the hearing and determination of the Charge.

(i) The National Executive will provide the Charged Officer with a Notice.

(j) In the hearing of the Charge the National Secretary will be the prosecutor but will not otherwise participate in determining the Charge.

(k) A Charge may, subject to any determination under sub-rule (g), be determined in the absence of the Charged Officer.

(l) The National Executive may, where it finds the Charged Officer guilty, determine to:

(i) censure the Officer; or

(ii) suspend the Officer from their Office for a period not exceeding 90 days; or

(iii) remove the Officer from their Office.

(m) If the National Executive determines that the Charged Officer is guilty, then the National Executive will give the Officer an appropriate opportunity to make submission on penalty, and the National Executive may determine to receive such submissions orally at a hearing or in writing.

(n) A Charged Officer, may in relation to an oral hearing of a Charge, including submissions on penalty, be represented by another Financial Industrial Member, but by no other person.

(o) The National Executive must provide the Charged Officer with its determination whether as to guilt, or penalty, or both in writing.

(p) If it is the National Secretary that is charged, a National Assistant Secretary, determined by the National Executive will act in the National Secretary's place for the purpose of this rule.

(q) The determination of the National Executive is final.

SECTION 10: RULE CHANGE

80. RULE CHANGE

(a) The National Secretary or the National President may, subject to sub-rule (b), request that the National Executive:

(i) at an Ordinary Meeting; or

(ii) at a Special Meeting; or

(iii) by an out of session ballot,

determine to amend these rules.

(b) The members of the National Executive must be given a copy of the proposed amendment to the rule, with respectively the notice of the meeting or the request for an out of session ballot.

81. DISSOLUTION

(a) This Union will not be dissolved unless the membership falls below one hundred Financial Industrial Members and sixty-six per cent (66%) of such members vote in favour of such dissolution.

(b) Following a determination under sub-rule (a) the assets, remaining after all liabilities have been discharged are to be transferred to an industrial organisation having objects similar to the Union.

SECTION 11: TRANSITION

82. TRANSITION

(a) The rules providing for transition of the structures of the Union are set out in **Schedule 6.**

SCHEDULE 1: ELIGIBILITY

1. Not used.

2. Not used.

3. Not used.

4. Not used.

5.

5.1. Without in any way limiting or being limited by Rules 5.2, 5.3, 5.4, 5.5, 5 6, 5.7, 5.8, 5.9 or 5.11 the Union shall consist of an unlimited number of members, male and female, employed or usually employed:

5.1.1. in or in connection with the business and/or industry of Insurance or Assurance other than by or on behalf of the Public Service of the Commonwealth or any State or Territory or any corporation, instrumentality, institution or authority of the Commonwealth or any State or Territory; and/or,

5.1.2. in or in connection with the business and/or industry of loss adjusting or loss assessing or insurance broking other than by or on behalf of the Public Service of the Commonwealth or any State or Territory or any corporation, instrumentality or authority of the Commonwealth or any State or Territory; and/or,

5.1.3. by or on behalf of:

5.1.3.1. the Insurance Council of Australia; or

5.1.3.2. the Life Insurance Federation of Australia; or

5.1.3.3. National Insurance Brokers' Association; or

5.1.3.4. any member thereof; and/or,

5.1.4. by or on behalf of:

5.1.4.1. any insurance or assurance business; or

5.1.4.2. any loss adjuster or loss assessor or insurance broker; or

5.1.4.3. any health insurance fund or health benefit fund; or

5.1.4.4. any friendly society in the performance of duties in or in connection with the industries in or in connection with which the union is registered;

other than by or on behalf of the Public Service of the Commonwealth or any State or Territory or any corporation, instrumentality, institution or authority of the Commonwealth or any State or Territory; and/or

5.1.5. by or on behalf of the Public Service of the Commonwealth or any State or Territory or any corporation, instrumentality, institution or authority of the Commonwealth or any State or Territory in the performance of duties in the business of insurance or assurance; and/or

5.1.6. by or on behalf of the Victorian WorkCover Authority.

5.2. Without in any way limiting or being limited by Rules 5.1, 5.3, 5.4, 5.5, 5 6, 5.7, 5.8, 5.9 or 5.11 the Union shall also consist of all employees in or in connection with the industry of Banking and Merchant Banking in Australia and/or in or in connection with the industry of Credit Unions in Australia.

5.3. Without in any way limiting or being limited by Rules 5.1, 5.2, 5.4, 5.5, 5.6, 5.7, 5.8, 5.9 or 5.11 the Union shall also consist of an unlimited number of persons who are employed anywhere in Australia by the Australian Mutual Provident Society on its salaried staff.

5.4. Without in any way limiting or being limited by Rules 5.1, 5.2, 5.3, 5.5, 5.6, 5.7, 5.8, 5.9 or 5.11 the Union shall also consist of all employees in or in connection with the Trustee Executors and Agency Industry in Australia.

5.5. Without in any way limiting or being limited by Rules 5.1, 5.2, 5.3, 5.4, 5.6, 5.7, 5.8, 5.9 or 5.11 the Union shall also consist of all persons employed by wool selling brokers in Australia, provided that members of the directorate of employer companies or persons covered by the Constitution of the Federated Storemen and Packers' Union of Australia or persons covered by the Constitution of Australian Workers' Union shall not be eligible for membership pursuant to this Rule.

5.6. Without in any way limiting or being limited by Rules 5.1, 5.2, 5.3, 5.4, 5.5, 5.7, 5.8, 5.9 or 5.11 the Union shall also consist of all persons who are employees engaged in the business of building societies throughout Australia, with the exception of employees of the following building societies:

5.6.1. Illawarra Mutual Building Society Limited (NSW); and

5.6.2. Newcastle Permanent Building Society (NSW); and

5.6.3. Greater Newcastle Permanent Building Society Limited (NSW); and

5.6.4. The Co-operative Building Society of South Australia Limited and Subsidiaries; and

5.6.5. Home Building Society (WA); and

5.6.6. Suncorp Building Society Limited (Qld); and

5.6.7. Ipswich and West Moreton Building Society (Qld).

5.7. Without in any way limiting or being limited by Rules 5.1, 5.2, 5.3, 5.4, 5.5, 5.6, 5.8, 5.9 or 5.11 the Union shall also consist of all persons who are employees engaged in the business of finance companies throughout Australia, with the exception of employees of the following finance companies:

5.7.1. BMW Australia (Finance) Limited; and

5.7.2. Ford Credit Australia Limited; and

5.7.3. General Motors Acceptance Corporation, Australia; and

5.7.4. Nissan Finance Corporation Limited; and

5.7.5. Suncorp Finance Limited; and

5.7.6. Toyota Finance Australia Limited.

5.8. Without in any way limiting or being limited by Rules 5.1, 5.2, 5.3, 5.4, 5.5, 5.6, 5.7, 5.9 or 5.11 the Union shall also consist of all employees in or in connection with the finance industry in Australia and/or in connection with the businesses and/or industries of financial intermediaries or financial services in Australia with the exception of employees of the companies listed in rules 7(c), 7(d), 7(e) or 7(g).

5.9. Without in any way limiting or being limited by Rules 5.1, 5.2, 5 3, 5.4, 5.5, 5.6, 5.7, 5.8 or 5.11 the Union shall also consist of:

5.9.1. such other persons, whether or not employees in the industries of the Union, as have been elected or appointed full-time officers of the Union or a Branch of the Union; and

5.9.2. such other persons, whether or not employees in the industries of the Union, who

5.9.2.1. are full-time industrial officers, education officers, publicity officers, administration officers, research officers or organisers of the Union or a Branch of the Union; and,

5.9.2.2. were, on the day immediately preceding the date upon which the amalgamation of the Australian Insurance Employees Union and the Australian Bank Employees Union and the A.M.P. Society Staff Association and the Trustee Companies' Officers' Association and the Wool Brokers Staffs Association took effect, full-time industrial officers, education officers, publicity officers, administration officers, research officers or organisers of the Australian Insurance Employees Union or a Branch thereof and members of the Australian Insurance Employees Union; and

5.9.3. such other persons as have been appointed Life Members of the Union; and

5.9.4. such other persons, whether or not employees in the industries of the Union, who are employed as one of the four FSU National Directors and appointed as such.

5.10. For the purposes of Rule 9(a), the full-time officers of the Union and of any Branch thereof shall be the holders for the time being of any of the following offices where the duties of such office are of a full-time nature - National President, Joint National President, National Vice-President, Joint National Vice-President, National Secretary, Joint National Secretary, National Assistant Secretary, Joint National Assistant Secretary, Joint National Treasurer, Branch President, Branch Vice-President, Branch Secretary, Branch Assistant Secretary.

5.11. Without in any way limiting or being limited by Rules 5.1, 5.2, 5.3, 5.4, 5.5, 5.6, 5.7, 5.8, 5.9 or 5.10 the Union shall consist of an unlimited number of members employed by any of the entities referred to in Rule 4.2 whose employment is in connection with the provision of banking services, and of such other services as are provided by C.B.F.C. Limited, Travelstrength Limited, Australian European Finance Corporation Limited, Australian Banks' Export Re-Finance Corporation Limited and the Australian Resources Development Bank Limited and of such other services provided to or on behalf of the Commonwealth Bank of Australia by another entity (whether a subsidiary of or joint venture partner of the Commonwealth Bank of Australia or an entity in which the Commonwealth Bank of Australia has a substantial shareholding of not less than 10% of the issued capital) together with such other persons whether or not employees in the industry as have been elected officers of the union and admitted as members thereof.

5.12. Any person who is eligible for membership of the Union under the provisions of any of Rules 5.1, 5.2, 5.3, 5.4, 5.5, 5.6. 5.7, 5.8, 5.9 or 5.11 shall not be excluded from membership of the Union by virtue of the provisions of any other of Rules 5.1, .2, 5.3, 5.4, 5.5, 5.6, 5.7, 5.8, 5.9 or 5.11.

SCHEDULE 2: INDUSTRIES

1. The industries in or in connection with which the Union is registered are the Finance Industries which include, but shall not be limited to, Insurance Industry, the Industry of Banking, the Industry of Credit Unions, the Industry of Building Societies, the Industry of Finance Companies, the Industry of Financial Intermediaries, the Industry of Financial Services, the Trustee Executors and Agency Industry, and the Industry of Wool Selling Brokers. Without limiting the generality of the foregoing, the Insurance Industry shall be deemed to include the industries, trades, businesses, undertakings, callings and occupations of loss adjusting, loss assessing, insurance broking, friendly societies, health insurance and the provisions of health benefits.

2. Without in any way limiting, or being limited by the provisions of rule 1, the description of the industry in connection with which the union is registered is the industry conducted by the Commonwealth Banking Corporation, Commonwealth Bank of Australia, the Commonwealth Trading Bank of Australia, the Commonwealth Savings Bank of Australia, the Commonwealth Development Bank of Australia, the Reserve Bank of Australia and any banking agency or instrumentality of the Commonwealth of Australia, together with C.B.F.C. Limited, Travelstrength Limited, Australian European Finance Corporation Limited, Australian Banks' Export Re-Finance Corporation Limited and the Australian Resources Development Bank Limited.

SCHEDULE 3: MEETING PROCEDURE RULES

1. MOTION

(a) No discussion will be allowed except on a motion or amendment, duly proposed and seconded.

(b) A call for a seconder will only be put twice at which time if the motion or amendment has not been seconded it will lapse.

(c) A member desiring to propose a motion or amendment or to discuss a matter under consideration must address the chair.

2. SPEAKER

(a) No member will address the meeting unless, and until, called by the chair.

(b) When the chair speaks during a meeting the member then speaking, or offering to speak, will cease so that the chair may be heard without interruption.

(c) The chair will call to order a speaker who departs from the question or who violates the courtesies or rules of debate.

(d) If the chair determines to participate in a debate at a meeting then the chair will vacate the chair whilst participating, which will be taken by the person who acts, under these rules, in the absence of the chair.

(e) The chair will immediately resume the chair when finished speaking.

3. DETERMINING A MOTION

(a) Motions will be determined in the following manner:

(i) the mover of the motion will have five (5) minutes at the time of moving the motion to present argument in support of the motion and three (3) minutes to reply, where the reply is limited to the answering of arguments advanced against the motion; and

(ii) the seconder of a motion and other speakers will be limited to three (3) minutes; and

(iii) the meeting, on motion without debate, may extend the time of a speaker but an extension of time must not exceed three (3) minutes and the meeting may agree to further extensions on the same basis; and

(iv) the chair will call attention to the time of all speakers one (1) minute before their time expires and motions for extensions may be made when the chair calls, but not later; and

(v) after the motion has been moved and seconded, no more than two (2) members will speak in succession on one side, either for or against a question before the meeting and if at the conclusion of the second speaker's remarks no member rises to speak on the other side, the motion or amendment will at once be put to the meeting.

(b) Votes at meetings will be subject to the following:

(i) the chair will read the motion and determine the question on the voices, provided that the chair may call for a show of hands; and

(ii) every question submitted to a meeting will be decided by a show of hands, unless a poll is demanded by at least five (5) members; and

(iii) the chair will then declare the motion carried or lost.

(c) Where a proxy is in attendance at a meeting of a Governing Body the Chair of the meeting must determine the question in a manner that ensures the vote of the proxy, as a proxy, is counted.

(d) In the event of an equality of votes, the proposal before the meeting will lapse except in the case of a motion of dissent from the chair in which case the chairs' ruling will be upheld.

4. AMENDING A MOTION

(a) At any time during debate on a motion it will be competent for a member who has not spoken to the motion to move an amendment, which will be subject to the following:

(i) amendments must be seconded; and

(ii) motions may be amended by adding words, by deleting words, or by deleting words and inserting others in their place; and

(iii) the effect of a proposed amendment cannot be to establish a direct negative to the question contained in the motion; and

(iv) only one (1) amendment will be received at a time and that amendment must be disposed of before a further amendment may be considered or moved; and

(v) amendments are to be put before the original motion; and

(vi) the mover of an amendment will not have a right of reply; and

(vii) should an amendment be carried it becomes the substantive motion and thereon a further amendment may be proposed, however, if no further amendment is proposed, the amendment which has become the substantive motion, will be put without further debate subject to Schedule 3 rule 3.

(b) Where a motion is considered by a meeting without amendments being proposed no member except for the mover of the motion will speak more than once on the motion, unless by way of personal explanation or with the consent of the meeting.

(c) Where an amendment is proposed a member may speak for or against the proposed amendment.

5. PROCEDURE

(a) A member who considers they have been misrepresented by a speaker may, with the indulgence of the chair, interrupt the speaker to correct the misrepresentation, but the member interrupting must not enter into argument.

(b) It will be competent during a debate for a member who has not spoken to a motion under consideration to rise and move 'That the question be now put', but no discussion will be allowed and if this motion is seconded and carried, the chair will immediately call upon the member (if any) who may have the right of reply, and then, immediately following the reply, the chair will put the motion which will include the amendments (if any) that have been moved and accepted.

(c) No motion or another subject will be submitted until the one before the chair is disposed of under this rule.

(d) Should a question have occupied the attention of the meeting for 20 minutes, the discussion on that question will be closed and the chair will then call on the mover to reply, unless the meeting determines to continue the discussion of the matter in question.

(e) A motion may be dealt with by:

(i) adoption as moved; and

(ii) rejection as moved; and

(iii) adoption after amendment of the subject matter.

(f) Any of the following motions, will be in order despite a motion (or motion with amendments) being before the meeting:

(i) 'The Order of the Day', i.e., that the next business in order be now taken; and

(ii) postponement of the question, either to a definite time or a time to be fixed; and

(iii) reference to a committee; and

(iv) adjournment:

(A) of the debate; and

(B) of the meeting.

(g) A motion for adjournment:

(i) may be moved and seconded at any time during the meeting; and

(ii) may be debated, provided that not more than four (4) speakers be allowed both for and against the motion, inclusive of the mover and seconder; and

(iii) provides no right of reply for the mover of the motion; and

(iv) will be successful if carried by a majority of members present.

(h) A second motion for adjournment will not be moved until the subject under discussion at the time of the first motion for adjournment has been disposed of.

(i) Questions of order will be determined by the chair, whose ruling will be final unless challenged by a formal motion submitted to the meeting.

6. POINT OF ORDER

(a) A member may rise to a point of order when the member considers the rules of debate to have been violated provided that the member must submit the 'point of order' to the chair, and the meeting will determine the question as prescribed in this rule.

(b) Upon the point of order being raised, the member addressing the meeting at the time will take their seat and will remain seated until the point of order has been decided.

(c) A ruling given by the chair on a question may be subject to a motion of dissent calling the meeting to disagree with the ruling.

(d) On the motion of dissent being seconded, the chair will vacate the chair which will be taken by the person who acts, under these rules, in the absence of the chair.

(e) No motion of dissent from the chair's ruling will be permitted unless it is made before other business has been proceeded to.

(f) The procedure to determine a motion of dissent is as follows:

(i) the member moving the motion of dissent will be given five (5) minutes to support the motion; and

(ii) the chair will be given five (5) minutes to defend their ruling; and

(iii) the acting chair will then put the question and on the question being determined the chair will resume the chair.

(g) A report of a Sub-Committee officially presented will be received without motion, but the adoption of that report either absolutely, or by clauses, will be moved and seconded.

(h) It will be competent for a member to move the reconsideration of a resolution that has been passed by a meeting, provided that the member will have given notice at a previous meeting.

(i) It will be competent for a member to propose that a subject will be considered in a committee of the whole meeting, the vote on the proposition when seconded will then be taken without discussion.

7. FINE AND REMOVAL

(a) The chair has power to fine a member who persists in disorderly conduct up to, and not exceeding, the sum of $50.00.

(b) The chair will have the power to order the removal from the meeting room of a member who persists in disorderly conduct and that member must immediately defongerate.

SCHEDULE 4: ELECTION PROCEDURE RULES

1. DEFINITIONS

(a) In this Schedule the words in column A have the meaning assigned opposite in column B:

A	B
Ballot Box	a ballot box kept under Schedule 4 rule 16
Candidate	a person: • who has nominated as a candidate for the office the election is about; and • whose nomination has been accepted under Schedule 4 rule 6; and • whose nomination has not been withdrawn
Eligible Member	a person who is eligible under the Union's Rules to nominate as a candidate for a respective Office
Relevant Electorate	for: • a Geographical Electorate, severably those electorates set out in rule 6(d); and • an Employment Electorate, severably those electorates set out in rule 6(c); and • an Occupational Electoral, severably those electorates set out in rule 6(e)
Return Envelope	is the return envelope under Schedule 4 rule 15
Returning Officer	the manager of an election being the person appointed under this Schedule to manage and conduct an election required by the Union's Rules
Roll	the roll of Voters prepared for the election under Schedule 4 rule 11
Scrutineer	a person appointed as a scrutineer for a Candidate under Schedule 4 rule 22
Team Name	a name of a team under Schedule 4 rule 7
Team Nomination	a nomination by a team under Schedule 4 sub-rule 7

Union's Rules	the rules of the 'Finance Sector Union of Australia' numbered 1 to 82 and inclusive of the Schedules to those rules
Voter	a person: • who is a Financial Industrial Member; and • whose name is on the Roll
Voting Material	is the material under Schedule 4 sub-rule 15(a)

(b) This Schedule is to be read with, and construed under, the Union's Rules.

2. RETURNING OFFICER OF ELECTION

(a) The Returning Officer of an election:

(i) subject to the Act, will be the Australian Electoral Commission or other person that the National Executive determines; and

(ii) must not be:

(A) the holder of an Office; or

(B) an Employee; and

(iii) must not influence, or attempt to influence, the outcome of the election; and

(iv) must conduct the election under this Schedule; and

(v) may take the action, and give the directions, the Returning Officer considers reasonably necessary to ensure that the processes under which the election is conducted are transparent; and

(vi) must, subject to the Union's Rules, ensure suitable arrangements are made with Australia Post for the return of ballot papers to a box or locked bag at a post office.

(b) The Returning Officer may take the action, and give the directions, the Returning Officer considers reasonably necessary:

(i) to ensure no irregularities happen in the election; or

(ii) to remedy a procedural defect that appears to the Returning Officer to exist about the election.

(c) To ensure the integrity of an election, the address for the return of ballot papers must not be the Union's usual postal address.

(d) The Returning Officer, if requested by the National Secretary or a Candidate, must supply a list of all nominations within nine (9) days after the closing of nominations.

3. CLOSING DAY AND TIME FOR NOMINATIONS

(a) The opening day for nominations for the offices in the election for Congress Delegates is the first business day in March of the year of the Quadrennial Election.

(b) The closing is 21 days after notice is given under sub-rule (a).

(c) Nominations open at midday (E.S.T.) on the opening day and close at midday (E.S.T.) on the closing day.

4. STARTING AND FINISH DAYS OF BALLOT

(a) If a ballot becomes necessary under Schedule 4 rule 9, the Returning Officer must fix the starting and finishing days for the ballot to decide the result of the election.

(b) The starting day must not be before the closing day for nominations for the Offices to be filled at the election.

5. CALLING FOR NOMINATIONS

(a) The Returning Officer must call for nominations for the Offices to be filled by notice given to Financial Industrial Members in at least one (1) of the following ways:

(i) if the Union publishes a journal or newsletter that it gives to its Financial Industrial Members free of charge, by advertisement in that journal or newsletter; or

(ii) by e-mail; or

(iii) by advertisement on the Union Website.

(b) The notice must state:

(i) the opening day for nominations; and

(ii) the closing day for nominations; and

(iii) that nominations for office:

(A) open at midday on the opening day; and

(B) close at midday on the closing day; and

(iv) who may nominate as a candidate in the election; and

(v) that nominations for an Office must be in writing, signed by the candidate and endorsed by at least two (2) Financial Industrial Members and given to the Returning Officer before nominations close; and

(vi) the starting and finishing days for a ballot to decide the result of the election if a ballot becomes necessary under Schedule 4 rule 9; and

(vii) that only a person who was a Financial Industrial Member 30 days prior to nominations opening may vote in the election; and

(viii) that the ballot will be decided by a first-past-the-post system of voting.

6. NOMINATION PROCEDURE

(a) A nomination must be in writing, signed by the candidate and endorsed by at least two (2) Financial Industrial Members and given to the Returning Officer before nominations close.

(b) A person may not, except where permitted under the Union's Rules, nominate for more than one (1) Office in an election.

(c) The Returning Officer must accept a nomination if:

(i) it complies with sub-rule (a); and

(ii) the nominee is an Eligible Member.

(d) A nomination may be provided by:

(i) mail to the Returning Officer at the Returning Officer's mail address; or

(ii) e-mail to the Returning Officer at the Returning Officer's email address.

(e) A Candidate may withdraw the Candidate's nomination, by written notice given to the Returning Officer, within seven (7) days after the closing of nominations.

7. TEAM NOMINATIONS

(a) An Eligible Member nominating in an election for the office of:

(i) Congress Delegate; and/or

(ii) Executive Officer; and/or

(iii) National Executive Member,

may, subject to the Union's rules, nominate together with a group of other Eligible Members as part of a team.

(b) A Team Nomination must have a name.

(c) The Team Name must not be the same as, or similar to, the name of another team or otherwise be deceptive.

(d) The Returning Officer may determine whether to accept a Team Name or require an amendment to a Team Name.

(e) A Team Nomination must nominate the required number of people to contest each Office in each election in which the Team is nominating.

(f) A Team Nomination must be in writing and signed by each Candidate in each respective election.

(g) Each Team Nomination must specify its contact person for communicating with the Returning Officer over matters associated with the ticket nomination, including the rectification of a defective nomination.

(h) If there is a Team Nomination in an election, the ballot paper for that election must have an upper and lower part divided by a horizontal line.

(i) Despite the Union's Rules, a ballot paper required under sub-rule (h) must contain a clear instruction, in a prominent position, to the effect that a member voting in the election may vote either by completing the:

(i) top part of the ballot paper by voting for each member of a Team Nomination by marking a Team Name box with a cross ('X') (in which case only one ticket box is to be marked); or

(ii) lower part of the ballot paper by voting for individual Candidates (including members of a Team Nomination) by marking the box next to the name of the Candidate who the member voting wishes to vote for in the election with a cross ('X'), in respect of each of the Offices for which an election is being conducted.

(j) A vote for a Team Nomination counts as a vote for each member of the Team Nomination remaining in the ballot.

(k) The withdrawal from the ballot of a member of a Team Nomination after the close of nominations does not invalidate that Team Nomination.

(l) In the event of a withdrawal under sub-rule (k), the person who has withdrawn can, within seven (7) days after the closing of nominations, be replaced by another Eligible Member who is a Candidate for any Office, who is not a member of another team, and who consents to becoming a member of the team.

8. DEFECTIVE NOMINATION

(a) If a nomination for an Office is defective, the Returning Officer must, before rejecting the nomination, notify the person concerned of the defect and, where practicable, give the person the opportunity of remedying the defect within a period of seven (7) days after the person has been notified or from the close of nominations, whichever occurs first.

(b) If the person, notified under sub-rule (a), is able to, and does, remedy the defect in the nomination, the Returning Officer must accept such nomination.

9. WHEN A BALLOT MUST BE HELD

(a) If, after seven (7) days from the closing of nominations, there are more Candidates for election to an office than the number to be elected, the Returning Officer must conduct a secret postal ballot under this Schedule.

10. ELECTION WITHOUT BALLOT

(a) The Returning Officer will as soon as practicable declare a Candidate elected to an Office and promptly advise the National Secretary if:

(i) nominations have closed; and

(ii) the number of Candidates for the Office is not more than the number of Offices of the same type to be elected at the same time.

11. ROLL PREPARATION

(a) A roll for a ballot must be prepared in accordance with sub-rules (b) and (c) and certified by the National Secretary at the direction of the Returning Officer.

(b) The roll of Voters for a ballot is to be closed 30 days prior to the nominations for the respective election open.

(c) The National Secretary will:

(i) when required by the Returning Officer conducting the election; or

(ii) no later than 30 days after the close of nominations for a Quadrennial Election,

prepare and provide to the Returning Officer for the election a roll of members.

(d) The National Secretary must ensure the roll provides:

(i) the name of each person who is a Financial Industrial Member in alphabetical order; and

(ii) each Financial Industrial Member's postal address, opposite their name; and

(iii) each Financial Industrial Member's Relevant Electorates and Special Electorates, opposite their name.

(e) The Union must give the Returning Officer:

(i) the roll prepared under Schedule 4 sub-rule 11(c); and

(ii) if requested by the Returning Officer, access to the Union's records reasonably necessary for the Returning Officer to ensure the roll is accurate.

(f) If it comes to the attention of the National Secretary that a Financial Industrial Member, who should have been included on the roll, has not been included on the roll, they may compile and certify a supplementary roll.

12. ROLL INSPECTION

(a) The Returning Officer of the election must make the Roll for the election available as provided under the Fair Work (Registered Organisations) Regulations 2009.

13. WHEN SOMEONE CAN CLAIM A RIGHT TO VOTE

(a) Despite Schedule 4 sub-rule 11(c), if a Financial Industrial Member's name does not appear on the Roll, the member may apply to the Returning Officer to have the member's name included on the Roll.

(b) If the Returning Officer is satisfied the applicant is a Financial Industrial Member, the Returning Officer must include the applicant's name on the Roll and inform the respective National Secretary.

14. BALLOT PAPERS

(a) A ballot paper for the election must:

(i) have a watermark or other distinctive pattern that prevents it from being reproduced other than by the Returning Officer or a person authorised by the Returning Officer; and

(ii) be of paper that will hide a vote marked on it from view when it is folded once; and

(iii) be a different colour from the colour used for ballot papers at the two (2) previous elections held for the Union; and

(iv) list the names of each Candidate once only for each office the election is for, with the surname first, followed by the Candidate's other names; and

(v) state how the Voter may vote; and

(vi) state that the Voter must fill in and sign the voting declaration or the vote will not be counted; and

(vii) state that the Voter must return the ballot paper to the Returning Officer so it is received on or before the finish day of the ballot.

(b) The order of names on the ballot paper must be decided by lot, or if a Team Nomination as set out on the nomination.

(c) If two (2) or more candidates have the same surname and first names, the Candidates must be distinguished in an appropriate way.

15. DISTRIBUTING VOTING MATERIAL

(a) The Returning Officer must post the following things (Voting Material) to each Voter:

(i) a ballot paper initialled, including by the addition of a facsimile of the Returning Officer’s signature, by the Returning Officer; and

(ii) an unsealed reply-paid envelope (Return Envelope) addressed to the Returning Officer; and

(iii) a declaration envelope (Declaration Envelope) in accordance with regulation 5 of the Fair Work (Registered Organisations) Regulations 2009 (Cth); and

(iv) other material the Returning Officer considers appropriate for the ballot including, for example, directions or notes to help the Voter to comply with this Schedule and cast a valid vote.

(b) Voting Material must be posted to each Voter:

(i) in a sealed envelope to the Voter's address on the Roll; and

(ii) as soon as practicable, but no later than two (2) days before the starting day of the ballot.

(c) The voting declaration must state 'I certify that I am the person whose name appears on this envelope, I have voted on the ballot paper enclosed and I have not voted in this ballot previously'.

(d) If a Voter gives the Returning Officer a notice that the Voter will be at an address other than the address stated on the Roll when Voting Material is to be given, the Returning Officer must post the material to the other address.

(e) Before posting Voting Material to a Voter, the Returning Officer must mark a ballot number for each Voter on the:

(i) Roll against the Voter's name; and

(ii) declaration form.

(f) The Returning Officer must give each Voter a different ballot number.

(g) The ballot numbers must start with a number chosen by the Returning Officer.

(h) A ballot paper or Declaration Envelope must not be marked in a way that could identify the voter.

16. RETURNING OFFICER MUST KEEP A BALLOT BOX

(a) The Returning Officer must get a ballot box and:

(i) keep the box in a safe place; and

(ii) seal the box in a way that:

(A) allows Voting Material to be put in it until the ballot finishes; and

(B) prevents Voting Material from being taken from it until votes for the ballot are to be counted.

17. DUPLICATE VOTING MATERIAL

(a) This rule applies if Voting Material posted to a Voter:

(i) has not been received by the Voter; or

(ii) has been lost or destroyed; or

(iii) if the document is a ballot paper, it has been spoilt.

(b) The Voter may, by phone or email, apply to the Returning Officer for a duplicate of the document.

(c) The application must:

(i) be made to the Returning Officer on or before the finish day of the ballot; and

(ii) state the grounds on which it is made; and

(iii) be substantiated by evidence verifying or tending to verify the grounds; and

(iv) confirm that the Voter has not voted at the ballot.

(d) If the application complies with sub-rule (c), the Returning Officer must:

(i) if the document is a spoilt ballot paper:

(A) mark 'spoilt' on the paper; and

(B) initial the paper beside that marking and keep the paper; and

(C) give a fresh ballot paper to the Voter; or

(ii) if otherwise, give a duplicate of the document to the Voter.

18. HOW LONG BALLOT IS OPEN

(a) Subject to the Union's rules a ballot must remain open for 28 days.

19. HOW TO VOTE

(a) A Voter may vote only by completing the following steps:

(i) completing a ballot paper by:

(A) writing a tick or cross in the square opposite the name or names of the number of candidates the Voter may vote for under Schedule 4 rule 20; and

(B) complying with the instructions on the paper about how to vote; and

(ii) putting the ballot paper in a Declaration Envelope; and

(iii) sealing the Declaration Envelope; and

(iv) filling out and signing the declaration on the Declaration Envelope; and

(v) putting the Declaration Envelope in the Return Envelope; and

(vi) sealing the Return Envelope; and

(vii) complying with any direction given under Schedule 4 paragraph 15(a)(iv); and

(viii) returning the Return Envelope to the Returning Officer so that the envelope is received on or before the finish day for the ballot.

20. HOW MANY VOTES MAY BE CAST

(a) A Voter may, subject to Schedule 4 rule 7, vote for only the number of Candidates that is not more than the number of offices of the same type to be elected at the same time.

21. HOW THE RETURNING OFFICER MUST DEAL WITH VOTING MATERIAL

(a) The Returning Officer must maintain in a secure way all Voting Material returned to the Returning Officer until voting has ended, provided that the Returning Officer may, prior to the close of the ballot:

(i) open the Return Envelope; and

(ii) take out the Return Envelopes; and

(iii) open each Return Envelope and take out the Declaration Envelope; and

(iv) examine the declaration; and

(v) ensure the declaration is signed; and

(vi) check the ballot number on the declaration against the ballot number marked against the Voter's name on the Roll; and

(vii) mark the Voter on the roll as having voted; and

(viii) but must then keep the ballot paper in the unopened Declaration Envelope secure in the Ballot Box until the ballot is closed.

(b) If, after the finishing day for the election, the Returning Officer receives a Return Envelope apparently containing a ballot paper for the election, the Returning Officer must:

(i) keep the envelope sealed; and

(ii) mark the envelope 'Received by the Returning Officer after the finishing day for the ballot'; and

(iii) keep the envelope in safe custody, but separately from Return Envelopes received before or on the finishing day.

22. APPOINTMENT OF SCRUTINEERS

(a) A Candidate may appoint another person (Appointee) as a scrutineer for the Candidate.

(b) An appointment must be in writing and signed by the Candidate.

(c) A Candidate must notify the Returning Officer of the name of the Candidate's Appointee as soon as possible after the Appointee is appointed.

(d) The Returning Officer may refuse to allow an appointee to act as a scrutineer if:

(i) the Returning Officer asks to inspect the Appointment as a scrutineer; and

(ii) the Appointee does not produce it.

(e) A scrutineer may only act for one (1) Candidate for the same position, or where a team has nominated, for all the Candidates of that team.

23. SCRUTINEERS' RIGHTS

(a) Subject to Schedule 4, rule 24 a Scrutineer may be present when:

(i) the order of Candidates and or Teams appearing on a ballot paper is determined; and

(ii) votes are counted.

24. SCRUTINEERS – NUMBERS ATTENDING

(a) Subject to Schedule 4 sub-rule 22(e), each Candidate may have only one (1) Scrutineer exercising a right under Schedule 4 rule 23 for each official present where the ballot is being conducted.

(b) For sub-rule (a) 'official' means:

(i) if the ballot is being conducted by the Australian Electoral Commission, the Returning Officer and any person appointed to assist the Returning Officer in the count; or

(ii) if the ballot is not being conducted by the Australian Electoral Commission;

(A) the Returning Officer; or

(B) any other person appointed, under the Union Rules, by the Returning Officer to exercise by delegation powers of the Returning Officer for the election.

25. INITIAL SCRUTINY OF VOTING MATERIAL

(a) As soon as possible after the ballot finishes, the Returning Officer must:

(i) if they have not already performed the action under Schedule 4 sub-rule 21(a), perform those actions; and

(ii) seal the Ballot Box in a way that prevents Voting Material from being put in it; and

(iii) take the Ballot Box to the place where votes are to be counted.

(b) The Returning Officer must then unseal the Ballot Box.

(c) After complying with sub-rule (b), the Returning Officer must put the Declaration Envelopes in a container if satisfied:

(i) each declaration is signed; and

(ii) the ballot number on each declaration corresponds with the ballot number marked beside the Voter's name on the Roll.

(d) However, the Returning Officer must not put a Declaration Envelope in the container mentioned in sub-rule (c) if:

(i) the Returning Officer reasonably suspects the Voter to whom it was sent did not sign the declaration; or

(ii) the person named on the declaration is not the person to whom it was sent.

(e) The Returning Officer must keep Declaration Envelopes excluded under sub-rule (d) separate from other Declaration Envelopes.

(f) A declaration is valid only if:

(i) it complies with paragraphs (c)(i) and (ii); and

(ii) sub-rule (d) does not apply.

(g) A valid declaration must be accepted as valid, and an invalid declaration must be rejected, by the Returning Officer.

(h) If a declaration is accepted as valid by the Returning Officer, the Returning Officer must note the acceptance of validity on the declaration.

(i) After accepting the declaration, the Returning Officer must, in the following order:

(i) open the Declaration Envelopes not excluded under sub-rule (d) and take out the ballot papers; and

(ii) if a Declaration Envelope contains more than one (1) ballot paper for each Office the election is for, mark each of the ballot papers from the envelope 'informal under Schedule 4 paragraph 26(b)(v)' and exclude those ballot papers from the count and place them in a container reserved for 'informal ballots'; and

(iii) put all ballot papers other than those excluded under paragraph (ii) in a separate container to be counted.

26. COUNTING VOTES

(a) To count votes the Returning Officer must:

(i) admit the formal votes and reject the informal votes; and

(ii) count the formal votes, and record the number for each Candidate; and

(iii) count the informal votes.

(b) A vote is informal only if:

(i) the ballot paper is not initialled by the Returning Officer and the Returning Officer is not satisfied the paper is authentic; and

(ii) the ballot paper is marked in a way that allows the Voter to be identified; and

(iii) the ballot paper is not marked in a way that makes it clear how the Voter is meant to vote; and

(iv) the ballot paper does not comply with a direction given under Schedule 4 paragraph 15(a)(iv); or

(v) the ballot paper was taken from a ballot envelope that contained another ballot paper for the office the election is for.

(c) All ballot papers, determined to be informal, under this rule will be placed in the container referred to in Schedule 4 paragraph 25(i)(ii).

27. SCRUTINEERS' OBJECTIONS

(a) Before votes are counted, a Scrutineer may advise the Returning Officer that the Scrutineer considers an error has been made in conducting the ballot.

(b) When votes are counted, a Scrutineer may:

(i) object to a ballot paper being admitted as formal or rejected as informal by the Returning Officer; or

(ii) advise the Returning Officer that the Scrutineer considers an error has been made in conducting the ballot or counting votes.

(c) If a Scrutineer advises the Returning Officer under sub-rule (a) or paragraph (b)(ii), the Returning Officer must:

(i) decide whether the error has been made; and

(ii) if appropriate, direct action to correct or mitigate the error.

(d) If a Scrutineer objects under paragraph (b)(i), the Returning Officer must:

(i) decide whether the ballot paper is to be admitted or rejected; and

(ii) note the decision on the ballot paper and initial the note.

28. DIRECTION BY THE RETURNING OFFICER TO LEAVE COUNT

(a) The Returning Officer may direct a person to leave the place where votes are being counted if the person:

(i) does not have the right to be present at the count; or

(ii) interrupts the count, other than to exercise a Scrutineer's right.

29. HOW RESULT IS DECIDED

(a) The method of deciding the result of a ballot is by a first-past-the post system.

(b) That the number of Candidates, corresponding with the number of Offices to be filled, who have the most formal votes are elected.

(c) This rule is subject to Schedule 4 rule 30.

30. WHAT HAPPENS IF VOTES FOR TWO OR MORE CANDIDATES ARE EQUAL

(a) If the Returning Officer cannot decide which Candidate is elected to an Office because the votes cast for two (2) or more Candidates are equal, the Returning Officer must decide which Candidate is elected by drawing lots.

(b) A decision under sub-rule (a) must be made in the presence of any Scrutineer who wishes to attend.

31. DECLARATION

(a) The Returning Officer will as soon as practicable declare the candidates elected to Office and promptly advise the National Secretary.

SCHEDULE 5: POST CODES TO BE EXCLUDED FOR DETERMINING NON-REGIONAL AND REMOTE COMMUNITIES

State	Location	Postcode ranges
ACT	Canberra	0200-0250, 2600-2639, 2900-2920
NSW	Sydney and suburbs	1000-1404, 1411-1920, 2000-2249, 2555-2574, 2740-2786
	Gosford Region	2250-2263
	Newcastle	2264-2310
	Wollongong Area	2500-2530
VIC	Melbourne and suburbs	3000-3210, 3335-3338, 3340, 3427-3443, 3750[2], 3751-3754, 3755-3757, 3758-3810, 3910-3915, 3926-3944, 3975-3978, 3980-3981, 8000-8899
	Geelong and suburbs	3211-3220
	Ballarat	3350, 3353-3356
	Bendigo	3550, 3552-3556
QLD	Brisbane	4000-4209
	Gold Coast	4210-4299, 9726
	Booval/Ipswich Areas	4300-4305
	Strathpine/Caboolture	4500-4510, 4520
	Sunshine Coast Areas	4550-4601
SA	Adelaide and suburbs	5000-5199, 5800-5999
TAS	Hobart area	7000-7019, 7050-7053, 7055, 7172, 7892
	Launceston	7248-7325
WA	Perth and suburbs	6000-6214, 6800-6899
NT	Nil – N/A	Nil – N/A

SCHEDULE 6: TRANSITIONAL RULES

1. In this Schedule the words in column A have the meaning assigned opposite in column B:

A	B
Commencement Date	the day on which the Restructured Rules, including this rule, are certified under the Act
FSU National Secretary	the person who held the office of National Secretary under the Pre-restructured Rules on the day immediately preceding the Commencement Date
FSU National Officer	a person who held an office on the National Executive under the Pre-restructured Rules on the day immediately preceding the Commencement Date
FSU Officer	a person who held an office under the Pre-restructured Rules on the day immediately preceding the Commencement Date, other than an FSU National Officer
Inaugural Congress Election	the elections for Congress Delegates to be conducted under the Restructured Rules and this Schedule in 2022
Inaugural Declaration Day	the date on which the Inaugural Congress Election is declared under the Restructured Rules
Inaugural National Officers Election	the elections for the National Administration Committee and the National Executive to be conducted under the Restructured Rules in 2022
Inaugural Quadrennial Election	the: • Inaugural Congress Election; and • Inaugural National Executive Election
Inaugural Term	severably for: • an FSU Officer the period between the Commencement Day and the declaration of elections for the Inaugural Congress Election; and • a respective FSU National Officer the period between the Commencement Day and the declaration of elections for the

	respective Inaugural National Officers Election; and
Pre-restructured Rules	the rules of the Union on the day immediately preceding the Commencement Date
Pre-restructured Union	the Union on the day immediately preceding the Commencement Date
Restructured Rules	the rules of the 'Finance Sector Union of Australia' commencing on the Commencement Date and numbered 1 to 82 and inclusive of the Schedules to those rules
Restructured Union	the Union on, and from, the Commencement Date
Returning Officer	as provided for under Schedule 4

2. The purpose of this Schedule is to provide for, and facilitate, the:
   (a) restructure of the Union; and
   (b) Inaugural Quadrennial Election; and
   (c) other matters of a transitional nature.
3. This Schedule will:
   (a) apply on, and from, the Commencement Date Day notwithstanding other provisions of the Pre-restructured Rules or the Restructured Rules; and
   (b) prevail to the extent of an inconsistency with the Pre-restructured Rules or the Restructured Rules; and
   (c) provide for the holding of the Inaugural Quadrennial Election.
4. The Restructured Union and its Members will comply with the rule changes effected on the Commencement Date as provided for in this Schedule.

Membership

5. A member of the Pre-restructured Union on the day immediately preceding the Commencement Date in a category set out in column A will, on the Commencement Date, be a member of the Restructured Union in the category set out opposite in column B, without the payment of a further fee and will have the rights and obligations of a member in the respective category under the Restructured Rules:

A	B
Member	Industrial Member
Life Member	Life Member
Associate Member	Community Member
Retired Member	Retired Member

6. A person who is an Industrial Member of the Restructured Union, and was previously a 'member' of the Pre-restructured Union will:

(a) without the payment of a further Membership Contribution be a Financial Industrial Member of the Restructured Union for the same period as they would, but for the restructure, have been a financial member of the Pre-restructured Union; and

(b) following the period referred to in sub-rule (a), be obliged to make payment of Membership Contributions, under the Restructured Rules; and

(c) for the purposes of continuity of membership of the Restructured Union, be entitled to treat the period of continuous membership of the Pre-restructured Union, immediately preceding the Commencement Date, as the period of continuous membership of the Restructured Union.

7. A person who is a Community Member or a Retired Member of the Restructured Union , and was previously and respectively an 'Associate Member' or 'Retired Member' of the Pre-restructured Union, will:

(a) without the payment of a further fee be a financial Member of the Restructured Union for the same period as they would, but for the restructure, have been a financial member of the Pre-restructured Union; and

(b) following the period referred to in sub-rule (a), be obliged to make payment of fees, under the Restructured Rules.

8. This Schedule does not prevent the National Executive from determining the level of Membership Contributions or fees to be paid by Members under the Restructured Rules.

9. A person who becomes an Industrial Member of the Restructured Union on, or following, the Commencement Date is liable to pay their Membership Contribution under the Restructured Rules.

10. A person who becomes a Community Member or a Retired Member of the Restructured Union on, or following, the Commencement Date is liable to pay their fees under the Restructured Rules.

11. A Member of the Pre-commencement Union who, on the day immediately preceding the Commencement Date, was:

(a) liable to pay a levy to the Pre-restructured Union, is on the Commencement Date liable to pay that levy to the Restructured Union under the Restructured Rules; and/or

(b) liable to pay a fine to the Pre-restructured Union, is on the Commencement Date liable to pay that fine to the Restructured Union under the Restructured Rules.

12. A person who becomes an Industrial Member of the Restructured Union on, or following, the Commencement Date, is liable to pay Levies and Fines under the Restructured Rules.

13. A Member of the Restructured Union who was, on the day immediately preceding the Commencement Date, an un-financial member of the Pre-restructured Union will continue to be un-financial until they become financial under the Restructured Rules.

14. Where prior to the Commencement Date a member of the Union has been suspended from membership for a period, that member will on the Commencement Date continue to be suspended from membership of the Restructured Union until the total period of suspension, given by way of penalty under the Pre-restructured Rules, has elapsed.

Transitional Officers

15. A person who held office as an FSU Officer, on the day immediately preceding the Commencement Date, will continue to hold that office:

(a) under this Schedule; and

(b) until the date on which the Inaugural Congress Election is declared in accordance with the Restructured Rules.

16. A person who held office as an FSU National Officer, on the day immediately preceding the Commencement Date, will continue to hold that office:

(a) under this Schedule; and

(b) until the date on which the Inaugural National Officers Election is declared under the Restructured Rules.

17. Despite Schedule 6 rule 18 the person who held office as the FSU National Secretary, on the day immediately preceding the Commencement Date, will continue to hold office:

    (a) under this Schedule; and

    (b) until the National Secretary is declared elected at the Inaugural National Officers Election under the Restructured Rules.

18. Despite Schedule 6 rule 18 the FSU National Officer, holding the office of National President under the Pre-restructured Rules, will cease to hold that office but not their office of FSU National Officer, when the National President is declared elected at the Inaugural National Officers Election and will otherwise cease to hold their office as an FSU National Officer when the National Executive is declared elected under the Restructured Rules.

19. Despite the Pre-restructured Rules, an FSU Officer will, during the Inaugural Term and whilst holding that office, exercise their powers, perform their duties and discharge their obligations under the Pre-restructured Rules.

20. An FSU National Officer will, during the Inaugural Term and whilst holding that office, exercise their powers, perform their duties and discharge their obligations under the Restructured Rules.

Election

21. The Union will conduct the Quadrennial Elections in 2022 and each four (4) years thereafter.

22. As soon as is practicable following the Commencement Day, the FSU National Secretary will take the steps necessary to conduct the Inaugural Congress Election under this Schedule and the Restructured Rules.

23. For this Schedule the date to be used for the definition of 'January Electorate Members', under sub-rule 29(a), will be the last business day in July 2022.

24. The Inaugural Congress Election will be conducted:

    (a) by an electoral officer from the Australian Electoral Commission; and

    (b) in accordance with a timetable that results in the election being declared by 27 January 2023; and

    (c) subject to sub-rule (b), under the Restructured Rules; and

    (d) by team nominations.

25. A person elected at the Inaugural Congress Election will:

    (a) when declared elected take office, either immediately or on 27 January 2023, whichever is the later; and

    (b) will hold that office, under these rules, until replaced at a Quadrennial Election.

26. As soon as is practicable following Inaugural Declaration Day, the FSU National Secretary will:

    (a) call a meeting of National Congress under the Restructured Rules; and

    (b) take the steps necessary to conduct the Inaugural National Officers Election:

        (i) under the Restructured Rules; and

        (ii) by team nominations.

27. A person elected at the Inaugural National Officers Election will:

    (a) when declared elected, immediately take office; and

    (b) hold that office, under these rules, until replaced at a Quadrennial Election.

Other Transitional Matters

28. A proceeding commenced under the Pre-restructured Rules prior to the Commencement Date, against a member of the Pre-restructured Union will on the Commencement Date be continued under the Restructured Rules.

29. The FSU Officers will, promptly after the Commencement Date, appoint the Returning Officer.

30. The FSU will be a single reporting unit for the purposes of the *Fair Work (Registered Organisations) Act* (Cth).

31. The Union will make such application, if any, that may be required to effect Schedule 6 rule 30.

32. The Auditor of the Restructured Union on Commencement Date will be the auditor of the Pre-restructured Union.

33. This Schedule does not prevent the National Executive from determining to replace the Auditor under the rules of the Restructured Union.

34. A casual vacancy occurring in an office of FSU Officer during the Inaugural Term, if filled, is to be filled in accordance with the Pre-restructured Rules.

35. A casual vacancy occurring in an office of FSU National Officer during the Inaugural Term, if filled, is to be filled in accordance with the Pre-restructured Rules.

36. Despite sub-paragraph 6(j)(ii)(D) of the Restructured Rules, for the Inaugural Congress Election a Special Electorate must have at least 20 Industrial Members attached to it.

37. Notwithstanding rules 60.1-60.5 the Commonwealth Bank Officers Section and the Reserve Bank Officers Section shall only be abolished if a section wide plebiscite of the membership of the respective sections votes by a two thirds majority of those members who vote in the plebiscite, to abolish the section. This sub-rule shall not be added to, amended, rescinded or otherwise altered unless such addition, amendment, rescission or alteration is first approved by a section wide plebiscite of the membership of the Commonwealth Bank Officers Section and Reserve Bank Officers Section in which a majority of two thirds of those members voting agrees to amend, rescind or otherwise alter this sub-rule.

38. The reference to 'rules' under Schedule 6 rule 37 is a reference to the Pre-restructured Rules.

39. Despite sub-rules 36(h) and (l) of the Restructured Rules, on, and from, the Commencement Date up to the declaration of the election for the Inaugural Congress Delegates the CBA/RBA Advisors Committee is comprised of:

    (i) Jo-Anne Dodson; and

    (ii) Damian Bartlett; and

    (iii) Charmane Hollyock; and

    (iv) David Symonds; and

    (v) Jason Jux.

40. A vacancy occurring in the CBA/RBA Advisors Committee under Schedule 6 rule 39 prior to the declaration of the election for the Inaugural Congress Delegates must be filled by a woman from the CBA Section if the vacancy arises in relation to a member of the CBA/RBA Advisors Committee who was employed by the CBA or from the RBA Section if the vacancy arises in relation to a member of the CBA/RBA Advisors Committee who was employed by the RBA, until at least 50% of the members of the CBA/RBA Advisors Committee are women, and thereafter filled by a woman from the CBA Section if the vacancy arises in relation to a member of the CBA/RBA Advisors Committee who was employed by the CBA or from the RBA Section if the vacancy arises in relation to a member of the CBA/RBA Advisors Committee who was employed by the RBA where it is necessary to do so to ensure at least 50% of the members of the CBA/RBA Advisors Committee are women.

41. Where a casual vacancy occurs in the CBA/RBA Advisors Committee prior to the declaration of the election for the Inaugural Congress Delegates that does not have to be filled by a woman under Schedule 6 rule 40 then it may be filled by a Financial Industrial Member and if the vacancy arises in relation to a member of the CBA/RBA Advisors Committee who was employed by the CBA by a Financial Industrial Member from the CBA Section or if the vacancy arises in relation to a member of the CBA/RBA Advisors Committee who was employed by the RBA by a Financial Industrial Member from the RBA Section.

42. The members of the CBA/RBA Advisors Committee appointed under this Schedule will perform their duties and discharge their obligations under the Restructured Rules.

43. The funds held in the fund of the Pre-commencement Union set out in Column A prior to the Commencement Date will on the Commencement Date be held in the fund of the Restructured Union set out in Column B:

A	B
Union Fund	National Fund
CBA and RBA Amelioration Fund	Union Amelioration Fund

44. The FSU property at Level 7, 8 Quay Street, Haymarket NSW may be disposed of by the National Executive providing that a majority of the Inaugural Conference Delegates or Conference Delegates, as the case may be, elected, and holding office, respectively for the CBA Section and the RBA Section consent.

45. Notwithstanding the provisions of rules 60.1, 60.2 and 60.3, rules 6.3, 10.2, 10.7.4, 21.1.6, 21.7, 24.2, 30.2, 32.5, 33.1.2, 36.2, 38.7, 38.9, 39.1, 39.2, 39.3, 39.4, 39.5, 44.2, 45A, 46A, 50A and 60.4 shall not be added to, amended, rescinded or otherwise altered until such addition, amendment, rescission or alteration is first approved by a decision of the Commonwealth Bank Officers Section Committee. This sub-rule shall not be added to, amended, rescinded or otherwise altered until such addition, amendment, rescission or alteration is first approved by Section wide plebiscite of the Commonwealth Bank Officers Section in which a majority of two-thirds of those members voting agrees to amend, rescind or otherwise alter this sub-rule.

46. Schedule 6 rule 45 preserves rule 60.4 of the Pre-restructured Rules, however the 'rules' set out in Schedule 6 rule 45 have been rescinded with the consequence that Schedule 6 rule 45 has no present effect but is preserved until it is rescinded in accordance with its requirements.

47. Notwithstanding the provisions of rules 60.1, 60.2 and 60.3, rules 6.4, 10.3, 10.7.4, 21.1.7, 21.8, 24.2, 30.2, 32.5, 33.1.2, 36.3, 38.8, 38.10, 39.6, 39.7, 39.8, 39.9, 39.10, 44.2, 45A, 46A, 50A and 60.5 shall not be added to, amended, rescinded or otherwise altered until such addition, amendment, rescission or alteration is first approved by decision of the Reserve Bank Officers Section Committee. This sub-rule shall not be added to, amended, rescinded or otherwise altered until such addition, amendment, rescission or alteration is first approved by Section wide plebiscite of the Reserve Bank Officers Section in which a majority of two-thirds of those members voting agree to amend, rescind or otherwise alter this sub-rule.

48. Schedule 6 rule 47 preserves rule 60.5 of the Pre-restructured Rules, however the 'rules' set out in Schedule 6 rule 47 have been rescinded with the consequence that Schedule 6 rule 47 has no present effect but is preserved until it is rescinded in accordance with its requirements.

49. Notwithstanding rules 60.1-60.5 the Commonwealth Bank Officers Section and the Reserve Bank Officers Section shall only be abolished if a section wide plebiscite of the membership of the respective sections votes by a two thirds majority of those members who vote in the plebiscite, to abolish the section. This sub-rule shall not be added to, amended, rescinded or otherwise altered unless such addition, amendment, rescission or alteration is first approved by a section wide plebiscite of the membership of the Commonwealth Bank Officers Section and Reserve Bank Officers Section in which a majority of two thirds of those members voting agrees to amend, rescind or otherwise alter this sub-rule.

50. Schedule 6 rule 49 preserves rule 60.6 of the Pre-restructured Rules and whilst the 'rules' set out in Schedule 6 rule 49 have been rescinded, the balance of the rule continues to have effect and is preserved until it is rescinded in accordance with its requirements.

51. The Commonwealth Bank Officers Section referred to in Schedule 6 rules 45 and 49 is renamed as the CBA Section and is continued in existence under that latter name in these Restructured Rules.

52. The Reserve Bank Officers Section referred to in Schedule 6 rules 47 and 49 is renamed as the RBA Section and is continued in existence under that latter name in the Restructured Rules.

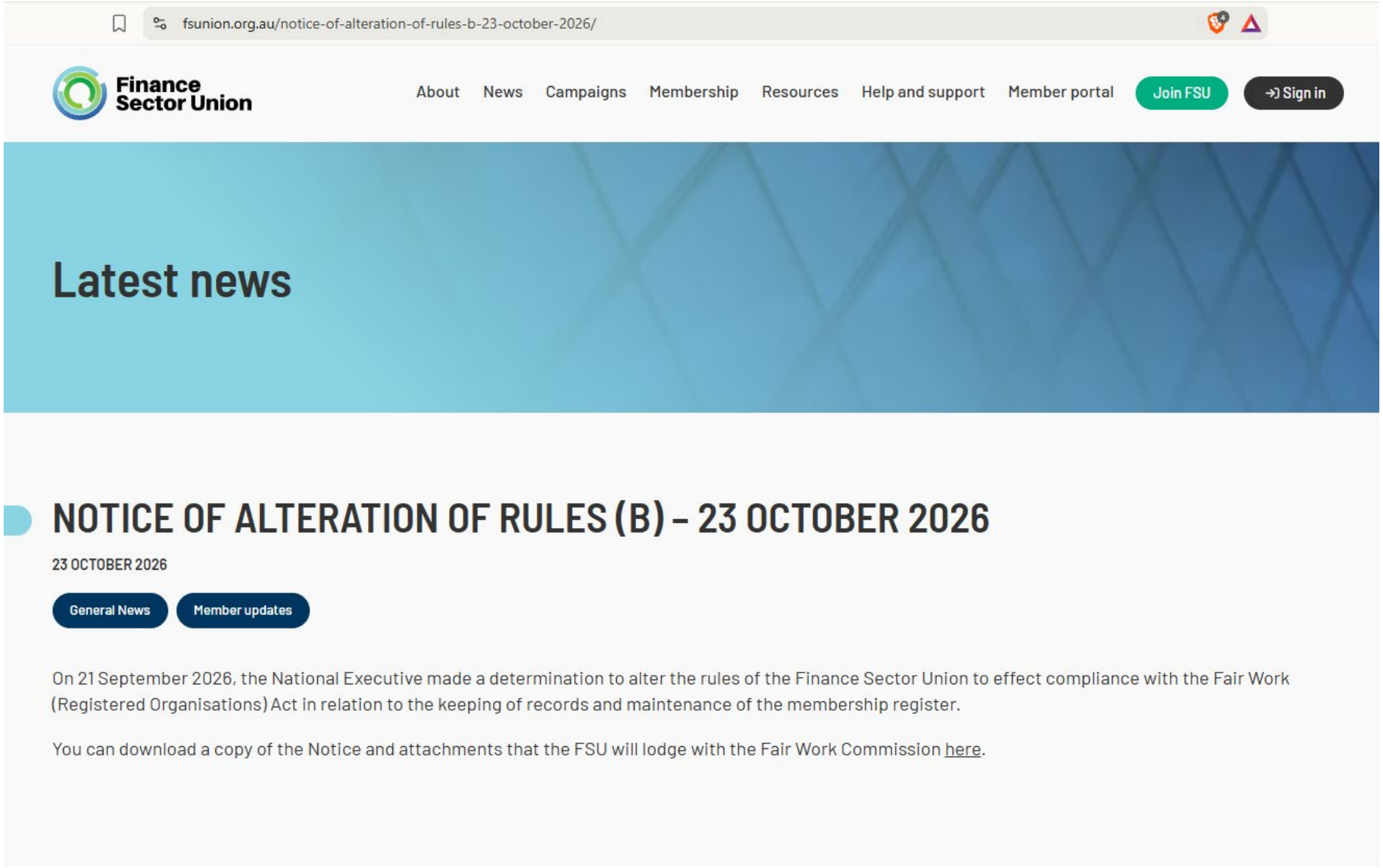
Alteration to the Schedule

53. Except as otherwise provided for in this Schedule, this Schedule may:

(a) prior to the declaration of the offices at the Inaugural National Officers Election be altered by resolution of the FSU National Officers provided that of the votes cast three-quarters (¾) of the total votes are cast in favour of any alteration; and

(b) subsequent to the declaration of the offices at the Inaugural National Officers Election be altered by resolution of the National Executive provided that of the votes cast three-quarters (¾) of the total votes are cast in favour of any alteration.

*** END OF RULES ***


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NOTICE OF ALTERATION OF RULES (B) – 23 OCTOBER 2026
23 OCTOBER 2026
General News
Member updates
On 21 September 2026, the National Executive made a determination to alter the rules of the Finance Sector Union to effect compliance with the Fair Work (Registered Organisations) Act in relation to the keeping of records and maintenance of the membership register.
You can download a copy of the Notice and attachments that the FSU will lodge with the Fair Work Commission here.

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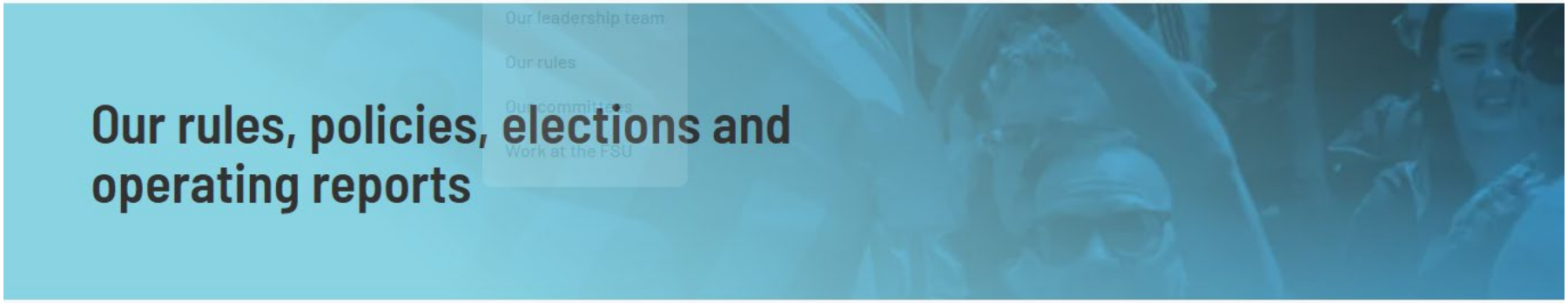
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Deregistration of FSU Qld branch

Deregistration of FSU Qld Branch - QIRC hearing date

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