



## **CEC Special Report**

# **CEC Rule Amendments**



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**GMB CONGRESS 2025**

**CEC SPECIAL REPORT**

# GMB Congress 2025 – CEC Rule Amendments

## Review of the GMB Rulebook

The review of GMB’s Rule Book was begun in 2022 with the aim of updating the union’s rules in line with current practice, legal requirements, and the commitment to an organising, campaigning, and activist focused agenda.

The Rule Book Review Group has reported to, and re-acted rule changes at every successive GMB Congress since 2022 and has delivered upon clarifying the union’s disciplinary measures; updating GMB’s aims and objectives; foregrounding the federal nature of the organisation; restating its industrial focus; and deepening and widening the commitment to organising and campaigning within the workplace.

This year, the Review Group has been focused upon tidying up those rules which pertain to the movement of money around, and the finances of, the union; and bringing those rules which no longer reflect either the employment or internal structures of today’s GMB.

The Branch Working Party has fed, directly, into its deliberations where they address the functioning of branches and the adoption of branch plans. As a consequence, those rules brought before Congress in 2025 are of an entirely practical nature.

The Rulebook Review Working Group met on 4 December 2024, 30 March 2025 and 11 April 2025 to discuss and agree amendments to the Rulebook for proposal to the Central Executive Council.

## Membership of the Rulebook Review Group

Barbara Plant	(National President)
Penny Robinson	(London Region)
Phil Soper	(Midlands Region)
Carol Clarkson	(North East, Yorkshire & Humber Region)
Margaret Gregg	(North West & Irish Region)
Jim Lennox	(GMB Scotland)
Dave Gigg	(Southern Region)
Kevin Jones	(Wales & South West Region)
Elaine Daley	(National CEC Race Reserved Seat Member / Midlands Region)
Ruth Pitchford	(National CEC Young Member Reserved Seat / North West & Irish Region)
Warren Kenny	(London Regional Secretary)
Louise Gilmour	(GMB Scotland Secretary)
John Callow	(National Research & Policy Officer)
Anna Barnes	(National Research & Policy Officer)
Steve Short	(Executive Officer)

The Central Executive Council is therefore proposing to Congress 2025 amendments to the rulebook index and to rules 5, 7, 8, 9, 10, 11, 12, 17a, 17b, 17c, 17d, 17e, 17f, 18, 19, 26, 34, and 37 as follows:

Reference	Rules / clauses	Old Wording	Proposed Amendment and Wording
CECRA1	Index of core rules	The Central Executive Council is proposing that the Rulebook Index / core rules are amended, as required to reflect proposed changes	
		<b>CORE RULES</b> List of rules ... <b>Membership</b> 7 Membership transfers ... <b>Full-time officials and office holders</b> 17f Procedure for electing organisers 18 Qualifying for office, and the definition of officers ... <b>Contributions and benefits</b> 54 Members of Her Majesty's Armed Forces	Amend / delete as below:  <b>CORE RULES</b> List of rules ... <b>Membership</b> 7 Membership T <del>ransfers</del> <b>of Engagements</b> ... <b>Full-time officials and office holders</b> <del>17f Procedure for electing organisers</del> 18 Qualifying for office, <del>and the definition of officers</del> ... <b>Contributions and benefits</b> 54 Members of <del>Her</del> <b>His</b> Majesty's Armed Forces

CECRA2	Rule 5	The Central Executive Council proposes that new clauses are added to rule 5 to ensure new members don't join for representation and/or advice then resign before making their first contribution payment, but allows Regional Secretary discretion should the matter be deemed a worthwhile organising opportunity; to formalises into rule 5 disciplinary action on a former employees' membership of GMB; to re-number existing clause 4b; and to formalise into rule that any suspended disciplinary action can be resurrected if a former member rejoins GMB.	
		<p><b>Rule 5 Membership</b></p> <p>1 GMB is an open and democratic organisation and welcomes into membership people from any industry or walk of life who are committed to upholding the aims of the union and will agree to abide with these rules.</p> <p>...</p> <p>4 A member may be disciplined in accordance with this rule, Rule 5A, GMB policies and any guidance issued under this rule or Rule 5A.</p>	<p>Amend to add following subclauses under 1:</p> <p>1 GMB is an open and democratic organisation and welcomes into membership people from any industry or walk of life who are committed to upholding the aims of the union and will agree to abide with these rules</p> <p>a. An applicant for membership shall become a member when their application has been approved, and the Union has received the contribution applicable under these rules</p> <p>b. The Central Executive Council may reject an application for membership if in its opinion the conduct of the applicant has at any time been such as would justify a disciplinary charge under these rules against a member of the Union who behaved in a similar fashion</p> <p>c. A member will only be entitled to representation, or advice, at the discretion of the Regional Secretary, on a problem relating to their employment:</p> <ul style="list-style-type: none"> <li>Which first arose before they became a member of the Union; and</li> <li>In any other case, until after they have been a member for three months.</li> </ul> <p>...</p> <p>4 A member may be disciplined in accordance with this rule, Rule 5A, GMB policies and any guidance issued under this rule or Rule 5A.</p>

CECRA2	Rule 5	<p>The Central Executive Council or a regional council or regional committee may, subject to clause 5 of this rule, take action under clause 6 of this rule,</p> <p>a. where they determine that a member has</p> <ul style="list-style-type: none"> <li>acted in a manner which has brought, or may bring, the union into serious disrepute or has harmed or may harm the union;</li> <li>breached the rules of the union;</li> <li>harassed another member, a member of the union's staff or a third party related to any protected characteristic;</li> <li>made or in any way been associated with abusive, defamatory, or scurrilous written or oral comments made about the union, any of our officials or committees;</li> <li>alone or together with any other members or people, breached any of the union's policies;</li> <li>acted against the best interests of the GMB;</li> <li>encouraged or taken part in the activities of, or communicated with, any organisation or group whose policies or aims are racist or promote racist beliefs;</li> <li>acted in breach of clause 13 of this rule; or</li> </ul> <p>b. for any other sufficient reason.</p>	<p>The Central Executive Council or a regional council or regional committee may, subject to clause 5 of this rule, take action under clause 6 of this rule,</p> <p>a. where they determine that a member has</p> <ul style="list-style-type: none"> <li>acted in a manner which has brought, or may bring, the union into serious disrepute or has harmed or may harm the union;</li> <li>breached the rules of the union;</li> <li>harassed another member, a member of the union's staff or a third party related to any protected characteristic;</li> <li>made or in any way been associated with abusive, defamatory, or scurrilous written or oral comments made about the union, any of our officials or committees;</li> <li>alone or together with any other members or people, breached any of the union's policies;</li> <li>acted against the best interests of the GMB;</li> <li>encouraged or taken part in the activities of, or communicated with, any organisation or group whose policies or aims are racist or promote racist beliefs;</li> <li>acted in breach of clause 13 of this rule; or</li> </ul> <p><b>b. where the member's employment with the Union has terminated and their conduct when an employee of the Union has brought, or may bring, the Union into serious disrepute or has harmed or may harm the Union;</b></p> <p><b>cb. for any other sufficient reason.</b></p> <p>....</p> <p>Add new clause 14:</p> <p><b>14. If a member resigns from membership at any time after they have been notified that disciplinary action may be taken against them under this rule or rule 5A and then rejoins the Union, the Union may proceed with any action under this rule of Rule 5A that had ceased on their resignation from membership.</b></p>
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CECRA3	Rule 7	The Central Executive Council proposes that the title of rule 7 is amended to clarify what this rule deals with and to amend the rule to provide that membership of another union will not be included in assessing eligibility for candidature for union office, unless otherwise provided for in a Transfer of Engagements document.	
		<p><b>Rule 7 Membership transfers</b></p> <p>Members who have a reason to transfer to this union through leaving their previous job, or for other reasons we approve, will be accepted as full financial members if they are financial members of the union they leave. A period of continuous membership of that union immediately before the transfer will count as a period of membership of this union for the purpose of working out whether the member is entitled to benefits in line with rules 48 to 57. This clause applies only to members who transfer to this union in line with TUC procedures.</p>	<p>Insert new rule 7 as below:</p> <p><b>Rule 7 Membership Transfers of Engagements</b></p> <p>When a person transfers from another union into GMB, as a result of a transfer of engagement, in line with TUC procedures, then:</p> <ul style="list-style-type: none"> <li>a. if they had been a Full Financial Member of the other union, then they will be accepted as a Full Financial Member of GMB; and</li> <li>b. any period of continuous membership of that other union before transfer will count as a period of membership of GMB for the purposed of calculating any entitlement of the member to Benefits under Rules 48 to 57.</li> <li>c. Any service in the other union shall not count in determining the eligibility of the member to stand for any office in GMB.</li> </ul>

CECRA4	Rule 8	The Central Executive Council proposes to amend the deadline date for return of nominations for election and appointment of congress delegates in clause 5 of rule 8 so this date no longer falls over the New Year, but still allows Regions time to hold elections to conclude by 28 February.	
		<p><b>Rule 8 Congress of the union</b></p> <p>...</p> <p>5 For 90% of delegates, each branch of a region may nominate one member to stand for election as a delegate to represent the region at the Congress. A branch whose financial membership exceeds 1,500 as stated in the membership figures for the previous September may nominate one further member per additional 1,500 members of the branch, as stated in the membership figures for the previous September. Where a branch nominates more than one member at least one nominee must be a woman. These nominations must be sent to the regional office no later than 31 December. The region will then print and issue lists during the third week of January, setting out the name and branch of each candidate. The closing date for voting will be 28 February. The candidates who receive the largest number of votes will be elected.</p>	<p>Amend as follows:</p> <p><b>Rule 8 Congress of the union</b></p> <p>...</p> <p>5 For 90% of delegates, each branch of a region may nominate one member to stand for election as a delegate to represent the region at the Congress. A branch whose financial membership exceeds 1,500 as stated in the membership figures for the previous September may nominate one further member per additional 1,500 members of the branch, as stated in the membership figures for the previous September. Where a branch nominates more than one member at least one nominee must be a woman. These nominations must be sent to the regional office no later than <del>31 December</del> 7 January. The region will then print and issue lists during the third week of January, setting out the name and branch of each candidate. The closing date for voting will be 28 February. The candidates who receive the largest number of votes will be elected.</p>

CECRA5	Rule 9 (clause 4)	The Central Executive Council proposes to delete the requirement for the National Equalities Conference to submit a motion to Congress from clause 4 of rule 9, following their adoption of the new national equality structures.	
		<p><b>Rule 9 Business of Congress</b></p> <p>4 Any branch or regional committee or the Central Executive Council can put forward motions for inclusion in the agenda of the Ordinary Congress. In addition the National Equalities Conference can select one motion for submission to ordinary Congress. That motion will stand in the name of the National Equalities Conference and be moved by the region that originally submitted the motion to the NEC. Branches must put forward their motions to reach the appropriate regional secretaries by no later than 31 January. Regions must pass the motions to reach the general secretary by no later than 7 February. Any branch or regional committee or the Central Executive Council can put forward proposals to amend rules at Congresses named in clause 3 above.</p>	<p>Amend as following:</p> <p><b>Rule 9 Business of Congress</b></p> <p>4 Any branch or regional committee or the Central Executive Council can put forward motions for inclusion in the agenda of the Ordinary Congress. <del>In addition the National Equalities Conference can select one motion for submission to ordinary Congress. That motion will stand in the name of the National Equalities Conference and be moved by the region that originally submitted the motion to the NEC.</del> Branches must put forward their motions to reach the appropriate regional secretaries by no later than 31 January. Regions must pass the motions to reach the general secretary by no later than 7 February. Any branch or regional committee or the Central Executive Council can put forward proposals to amend rules at Congresses named in clause 3 above.</p>
CECRA6	Rule 9 (clause 6)	The Central Executive Council further proposes that clause 6 of rule 9 is deleted based on legal advice received which states it is unlikely that removal of a CEC member under this clause as it stands would be lawful. Any removal from office would be by resignation or through the rulebook disciplinary processes.	
		<p><b>Rule 9 Business of Congress</b></p> <p>6. The Congress (Ordinary or Special) can replace any member or members of the Central Executive Council or tell the Central Executive Council to arrange for a replacement to be elected</p>	Delete clause 6



CECRA7	Rule 10	The Central Executive Council proposes to introduce two new clauses into rule 10 to introduce express power for the CEC to issue guidance on how the elections listed in new clause 10.16 are conducted, replacing rule 17f which will be deleted from the rulebook, and to give express provision in rule for hybrid or teams meetings of the CEC or its sub committees to be held.	
		<p><b>Rule 10 Central Executive Council</b></p> <p>...</p> <p>14 The Central Executive Council can give as much responsibility as it feels necessary to Section National Committees. The Central Executive Council will have the power to set up new sections of the union.</p> <p>15 The Central Executive Council can make by-laws for how a certain group of members carry out and manage their business in line with our rules.</p>	<p>Add the following new clauses:</p> <p>...</p> <p>16 The Central Executive Council may issue guidance as to the manner in which elections are to be conducted for members of a Regional Council, General Member Auditors, and any other office holders where the provisions in these Rules are silent, and the filling of any casual vacancies in those offices.</p> <p>17. Ordinarily, meetings of the Central Executive Council, or its Committees, will be held in-person. However, a Member of the Central Executive Council may attend a meeting of the Central Executive Council, or its Committees, remotely.</p>
CECRA8	Rule 11	The Central Executive Council proposes to amend clause 3a of rule 11 to ensure that in line with other nationally elected reserved seats on the CEC there is a gender balance for the national race reserved seats.	
		<p><b>Rule 11 Elections to the Central Executive Council</b></p> <p>3 One member in each region will be elected to a women's reserved seat of the Central Executive Council.</p> <p>3a Five members will be elected to national race reserved seats of the Central Executive Council.</p>	<p>Amend as follows</p> <p><b>Rule 11 Elections to the Central Executive Council</b></p> <p>3 One member in each region will be elected to a women's reserved seat of the Central Executive Council.</p> <p>3a Five members will be elected to national race reserved seats of the Central Executive Council. <b>Three of the five seats under this clause will be reserved for women</b></p>

CECRA9	Rule 11	The Central Executive Council further proposes to amend clause 9 of rule 11 to give clarification, consistency and add cross referencing, and to delete clause 10 of rule 11 as it is no longer relevant or required following CEC elections 2024.	
		<p><b>Rule 11 Elections to the Central Executive Council</b></p> <p>9 When we refer to 'members' in this rule, we mean financial members</p> <p>10 The term of office of the Central Executive Council elected in 2019, will expire at the end of Congress in June 2024.</p>	<p>Amend as follows:</p> <p><b>Rule 11 Elections to the Central Executive Council</b></p> <p>9 When we refer to 'members' in this rule, we mean <b>full</b> financial members, <b>as defined by rule 45.4</b></p> <p><del>10 The term of office of the Central Executive Council elected in 2019, will expire at the end of Congress in June 2024.</del></p>
CECRA10	Rule 12.1	The Central Executive Council proposes to make clear in clause 1 that the President also chairs meetings of the Senior Management Team.	
		<p><b>Rule 12 President</b></p> <p>1 The president will be elected in 2005 and at every fourth Ordinary Congress from then on, from among the members of the Central Executive Council. The president will hold office for four years and be eligible to be nominated and re-elected after their four-year term of office. With effect from and including Congress 2018 in the event an election is required at Congress in an intervening year to fill a casual vacancy, it shall be from among the members of the Central Executive Council and the president then elected will serve the balance of the period of office until the next election is due in line with this rule. Nominations for president will be made by a regional committee, a regional council or a regional pre-Congress delegation meeting. During their term of office (which commences at the end of the Congress at which they are elected), the president will chair Congress and all meetings of the Central Executive Council and other union meetings the Central Executive Council may hold. They will also:</p> <ul style="list-style-type: none"> <li>be responsible for making sure Congress carries out its</li> </ul>	<p><b>Rule 12 President</b></p> <p>1 The president will be elected in 2005 and at every fourth Ordinary Congress from then on, from among the members of the Central Executive Council. The president will hold office for four years and be eligible to be nominated and re-elected after their four-year term of office. With effect from and including Congress 2018 in the event an election is required at Congress in an intervening year to fill a casual vacancy, it shall be from among the members of the Central Executive Council and the president then elected will serve the balance of the period of office until the next election is due in line with this rule. Nominations for president will be made by a regional committee, a regional council or a regional pre-Congress delegation meeting. During their term of office (which commences at the end of the Congress at which they are elected), the president will chair Congress and all meetings of the Central Executive Council and other union meetings the Central Executive Council may hold, <b>and meetings of the Senior Management Team</b>. They will also:</p> <ul style="list-style-type: none"> <li>be responsible for making sure Congress carries out its business in a proper way;</li> </ul>

CECRA10	Rule 12.1	<p>business in a proper way;</p> <ul style="list-style-type: none"> <li>• sign the minutes (the general secretary and treasurer will also do this);</li> <li>• make sure all members of Congress keep to these rules; and</li> <li>• go to the TUC and Labour Party Conferences, and other conferences as appropriate</li> </ul>	<ul style="list-style-type: none"> <li>• sign the minutes (the general secretary and treasurer will also do this);</li> <li>• make sure all members of Congress keep to these rules; and go to the TUC and Labour Party Conferences, and other conferences as appropriate</li> </ul>
CECRA11	Rule 17a	The Central Executive Council proposes changes to rule 17a to differentiate in rule governance and management roles and to introduce the Senior Management Team into rule, and their accountability to the Central Executive Council, and to re-number clauses as required.	
		<p><b>RULE 17a Officials – authority over</b></p> <p>1 The Central Executive Council has full authority over all national, sectional and regional officers and has the final say over all matters relating to their conditions of employment or otherwise (except disciplinary matters). The council's decision will be final and binding on all officials.</p> <p>2 The Central Executive Council can pass on its authority for officials to regional committees, as long as doing so would not take away any of the council's overall authority, including the right to decide on the number and grade of senior organisers and organisers.</p> <p>3 No member will be eligible to be appointed, nominated or elected for any national, regional or section office within the union unless the Central Executive Council (or an appointment panel, if it has been given the authority) is satisfied that the member is suitably qualified and capable of efficiently carrying out the duties of the office.</p> <p>In line with rule 15 this clause will not apply to candidates for General Secretary and Treasurer.</p>	<p>Amend as below:</p> <p><b>RULE 17a Officials – authority over</b></p> <p><del>1 The Central Executive Council has full authority over all national, sectional and regional officers and has the final say over all matters relating to their conditions of employment or otherwise (except disciplinary matters). The council's decision will be final and binding on all officials.</del> The Central Executive Council has full authority over all matters relating to the governance of the Union. The Central Executive Council's decision will be final and binding on all members of the Union. The day-to-day management of the Union falls to a Senior Management Team, comprising the General Secretary and Treasurer, the Regional Secretaries, together with other senior staff appointed by the General Secretary and Treasurer, not exceeding in number the full complement of Regional Secretaries, who shall:</p> <ul style="list-style-type: none"> <li>• have the full authority over all National, Sectional, and Regional Officers, and have the final say over all matters relating to the terms and conditions of their employment or otherwise.</li> <li>• Be responsible for the good management of the Union, including the maintenance of high standards of administrative efficiency, financial management, and probity.</li> <li>• Ensure best practice in effective campaigning, organising,</li> </ul>

CECRA11	Rule 17a		<p>and building the Union in the workplace.</p> <ul style="list-style-type: none"> <li>• Ensure the Management of the Union in such a way that reflects, respects, and enhances its Regional Structures</li> <li>• Act to develop effective strategies for equality and diversity across the Union.</li> <li>• Act to create a healthy culture and value system across the Union in line with the Aims and Objectives set out under Rule.</li> <li>• Be Accountable to the Central Executive Council through the provision of minutes to the Central Executive Council as appropriate.</li> </ul> <p><del>2 The Central Executive Council can pass on its authority for officials to regional committees, as long as doing so would not take away any of the council's overall authority, including the right to decide on the number and grade of senior organisers and organisers.</del></p> <p>23 No member will be eligible to be appointed, nominated or elected for any national, regional or section office within the union unless the Central Executive Council (or an appointment panel, if it has been given the authority) is satisfied that the member is suitably qualified and capable of efficiently carrying out the duties of the office. In line with rule 15 this clause will not apply to candidates for General Secretary and Treasurer.</p>
CECRA12	Rule 17b	The Central Executive Council proposes a consequential amendment to rule 17b following the change to clause 17a.1 and stating that the Senior Management Team has full authority over terms and conditions of employees and to amend clause 2 to remove the requirement for organisers to be elected and instead embed into rule the priorities of this role.	
		<p><b>Rule 17b Organisers</b></p> <p>1 Regions shall have the power to appoint officers to work as organisers subject to the approval of the General Secretary and the Central Executive Council. The Central Executive Council may, from time to time, decide how these officers will be appointed. Organisers will, at all times, be responsible to and work under the direction and control of the regional</p>	<p>Amend as follows:</p> <p><b>Rule 17b Organisers</b></p> <p>1 Regions shall have the power to appoint officers to work as organisers subject to the approval of the General Secretary and the Central Executive Council. The Central Executive Council may, from time to time, decide how these officers will be appointed. Organisers will, at all times, be responsible to and work under the direction and control of the regional secretary. They will be full-time</p>

CECRA12	Rule 17b	<p>secretary. They will be full-time paid employees of the union and the Central Executive Council will set the terms and conditions of their employment. Organisers will not be eligible for being elected to any lay office within the union.</p> <p>2 Within five years of being appointed, and at a time decided by the regional secretary and the regional committee and approved by the Central Executive Council, all organisers will take part in an election in line with rule 17f. When elected, these officers will be known as 'elected' organisers.</p>	<p>paid employees of the union <del>and the Central Executive Council will set the terms and conditions of their employment.</del> Organisers will not be eligible for being elected to any lay office within the union.</p> <p><del>2 Within five years of being appointed, and at a time decided by the regional secretary and the regional committee and approved by the Central Executive Council, all organisers will take part in an election in line with rule 17f. When elected, these officers will be known as 'elected' organisers.</del> Organisers in each Region will play a key role in developing campaigns, building union membership in the workplace, supporting branches and lay members, including assistance with branch plans under Rule 35.1b, and ensuring a healthy culture thrives within the Union in line with the Aims and Objectives as set out under Rule.</p>
CECRA13	Rule 17c	<p>The Central Executive Council proposes to amend clause 2 in light of the amendment to rule 17a.1, and to amend clause 3 to remove that appointments of Senior Organisers are not limited to internal applicants only, and to embed into rule the priorities of the role</p>	
		<p><b>RULE 17c Senior Organisers</b></p> <p>1 A Region can recommend to the Central Executive Council that it creates a post for a senior organiser.</p> <p>2 The general duties of the senior organiser will be set out from time to time by the Central Executive Council, or by regional secretaries or regional committees under the authority given to them under rule 17a2.</p> <p>3 Any organiser from any region of the union can be appointed as a senior organiser.</p>	<p>Amend as follows:</p> <p><b>RULE 17c Senior Organisers</b></p> <p>1 A Region can recommend to the Central Executive Council that it creates a post for a senior organiser.</p> <p><del>2 The general duties of the senior organiser will be set out from time to time by the Central Executive Council, or by regional secretaries or regional committees under the authority given to them under rule 17a2.</del> The general duties of the Senior Organiser will be set out from time to time by Regional Secretaries or Regional Committees under the authority given to them by the Central Executive Council.</p> <p><del>3 Any organiser from any region of the union can be appointed as a senior organiser.</del> Senior Organisers in each Region will play a key role in developing campaigns, building union membership in the workplace, and ensuring a healthy culture thrives within the Union, in line with the Aims and Objectives of the Union as set out under Rule.</p>

CECRA14	Rule 17d	The Central Executive Council proposes to amend clause 2 to embed into rule the priorities of the role	
		<p><b>RULE 17d Regional Secretaries</b></p> <p>1 When a vacancy arises an appointment panel made up of an equal balance of members of the regional committee and the Central Executive Council will appoint a regional secretary. The person appointed will need to be approved by the Central Executive Council.</p> <p>2 For the purposes of these rules, a regional secretary will be treated as if they were a member of the regional council for as long as they hold office as regional secretary.</p> <p>3 Appointments under this rule will be made in accordance with guidelines and procedures issued by the Central Executive Council.</p>	<p>Amend as follows:</p> <p><b>RULE 17d Regional Secretaries</b></p> <p>1 When a vacancy arises an appointment panel made up of an equal balance of members of the regional committee and the Central Executive Council will appoint a regional secretary. The person appointed will need to be approved by the Central Executive Council.</p> <p>2 <del>For the purposes of these rules, a regional secretary will be treated as if they were a member of the regional council for as long as they hold office as regional secretary.</del> The Regional Secretary will be:</p> <ul style="list-style-type: none"> <li>Accountable to the General Secretary and Treasurer, the Central Executive Council, their own Regional Council and Regional Committee.</li> <li>Primarily responsible for the building of industrial campaigns, for growing the Union in the workplace, for good governance, and for ensuring widening commitments to equality, diversity, and inclusion, within their Region.</li> <li>Responsible for the good governance of the Region, including the maintenance of high standards of administrative efficiency, financial management and probity.</li> <li>Responsible for ensuring that a healthy culture thrives within the Region, in line with the Aims and Objectives of the Union as set out under Rule 2.</li> </ul> <p>For the purposes of these Rules, a Regional Secretary will be treated as if they were a member of the Regional Council for as long as they hold office as Regional Secretary.</p> <p>3 Appointments under this rule will be made in accordance with guidelines and procedures issued by the Central Executive Council.</p>

CECRA15	Rule 17e	The Central Executive Council proposes to amend clause 2 to remove the role of National Organising Officer from the rulebook, and to embed into the rulebook the priorities of the National Organising Team. The Central Executive Council further proposes to delete clause 3 as it is no longer required following the deletion of rule 17.b2 and the deletion of the requirement for organiser elections; and to delete clause 4 as this is now covered under re-numbered rule 17a.2, and new clause 10.16; and to re-number clause 5 and clause 3 following these deletions.	
		<p><b>Rule 17e National officials</b></p> <p>1 To help the General Secretary and Treasurer with matters relating to members of the sections, the Central Executive Council will appoint a national secretary for each section, and such national officers for each section as the Central Executive Council considers necessary.</p> <p>2 To help the General Secretary and Treasurer with developing and implementing strategies for workplace organising, the Central Executive Council will appoint a national organising officer. The Central Executive Council will appoint such other officers in support of that role as the Central Executive Council considers necessary from time to time. The national organising officer will convene a national organising team including representative officers from each region. The purpose of this team will be to ensure the co-ordination and implementation of effective organising strategies across the Union in line with GMB@Work</p>	<p>Amend Rule 17e clause 2 as below:</p> <p><b>Rule 17e National officials</b></p> <p>1 To help the General Secretary and Treasurer with matters relating to members of the sections, the Central Executive Council will appoint a national secretary for each section, and such national officers for each section as the Central Executive Council considers necessary.</p> <p><del>2 To help the General Secretary and Treasurer with developing and implementing strategies for workplace organising, the Central Executive Council will appoint a national organising officer. The Central Executive Council will appoint such other officers in support of that role as the Central Executive Council considers necessary from time to time. The national organising officer will convene a national organising team including representative officers from each region. The purpose of this team will be to ensure the co-ordination and implementation of effective organising strategies across the Union in line with GMB@Work</del> To help the General Secretary and Treasurer with developing and implementing strategies for workplace organising, growing the Union, and campaigning, a National Organising Team will be established. The Senior Management Team will determine the role and priorities of the Chair of the National Organising Team.</p> <p>Representatives on the National Organising Team, comprising representative officials from each Region, will play a key role in their respective Regions in developing industrial campaigns, growing the Union in the workplace, developing lay leaders, and sharing best organising practice, ensuring a healthy culture thrives within the</p>

CECRA15	Rule 17e		<p>Region, in line with the Aims and Objectives of the Union as set out under Rule.</p> <p>The General Secretary and Treasurer will ensure appropriate input, support, and representation for the National Organising Team from National Office.</p>
CECRA16	Rule 17f	The Central Executive Council proposes to delete rule 17f from the rulebook as it is no longer required as elections of organisers will be removed from rulebook. CEC guidance issued under new clause 10.16 will replace rule 17f.4	
		<p><b>RULE 17f Procedure for electing organisers</b></p> <p>1 The date the election takes place will be decided by the regional secretary and regional committee, and approved by the Central Executive Council.</p> <p>2 No member will be eligible to be nominated for election to an organiser position unless:</p> <ul style="list-style-type: none"> <li>• they meet the standards set by the Central Executive Council; and rule 17A3</li> <li>• the regional committee is satisfied that the member is capable of efficiently carrying out the duties of the office.</li> <li>• they have paid contributions for 53 weeks in row before the date they are nominated;</li> <li>• they are a fully financial member</li> </ul> <p>3 Each branch in the region will have the power to nominate and vote for any member who is a candidate for organiser</p> <p>4 Elections under this rule will be organised and held in line with guidance issued by the Central Executive Council</p>	<p>DELETE Rule 17f</p>



CECRA17	Rule 18	The Central Executive Council proposes to delete clause 6 from the rulebook as it is no longer required in light of the deletion of the requirement for organiser elections in rule 17b.2 so the words “and the definition of officers” are no longer required in the rule heading. Furthermore, in re-numbered clause 6 the CEC proposes to delete the word “life” to be consistent with proposed revised rule 47a wording.	
		<p><b>Rule 18 Qualifying for office, and the definition of officers</b></p> <p>...</p> <p>6 An elected official is one who has been elected to a full-time permanent position by a vote of the members of the branches within a region, or by the votes of members of all the branches of the union.</p> <p>7 Retired life members as defined in rule 47a may stand for election as branch officials only and are exempt from paying full contributions</p>	<p>Amend as follows:</p> <p><b>Rule 18 Qualifying for office, <del>and the definition of officers</del></b></p> <p>...</p> <p><del>6 An elected official is one who has been elected to a full-time permanent position by a vote of the members of the branches within a region, or by the votes of members of all the branches of the union.</del></p> <p>67 Retired <del>life</del> members as defined in rule 47a may stand for election as branch officials only and are exempt from paying full contributions</p>
CECRA18	Rule 19	The Central Executive Council proposes to change the cross references in clauses 5 and 7b from 17f to 10.16 as CEC guidelines will in future be issued under new clause 10.16	
		<p><b>Rule 19 Regions and how they are managed</b></p> <p>...</p> <p>5 The branches must send their nominations to the regional secretary by no later than 28 February in the year when the elections are due. The election will take place in line with the election procedure set out in rule 17f.</p> <p>...</p> <p>7 The regional committee or regional council will have the discretion to fill any vacancies that arise on the regional council as follows.</p> <p>a Vacancies which arise during the first two years of the term of office will be filled by the next highest on the list of unsuccessful candidates in the relevant section at the last election.</p> <p>b Vacancies which arise during the third year of the term of office will be filled by holding a by-election in line with rule 17f and clause 4 above.</p>	<p>Amend as follows:</p> <p><b>Rule 19 Regions and how they are managed</b></p> <p>...</p> <p>5 The branches must send their nominations to the regional secretary by no later than 28 February in the year when the elections are due. The election will take place in line with the election procedure set out in rule <del>17f</del>10.16.</p> <p>...</p> <p>7 The regional committee or regional council will have the discretion to fill any vacancies that arise on the regional council as follows.</p> <p>a Vacancies which arise during the first two years of the term of office will be filled by the next highest on the list of unsuccessful candidates in the relevant section at the last election.</p> <p>b Vacancies which arise during the third year of the term of office will be filled by holding a by-election in line with rule <del>17f</del>10.16 and clause 4 above.</p>

CECRA19	Rule 19	<p>The Central Executive Council proposes to change the cross references in clauses 5 and 7b from 17f to 10.16 as CEC guidelines will in future be issued under new clause 10.16</p> <p>The Central Executive Council further proposes to amend clause 8b of rule 19 to ensure that following the move to two sections the number of delegates elected onto Regional Committees remains as up to fourteen.</p>	
		<p><b>Rule 19 Regions and how they are managed</b></p> <p>...</p> <p>8 At its first meeting, the regional council will elect from its own members:</p> <p>a a president;</p> <p>b extra members of the regional committee as follows:</p> <ul style="list-style-type: none"> <li>• three delegates from each section; and</li> <li>• up to four delegates (as decided by the regional council) to make sure all members are fairly represented;</li> </ul> <p>c the region's representative on the Appeals Tribunal panel; and</p> <p>d two other members of the regional elections committee.</p>	<p>Amend as follows:</p> <p><b>Rule 19 Regions and how they are managed</b></p> <p>...</p> <p>8 At its first meeting, the regional council will elect from its own members:</p> <p>a a president;</p> <p>b extra members of the regional committee as follows:</p> <ul style="list-style-type: none"> <li>• <del>three</del> <b>four</b> delegates from each section; and</li> <li>• up to <del>four</del> <b>five</b> delegates (as decided by the regional council) to make sure all members are fairly represented;</li> </ul> <p>c the region's representative on the Appeals Tribunal panel; and</p> <p>d two other members of the regional elections committee.</p>

CECRA20	Rule 26	The Central Executive Council proposes amendments to rule 26 to clarify who makes the decision to provide legal assistance, and who can provide that legal assistance.	
		<p><b>Rule 26 Legal assistance</b></p> <p>1 The Central Executive Council will have the power to authorise any regional secretary of the union, in line with any terms and conditions it sets, to provide legal assistance through UNIONLINE for any financial member. This can include any matter connected with the member's employment, as long as the regional secretary is satisfied that the member should take legal action.</p> <p>2 Any member who wants legal assistance from us must contact UNIONLINE, the branch secretary or regional organiser as soon as possible.</p> <p>3 The regional secretary will have the right to decide which UNIONLINE nominated solicitor should represent a member under this rule. Alternatively the regional secretary can nominate a GMB officer or member to provide representation.</p> <p>4 If we agree to provide legal assistance for any member, the member must keep at all times to any terms and conditions set by UNIONLINE or the UNIONLINE nominated solicitor, and in particular must do the following.</p> <ul style="list-style-type: none"> <li>• Continue to be a member of the union and pay contributions as set out in these rules.</li> <li>• Accept and follow the advice of the solicitor or representative.</li> <li>• Co-operate with the solicitor or representative, and in particular: <ul style="list-style-type: none"> <li>• reply to correspondence;</li> <li>• keep to arranged appointments;</li> <li>• give them as much relevant information as possible; and</li> <li>• tell them if they change their address or name</li> </ul> </li> </ul>	<p>Amend as following</p> <p><b>Rule 26 Legal assistance</b></p> <p>1 The Central Executive Council will have the power to authorise any regional secretary of the union, in line with any terms and conditions it sets, to provide legal assistance <del>through UNIONLINE</del> for any financial member. This can include any matter <del>directly</del> connected with the member's employment, as long as the regional secretary is satisfied that the member should take legal action.</p> <p>2 Any member who wants legal assistance from us must contact UNIONLINE, the branch secretary or regional organiser as soon as possible.</p> <p>3 The regional secretary will have the right to decide <del>which UNIONLINE nominated solicitor</del> whether UNIONLINE or a solicitor <del>nominated by the Regional Secretary</del> should represent a member under this rule. <del>For the avoidance of doubt, all personal injury cases must be submitted to UNIONLINE in the first instance.</del> Alternatively the regional secretary can nominate a GMB officer or member to provide representation.</p> <p>4 <del>If we agree</del> <del>If the regional secretary agrees</del> to provide legal assistance for any member, the member must keep at all times to any terms and conditions set by UNIONLINE or the <del>UNIONLINE</del> nominated solicitor, and in particular must do the following.</p> <ul style="list-style-type: none"> <li>• Continue to be a member of the union and pay contributions as set out in these rules.</li> <li>• Accept and follow the advice of the solicitor or representative.</li> <li>• Co-operate with the solicitor or representative, and in particular: <ul style="list-style-type: none"> <li>• reply to correspondence;</li> <li>• keep to arranged appointments;</li> <li>• give them as much relevant information as possible; and</li> <li>• tell them if they change their address or name</li> </ul> </li> </ul>

CECRA20	Rule 26	<p>5 As long as the member receiving legal assistance keeps to the conditions set out by UNIONLINE or the UNIONLINE nominated solicitor in paragraph 4 above, they will not have to pay any legal costs that arise from their claim. In addition the Union may loan funds to cover any tribunal fees, payable by the member, in accordance with the terms of the UNIONLINE retainer. However, if the member fails to keep to any of the conditions, or deliberately gives false information to the solicitor or representative, or any doctor, engineer or other expert involved in the claim, we may withdraw the legal assistance. If this happens, the member will not be entitled to any indemnity for the legal costs run up during their claim. We will be entitled to recover from the member any costs we have already run up.</p> <p>6 If a regional secretary requests, the Central Executive Council may approve a scheme for providing legal assistance through UNIONLINE in any class of matter in the region concerned. If the Central Executive Council approves a scheme under this clause, it may amend the scheme or attach any conditions it feels are necessary. If the Central Executive Council approves a scheme under this clause, it may at any time withdraw its approval or change any conditions it has attached, as long as doing so would not affect the assistance we agreed to provide before the date the approval is withdrawn.</p> <p>7 In these rules UNIONLINE refers to Trade Union Legal LLP trading as Unionline.</p> <p>8 Despite anything in these rules (and in particular rule 6), the regional secretary will make the final decision about whether we provide legal assistance.</p> <p>9 We will not provide legal assistance for a claim against the union or any of our officials or employees, in their capacity as such.</p>	<p>5 As long as the member receiving legal assistance keeps to the conditions set out by UNIONLINE or the <del>UNIONLINE</del> nominated solicitor in paragraph 4 above, they will not have to pay any legal costs that arise from their claim. In addition the Union may loan funds to cover any tribunal fees, payable by the member, in accordance with the terms of the UNIONLINE retainer. However, if the member fails to keep to any of the conditions, or deliberately gives false information to the solicitor or representative, or any doctor, engineer or other expert involved in the claim, we may withdraw the legal assistance. If this happens, the member will not be entitled to any indemnity for the legal costs run up during their claim. We will be entitled to recover from the member any costs we have already run up.</p> <p>6 If a regional secretary requests, the Central Executive Council may approve a scheme for providing legal assistance through UNIONLINE in any class of matter in the region concerned. If the Central Executive Council approves a scheme under this clause, it may amend the scheme or attach any conditions it feels are necessary. If the Central Executive Council approves a scheme under this clause, it may at any time withdraw its approval or change any conditions it has attached, as long as doing so would not affect the assistance we agreed to provide before the date the approval is withdrawn.</p> <p>7 In these rules UNIONLINE refers to Trade Union Legal LLP trading as Unionline.</p> <p>8 Despite anything in these rules (and in particular rule 6), the regional secretary will make the final decision about whether we provide legal assistance.</p> <p>9 We will not provide legal assistance for a claim against the union or any of our officials or employees, in their capacity as such.</p>
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CECRA21	Rule 34	The Central Executive Council proposes to amend clause 4 of rule 34 to tidy up the wording, add a cross reference to the political fund rules and that Regional Committee approval is required for honorarium payments.	
		<p><b>Rule 34 Payments to branches</b></p> <p>1 Each region will set aside for each branch an amount equal to 7.5% of the contributions of the members of that branch. Full authority resides with the regions to exercise discretion where activities require support ensuring that all branches have access to the resources that their activities require as agreed within their branch plan. Additional support may be granted on application to the region for specific project-based work that delivers measurable benefits to GMB and its members</p> <p>2 The branch will set up a branch fund, which it will use to pay in the payment from the region.</p> <p>3 The branch will set out a summary of the branch fund payments in its financial report every three months. The payments will also be audited by the branch auditors.</p> <p>4 Branch funds must not be used:</p> <ul style="list-style-type: none"> <li>• to pay benefits or payments otherwise provided for in these rules;</li> <li>• to fund activities which are meant to go against policies; or</li> <li>• for any political object or purpose.</li> </ul> <p>The funds can be used to make special payments (honorariums) to branch officials, in line with financial rules set by the Central Executive Council.</p> <p>5 Any branch which does not provide their quarterly financial report in line with the timetable set by the National Administration Unit will not receive the next quarters payment from the region</p>	<p>Amend as follows:</p> <p><b>Rule 34 Payments to branches</b></p> <p>1 Each region will set aside for each branch an amount equal to 7.5% of the contributions of the members of that branch. Full authority resides with the regions to exercise discretion where activities require support ensuring that all branches have access to the resources that their activities require as agreed within their branch plan. Additional support may be granted on application to the region for specific project-based work that delivers measurable benefits to GMB and its members</p> <p>2 The branch will set up a branch fund, which it will use to pay in the payment from the region.</p> <p>3 The branch will set out a summary of the branch fund payments in its financial report every three months. The payments will also be audited by the branch auditors.</p> <p><del>4 Branch funds must not be used:</del></p> <ul style="list-style-type: none"> <li><del>• to pay benefits or payments otherwise provided for in these rules;</del></li> <li><del>• to fund activities which are meant to go against policies; or</del></li> <li><del>• for any political object or purpose.</del></li> </ul> <p><del>The funds can be used to make special payments (honorariums) to branch officials, in line with financial rules set by the Central Executive Council.</del> Branch funds must not be used:</p> <ul style="list-style-type: none"> <li>• to pay benefits or payments otherwise provided for in these rules;</li> <li>• to fund activities which are not contrary to the policies, aims and objectives of the Union; or</li> <li>• for any political object or purpose that is covered by the rules governing the Union's Political Fund under rules 63 and 63A</li> </ul> <p>Branch funds can be used to make special payments (honorariums)</p>

CECRA21	Rule 34		<p>to Branch Officials, in line with financial rules set by the Central Executive Council. The list of honoraria payments will be submitted to the Regional Committee for approval before payment is made.</p> <p>5 Any branch which does not provide their quarterly financial report in line with the timetable set by the National Administration Unit will not receive the next quarters payment from the region</p>
CECRA22	Rule 37	The Central Executive Council proposes to amend clause 6 of rule 37 to streamline member transfer protocols and set a time limit to complete a transfer.	
		<p><b>Rule 37 Branch Secretary</b></p> <p>...</p> <p>6 If a member wants to transfer to any other branch, the branch secretary must provide written authority, which can be either provided on paper or by digital media. The branch secretary must not allow any member to transfer to their branch without evidence of such approval from the branch secretary of the branch they are transferring from. Transfers will need to be approved by the regional secretary and registered with the regional office. Branch secretaries of both the branch that the transferee is leaving and the branch the transferee is joining will be advised by the regional office when the transfer takes place.</p>	<p>Amend as follows:</p> <p><b>Rule 37 Branch Secretary</b></p> <p>...</p> <p><del>6 If a member wants to transfer to any other branch, the branch secretary must provide written authority, which can be either provided on paper or by digital media. The branch secretary must not allow any member to transfer to their branch without evidence of such approval from the branch secretary of the branch they are transferring from. Transfers will need to be approved by the regional secretary and registered with the regional office. Branch secretaries of both the branch that the transferee is leaving and the branch the transferee is joining will be advised by the regional office when the transfer takes place.</del></p> <p>6 A member has the right to request a transfer to a more appropriate branch when they change employer or other circumstances, within one month of the request being submitted. In the case when more than three members from the same branch request a transfer to another branch, in order for that transfer to be effected:</p> <p>a. the branch secretary of the member's existing branch must provide written approval of the proposed transfer; and</p> <p>b. if the requested transfer would also mean a change in region, the regional secretary of the member's existing region must also provide written approval of the proposed transfer</p>

CECRA22	Rule 37		<p>where any approval can be given by digital media and should not be unreasonably withheld. The regional secretary of the proposed new region must also approve any such transfer.</p> <p>The Branch secretaries of both the members existing branch and proposed new branch will be advised by the regional secretary, or delegated person, of the member's current region when the transfer takes place.</p> <p>A branch secretary must not allow any member to transfer to their branch without evidence of such approval from the branch secretary of the branch they are transferring from.</p> <p>Any dispute about a refusal of the member's existing branch to approve a transfer will be determined by the Regional Committee whose decision shall be final. Any dispute about a refusal of the member's existing region to approve a transfer will be determined by the Central Executive Council whose decision shall be final.</p> <p>A Regional Committee may secure the transfer of a member to another branch, where that member changes employer or in other circumstances where the Regional Committee determine that there has been a change in circumstances since the member first became a member of a branch which makes membership of another branch more appropriate.</p>
CECRA23	Rule 54	The Central Executive Council proposes to amend the title of rule 54 as we have a King, not a Queen, as head of state.	
CECRA23	Rule 54	<p><b>Rule 54 Members of Her Majesty's Armed Forces</b></p> <p>If any member joins the armed forces continuity of membership and eligibility for benefits will be retained if the member rejoins the Union within 3 months of leaving the armed forces.</p> <p>Payment of benefits to any member serving with the armed forces will be entirely at the discretion of the Central Executive Council.</p>	<p>Amend as follows:</p> <p><b>Rule 54 Members of <del>Her</del> His Majesty's Armed Forces</b></p> <p>If any member joins the armed forces continuity of membership and eligibility for benefits will be retained if the member rejoins the Union within 3 months of leaving the armed forces.</p> <p>Payment of benefits to any member serving with the armed forces will be entirely at the discretion of the Central Executive Council.</p>

CECRA31	Rule 20	Amended to reference preferred collective term that majority of members identified as, as carried out in the members survey. Results of survey shown in Appendix 1.	
CECRA31	Rule 20	<p><b>Rule 20 Reserved seats on regional councils</b></p> <p>...</p> <p>2a Two representatives will be elected to seats on regional councils reserved for black and minority ethnic members of the regional equality forum. Only black and minority ethnic members of the regional equality forum will be eligible to be nominated for election under this clause. One of the two seats under this clause will be reserved for women, and only black and minority ethnic women members of the regional equality forum will be eligible to be nominated for election to that seat.</p>	<p>Amend as follows:</p> <p><b>Rule 20 Reserved seats on regional councils</b></p> <p>...</p> <p>2a Two representatives will be elected to seats on regional councils reserved for <del>black and minority</del> <b>ethnically diverse</b> members of the regional equality forum. Only <del>black and minority ethnically diverse</del> members of the regional equality forum will be eligible to be nominated for election under this clause. One of the two seats under this clause will be reserved for women, and only <del>black and minority ethnically diverse</del> women members of the regional equality forum will be eligible to be nominated for election to that seat.</p>
CECRA32	Rule 38b	Amended to reference preferred collective term that majority of members identified as, as carried out in the members survey. Results of survey shown in Appendix 1.	
CECRA32	Rule 38b	<p><b>Rule 38b Branch race officer</b></p> <p>1 The branch race officer will be responsible for encouraging black and ethnic-minority people to join the union and promoting black and ethnic-minority issues into the branch's activities.</p> <p>2 The branch race officer must give one month's notice before they resign</p>	<p>Amend as follows:</p> <p><b>Rule 38b Branch race officer</b></p> <p>1 The branch race officer will be responsible for encouraging <del>black and ethnic-minority</del> <b>ethnically diverse</b> people to join the union and promoting <del>black and ethnic-minority</del> <b>their collective</b> issues into the branch's activities.</p> <p>2 The branch race officer must give one month's notice before they resign</p>

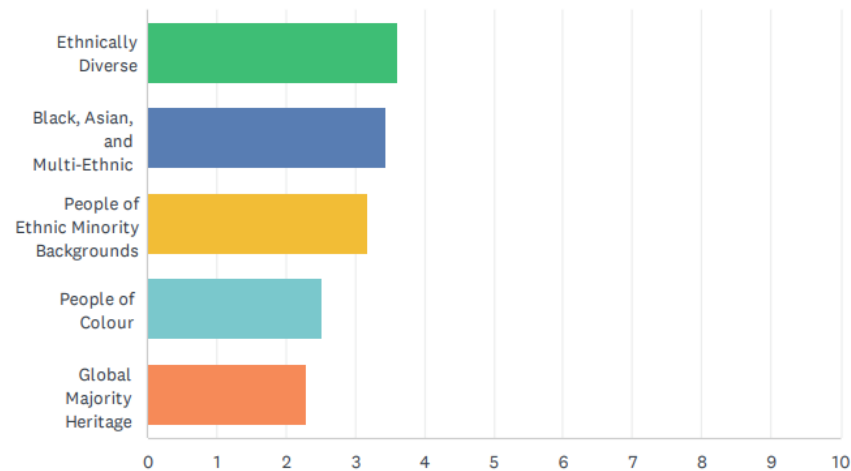


## APPENDIX – 1

GMB Survey on the Collective Term for Black Asian and Minority Ethnic Groups Motions 75, 76

Q1 Please choose from the following terms rating from the one you would most like to replace “BAME” as 1 to the one you would least like to replace it.

Answered: 1,166 Skipped: 0



	1	2	3	4	5	TOTAL	SCORE
Ethnically Diverse	31.13% 363	27.62% 322	18.95% 221	15.27% 178	7.03% 82	1,166	3.61
Black, Asian, and Multi-Ethnic	22.30% 260	29.85% 348	25.39% 296	13.89% 162	8.58% 100	1,166	3.43
People of Ethnic Minority Backgrounds	15.95% 186	24.27% 283	30.62% 357	19.55% 228	9.61% 112	1,166	3.17
People of Colour	15.09% 176	9.52% 111	14.84% 173	31.99% 373	28.56% 333	1,166	2.51
Global Majority Heritage	15.52% 181	8.75% 102	10.21% 119	19.30% 225	46.23% 539	1,166	2.28