

## Rule Changes

### MOTION ON NOTICE NTEU NATIONAL COUNCIL MEETING 2022

#### Rule Change: Hardship Membership Proposals

##### Overall brief:

NTEU National Council moves that a category of 'unemployed membership' be modified to be 'hardship membership' be created for workers and members who become unemployed (currently addressed via rules 9.4 and 10.2) or are undergoing financial hardship. The conditions of this membership category shall be:

1. That the worker or member is unemployed, enduring job insecurity at fractions of work below part-time allocations and is not employed in an ongoing role, or undergoing financial hardship (which can be defined as stress implying one third of the person's low income is committed to household essentials);
2. That hardship status is contingent on self-declaration (with no means test) without the secondary discretion of the Branch Secretary or National Office (unless hardship status no longer applies);
3. A requirement to pay a reasonable appropriate but also substantially minor fee (**to be finalised**) annually in membership fees;
4. An entitlement to the voting and participation rights of an ordinary financial member;
5. That the member convert to the relevant category of membership as soon as they cease to be unemployed or cease to be experiencing financial hardship. That this membership also expires without re-declaration within a year of application of hardship membership.

Eligibility for this membership shall be determined solely by self-declaration and will be otherwise anonymous/unidentified to the rest of the Union. Members of this category will be listed as Ordinary Members for all other Union purposes and to other Union persons.

#### *1 of 3: Self-declaration procedure*

##### Motion:

**THAT** the title of Section 2 (Members), rule 9 shall be amended by the addition of the text in **bold underlined** and the deletion of the text in ~~strikeout~~.

#### **9 - Life Membership and Past Special Membership Categories**

**Explanation:** This section already includes special categories of membership beyond the two listed in the title. This change updates the section for accuracy.

**THAT** rule 10.2 shall be amended by the addition of the text in **bold underlined** and the deletion of the text in ~~strikeout~~.

10.2 A member who is not a financial member shall be an unfinancial member until outstanding dues and levies are paid ~~unless she or he~~ **they** makes **self-declare by** written application to the Division Secretary to be exempted from the payment ~~either wholly or in part~~ of any dues or levies payable on the grounds that ~~she or he~~ **they**:

- (a) is **are** temporarily absent from Australia,
- (b) is **are** engaged on active military service,
- (c) is **are** unemployed,
- (d) ~~has~~ **have** been subjected to hardship other than loss of employment.

and upon receipt ~~of such application~~, the Division Secretary may **will be obliged to** grant the person the said exemption (**by allocating a special membership category defined in Section 2 (Membership), rule 9**). Any person so exempted shall retain all rights and duties of a financial member of the Union for a period **calendar year or** ~~determined by the Division Secretary~~ **until the member changes their membership status or the exemption conditions above no longer apply to said member.**

**Explanation:** Hardship is more complex than unemployment (one may be unemployed but not facing phenomena of hardship, e.g. housing and other financial stressors). This provision makes it easier for members to apply for status, adjusts language to be more inclusive and links to the membership sub-categories already grouped under rule 9.

**MOVED:** (Ben Nunquam, Federation University Branch)

**SECONDED:**