



GMB Congress 2026

CEC Rule Amendments



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GMB Congress 2026

Rule Amendments

GMB Congress 2026 – 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 updated GMB's aims and objectives; foregrounding the federal nature of the organisation including regarding our finances; 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 and addressing consequential rule amendments of those carried in 2025. We group the below rule amendments in related themes.

The Rulebook Review Working Group met on 24 October 2025 and 28 April 2026 to discuss and agree amendments to the Rulebook for proposal to the Central Executive Council.

The Working Group would want to put our thanks on record to John Callow who has been part of establishing the group and the work of the ongoing review since 2022.

Membership of the Rulebook Review Group

Barbara Plant	(National President)
Penny Robinson	(London Region)
Phil Soper	(Midlands Region)
Farzana Jumma	(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)
Ida Clemo	(London Regional Research, Policy & Operations)
Gavin Sibthorpe	(Executive Officer)

The Central Executive Council is therefore proposing Congress 2026 rule amendments to the rulebook index and the following rule outlined in the below index:

Current Rule	As shown in current Rule Book	CEC Rule Amendment
Rule 8.5 Rule 8.7	Congress of the union	CECRA25
Rule 9.2	Business of the Congress	CECRA26
Rule 9.5	Business of Congress	CECRA1
Rule 11.5 Rule 11.8	Elections to the Central Executive Council	CECRA9
Rule 14.2	General Secretary & treasurer	CECRA18
Rule 14.6	General Secretary & Treasurer	CECRA2
Rule 14.7	General Secretary & Treasurer	CECRA27
Rule 15.3 Rule 15.4	Electing a general secretary & treasurer	CECRA3
Rule 17e	National officials	CECRA19
Rule 18.1	Qualifying for office	CECRA20
Rule 18.2	Qualifying for office	CECRA11
Rule 23.7	Regional secretary	CECRA28
Rule 35.3	Branches	CECRA12 & CECRA16
Rule 38	Branch Equality Officer	CECRA14
Rule 36.1 Rule 36.6	Branch President	CECRA29

Rule 37.9	Branch secretary	CECRA30
Rule 38a	Branch youth officer	CECRA13
Rule 38b	Branch race officer	CECRA15
New rule 38c	Other Branch officers	CECRA17
Rule 41.3 Rule 41.4	Branch members	CECRA10
Rule 42.2	Dissolving branches	CECRA7
Rule 43.2	Representatives in the workplace	CECRA22
Rule 46.2	Promotional contribution rate	CECRA5
Rule 48.5	Qualifying for benefits	CECRA8
Rule 56.3	Fatal accident benefit	CECRA6
Rule 58.4	Appeals and disputes	CECRA23
Rule 58.6	Appeals and disputes	CECRA24
Rule 59.2	Appeals and disputes relating to senior officers	CECRA4
Rule 60.1	Election disputes	CECRA21
Rule 65.3	Voting	CECRA32
New Appendix B1	GMB Zero Tolerance statement	CECRA31
INDEX	Updating Index of rulebook	CECRA33

TIDYING UP

Reference	Rules / clauses	Old Wording	Proposed Amendment and Wording
CECRA1	Rule 9.5	The Central Executive Council is proposing the following rule amendment to add greater clarity on which GMB website.	
		Rule 9 Business of Congress ... 5. The full agenda for Congress will be made available to members via the website.	Amend / delete as below: Rule 9 Business of Congress ... 5. The full agenda for Congress will be made available to members via the <u>national GMB</u> website
CECRA2 / 3 / 4	Multiple rules	The Central Executive Council is proposing the following rule amendments over three separate rules to allow greater inclusivity and cover greater contexts. Please note CECRA3 further modernises rule 15.4 futureproofing the rule.	
CECRA2	Rule 14.6	Rule 14 General secretary & treasurer ... 6 The general secretary and treasurer can be dismissed or suspended from office on the terms and for as long as the Central Executive Council considers proper, for the following reasons. • If he or she fails to perform his or her duties. • If he or she behaves in a way that could be classed as serious misconduct. • For any other reason the Central Executive Council feels is appropriate.	Rule 14 General secretary & treasurer ... 6 The general secretary and treasurer can be dismissed or suspended from office on the terms and for as long as the Central Executive Council considers proper, for the following reasons. • If <u>they fail</u> to perform <u>their</u> duties. • If <u>they behave</u> in a way that is considered by the Central Executive Council as serious misconduct. • For any other reason the Central Executive Council considers appropriate

CECRA3	Rule 15.3 Rule 15.4	Rule 15 Electing a general secretary & treasurer ... 3 No member will be eligible to stand as a candidate in an election under this rule unless the Central Executive Council is satisfied that: a he or she is eligible under these rules to be elected to office; and b he or she meets the conditions set out in by-laws for people who are nominated as candidates. Only candidates who meet the above conditions will be validly nominated. 4 Elections under this rule will be organised and carried out in line with by-laws issued by the Central Executive Council, which may in particular: • set a threshold for the number of branch nominations required, and set other conditions which possible candidates will need to meet; • ban or allow and control canvassing (campaigning for votes) and spending by or on behalf of candidates; and • decide how (including the format, layout and typeface) copies of candidates' election addresses will be produced and given out to voters. By-laws made under this rule may set out whether failing to keep to any by laws would disqualify a candidate or possible candidate from standing for election. The Central Executive Council may amend or withdraw any by-law if it thinks it is necessary.	Rule 15 Electing a general secretary & treasurer ... 3 No member will be eligible to stand as a candidate in an election under this rule unless the Central Executive Council is satisfied that: a <u>they are</u> eligible under these rules to be elected to office; and b <u>they meet</u> the conditions set out in by-laws for people who are nominated as candidates. Only candidates who meet the above conditions will be validly nominated. 4 Elections under this rule will be organised and carried out in line with by-laws issued by the Central Executive Council, which may in particular: • set a threshold for the number of branch nominations required, and set other conditions which possible candidates will need to meet; • ban or allow and control <u>any form of</u> canvassing (campaigning for votes) and spending by or on behalf of candidates; and • decide how (including the format <u>and</u> layout and typeface) copies of candidates' election addresses will be produced and given out to voters. By-laws made under this rule may set out whether failing to keep to any by laws would disqualify a candidate or possible candidate from standing for election. The Central Executive Council may amend or withdraw any by-law if it thinks it is necessary.
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CECRA4	Rule 59.2	Rule 59 Appeals and disputes relating to senior officers ... 2 The national returning officer must receive any complaint under this rule in writing, within the following timescales. a If a member complains that the Central Executive Council has decided, under rule 15.3, that he or she is not eligible to stand as a candidate in an election, the officer must receive the complaint no later than one week after the Central Executive Council's decision.	Amend as follows: Rule 59 Appeals and disputes relating to senior officers ... 2 The national returning officer must receive any complaint under this rule in writing, within the following timescales. a If a member complains that the Central Executive Council has decided, under rule 15.3, that <u>they are</u> not eligible to stand as a candidate in an election, the officer must receive the complaint no later than one week after the Central Executive Council's decision.
CECRA5	Rule 46.2	The Central Executive Council want to clear up a spelling or formatting error.	
		Rule 46 Promotional contribution rate ... 2. A promotional contribution rate will apply in place of the contribution rates set by rule 45 to any types of members Congress or the Central Executive Council feel are appropriate. Regional committees have the final say as to which members are appropriate, and members will not be able to appeal, under rule 6, to the Central Executive Councilor Appeals Tribunal.	Rule 46 Promotional contribution rate ... 2. A promotional contribution rate will apply in place of the contribution rates set by rule 45 to any types of members Congress or the Central Executive Council feel are appropriate. Regional committees have the final say as to which members are appropriate, and members will not be able to appeal, under rule 6, to the Central Executive <u>Council</u> <u>or</u> Appeals Tribunal.

CECRA6	Rule 56.3	The Central Executive Council believes the reference to “riot” is outdated and covered by the preceding bullet point.	
	Rule 56.3	Rule 56 Fatal accident benefit ... 3 The Central Executive Council will have the power to make decisions based on all the evidence, and to consider whether to pay fatal accident benefit. The Central Executive Council can take any steps necessary to find out whether the member is entitled to benefit in line with the conditions set out in these rules. However, we will not pay benefit for members who die as a result of an accident they had: a while they are serving with any armed forces or any irregular force (other than while training as a volunteer or reservist with a regular armed force), or; b as the result of: • an injury they have deliberately given themselves; • their aggressive behaviour towards someone else (not including genuine self-defence); • a disease or natural causes; • carrying out an illegal act; or • deliberately taking part in a riot.	Rule 56 Fatal accident benefit ... 3 The Central Executive Council will have the power to make decisions based on all the evidence, and to consider whether to pay fatal accident benefit. The Central Executive Council can take any steps necessary to find out whether the member is entitled to benefit in line with the conditions set out in these rules. However, we will not pay benefit for members who die as a result of an accident they had: a while they are serving with any armed forces or any irregular force (other than while training as a volunteer or reservist with a regular armed force), or; b as the result of: • an injury they have deliberately given themselves; • their aggressive behaviour towards someone else (not including genuine self-defence); • a disease or natural causes; or • carrying out an illegal act.; or • deliberately taking part in a riot.
UPDATING FINANCIAL REFERENCES/ TERMINOLOGY			
CECRA7	Rule 42.2	The Central Executive Council believes that modern day parlance should be reflected in the Rulebook.	
		Rule 42 Dissolving branches ... 2 If a branch is dissolved, the regional secretary will immediately organise an audit of all the branch’s books and arrange a meeting for the members if necessary. 3. The officials of the branch must send all money, books	Amend as following: Rule 42 Dissolving branches ... 2 If a branch is dissolved, the regional secretary will immediately organise an audit of all the branch’s <u>financial records, freeze all</u>

		and other property of the Union to the regional secretary, together with a full statement of the branch's funds. We will begin legal proceedings against any officers who fail to do so.	<u>assets</u> and arrange a meeting for the members if necessary. 3. The officials of the branch must send all money, <u>membership and financial records</u> and other property of the Union to the regional secretary, together with a full statement of the branch's funds. We will begin legal proceedings against any officers who fail to do so.
CECRA8	Rule 48.5	The Central Executive Council believes the below reference is unnecessary.	
		Rule 48 Qualifying for benefits ... 5. We will not pay any cash benefits under rules 52, 53, and 56 unless the member makes a claim for those benefits within 12 months of the date the reason for their claim first arose	Rule 48 Qualifying for benefits ... 5. We will not pay any cash benefits under rules 52, 53, and 56 unless the member makes a claim for those benefits within 12 months of the date the reason for their claim first arose

FURTHER RULE AMENDMENTS FOLLOWING BRANCH RULE AMENDS PASSED AT CONGRESS 25

CECRA9	Rule 11.5 Rule 11.8	The Central Executive Council believe following RA303 being carried at Congress 2025 the following consequential rule amendments need to be added to put the rule in line with other national seats on the CEC.	
		Rule 11 Elections to the Central Executive Council ... 5 Each branch in a region may nominate members for general seats, the women's reserved seat, the race reserved seats, the young members reserved seats, the disabled reserved seats and the lesbian, gay, bisexual and transgender reserved seats. In line with rule 35.21 (Composite branches), only branches having members in a section can make nominations for that section seat. Only branches having members in an industrial sector can make nominations for the reserved industrial sector seats for that sector. Only branches in Ireland can make nominations for the general seat under clause 2c, and these branches will not be entitled to make nominations	Amend as following: Rule 11 Elections to the Central Executive Council ... 5 Each branch in a region may nominate members for general seats, the women's reserved seat, the race reserved seats, the young members reserved seats, the disabled reserved, <u>the retired members reserved seats</u> and the lesbian, gay, bisexual and transgender reserved seats. In line with rule 35.21 (Composite branches), only branches having members in a section can make nominations for that section seat. Only branches having members in an industrial sector can make nominations for the reserved industrial sector seats for that sector. Only branches in Ireland can make nominations for the general seat under clause 2c, and these

		for any other general seat. If a branch is entitled to nominate a candidate for election to any seat, it cannot nominate more than one candidate for election to that seat. ... 8 Elections under this rule will be organised and held in line with by-laws issued by the Central Executive Council. These by-laws may say whether failing to keep to any by-law will disqualify a candidate from being elected. By-laws may define the racial group or groups (referred to here as 'a relevant racial group') whose members are eligible to be nominated for election to one or more of the national race reserved seats, or may define qualifying criteria for other reserved seats elected under clauses 3, 3a, 3b, 3c and 3d of this rule. The Central Executive Council can amend or withdraw any by-law, as long as doing so would affect only the future conduct of current or future elections.	branches will not be entitled to make nominations for any other general seat. If a branch is entitled to nominate a candidate for election to any seat, it cannot nominate more than one candidate for election to that seat. ... 8 Elections under this rule will be organised and held in line with by-laws issued by the Central Executive Council. These by-laws may say whether failing to keep to any by-law will disqualify a candidate from being elected. By-laws may define the racial group or groups (referred to here as 'a relevant racial group') whose members are eligible to be nominated for election to one or more of the national race reserved seats, or may define qualifying criteria for other reserved seats elected under clauses 3, 3a, 3b, 3c-and, 3d,and 3e of this rule. The Central Executive Council can amend or withdraw any by-law, as long as doing so would affect only the future conduct of current or future elections.
CECRA10	Rule 41.3 Rule 41.4	The Central Executive Council believe the RA336 carried by Congress 2025 could be strengthened. A missing word also needs adding. Secondly, addressing the references to our Zero Tolerance Statement.	
		Rule 41 Branch members ... 3 Any member taking part or waiting to take part in a meeting must behave properly in line with our zero-tolerance policy. If they do not, they will be refused access to the meeting or, if the meeting has already begun, asked to leave. 4 Any member who changes address must inform the Regional membership department or update their records via the national website as soon as possible.	Amend as the following: Rule 41 Branch members ... 3 Any member taking part or waiting to take part in a meeting must behave properly in line with our <u>Zero Tolerance Statement</u>. If they do not, they will be refused access to the meeting or, if the meeting has already begun, asked to leave. 4 Any member who changes <u>their contact details</u> must inform the Regional membership department or update their records via <u>myGMB on</u> the national website as soon as possible.

YOUNG MEMBERS OFFICER

	Multiple rules	The Central Executive Council believes that the term youth officer used in the Rulebook is outdated. We are updating this to read young members officer in line with our Equality strands and reserved seats	
CECRA11	18.2	Rule 18 Qualifying for office ... 2 During their whole term of office, the following holders in both lists 'a' and 'b' below must pay the full amount of their union contributions in line with rules 45 and 46. A • President • Vice-president • Central Executive Council members elected under rule 11 • Congress representatives • General member auditors • The regional president • Regional council members • Regional member auditors • Regional trustees • Branch presidents • Branch secretaries • Branch equality officers • Branch youth officers • Branch race officers • Branch member auditors • Collecting stewards • Representatives going to authorised conferences • Candidates for public organisations B • The general secretary and treasurer • Regional Secretaries • Senior organisers • Organisers	Amend as the following: Rule 18 Qualifying for office ... 2 During their whole term of office, the following holders in both lists 'a' and 'b' below must pay the full amount of their union contributions in line with rules 45 and 46. A • President • Vice-president • Central Executive Council members elected under rule 11 • Congress representatives • General member auditors • The regional president • Regional council members • Regional member auditors • Regional trustees • Branch presidents • Branch secretaries • Branch equality officers • Branch <u>young members</u> officers • Branch race officers • Branch member auditors • Collecting stewards • Representatives going to authorised conferences • Candidates for public organisations B • The general secretary and treasurer • Regional Secretaries • Senior organisers • Organisers

CECRA12	Rule 35.3	Rule 35 Branches ... 3 Each branch will have a president, secretary, equality officer, youth officer, race officer and two auditors (except in branches of less than 100 members, which will only have one auditor), and a committee of no less than nine members. The president, secretary, equality officer, youth officer and race officer will all be members of the committee, and will act within the powers set out in these rules. There will need to be at least five members present at the committee meetings for any decisions to be valid (known as a quorum).	Amend as the following: Rule 35 Branches ... 3 Each branch will have a president, secretary, equality officer, <u>young members</u> officer, race officer and two auditors (except in branches of less than 100 members, which will only have one auditor), and a committee of no less than nine members. The president, secretary, equality officer, <u>young members</u> officer and race officer will all be members of the committee, and will act within the powers set out in these rules. There will need to be at least five members present at the committee meetings for any decisions to be valid (known as a quorum).
CECRA13	Rule 38a	Rule 38a Branch youth officer 1 The branch youth officer will be responsible for encouraging young people to join the union and promoting young people's issues into the branch's activities. 2 The branch youth officer must give one month's notice before they resign.	Amend as following: Rule 38a Branch <u>young members</u> officer 1 The branch <u>young members</u> officer will be responsible for encouraging young people to join the union and <u>organising, campaigning and</u> promoting young people's issues into the branch's activities. 2 The branch <u>young members</u> officer must give one month's <u>written</u> notice <u>to the branch</u> before they resign.

BRANCH EQUALITY OFFICERS

CECRA14	Rule 38	The Central Executive Council believes the role of branch equality officer needs modernising and duties given greater clarity.	
		Rule 38 Branch equality officer 1 The branch equality officer will be responsible for promoting equal rights within the branch's activities. 2 The branch equality officer must give one month's notice before they resign.	Amend as following: Rule 38 Branch equality officer 1 The branch equality officer will be responsible for promoting <u>equality and diversity</u> within the branch's activities. 2 <u>They will assist with campaigning and organising branch members to be inclusive.</u> 3 The branch equality officer must give one month's <u>written</u> notice <u>to the branch</u> before they resign.
CECRA15	Rule 38b	The Central Executive Council believes the role of branch race officer duties need greater clarity.	
		Rule 38b Branch race officer 1 The branch race officer will be responsible for encouraging ethnically diverse people to join the union and promoting their collective issues into the branch's activities. 2 The branch race officer must give one month's notice before they resign.	Amend as following: Rule 38b Branch race officer 1 The branch race officer will be responsible for encouraging ethnically diverse people to join the union and promoting their collective issues into the branch's activities. 2 <u>They will participate in GMB campaigning, organising and promotional activities as required on race and ethnicity issues.</u> 3 The branch race officer must give one month's <u>written</u> notice <u>to the branch</u> before they resign.

OTHER BRANCH OFFICERS

	Multiple rules	The CEC Special Report, GMB BRANCHES – A FUTURE THAT WORKS, agreed by Congress 2014 agreed wording that covered branches needing extra posts outside the core branch committee positions defined in existing rule. The Central Executive Council is proposing adopting updating the Rulebook to account for these decisions agreed in 2014 Congress.	
CECRA16	Rule 35.3	Rule 35 Branches ... 3 Each branch will have a president, secretary, equality officer, youth officer, race officer and two auditors (except in branches of less than 100 members, which will only have one auditor), and a committee of no less than nine members. The president, secretary, equality officer, youth officer and race officer will all be members of the committee, and will act within the powers set out in these rules. There will need to be at least five members present at the committee meetings for any decisions to be valid (known as a quorum).	Amend as follows: Rule 35 Branches ... 3 Each branch will have <u>the following core branch positions:</u> a president, secretary, equality officer, <u>young members</u> officer, race officer and two auditors (except in branches of less than 100 members, which will only have one auditor), and a committee of no less than nine members. <u>Outside of these core positions a branch can fill or not fill other offices according to the needs of the branch. These roles should be defined by a branch by-law and set out in the Branch Development Plan in consultation with and agreement of the Regional Secretary and Regional Committee.</u> The president, secretary, equality officer, <u>young members</u> officer and race officer will all be members of the committee, and will act within the powers set out in these rules. There will need to be at least five members present at the committee meetings for any decisions to be valid (known as a quorum).
CECRA17	New Rule 38c	N/A	Insert: Rule 38c Other branch officers <u>1 Any other branch officer(s) outside the core branch positions, will be responsible for fulfilling their role in accordance with the branch by-laws and branch development plan.</u> <u>2 Any other branch officer must give one month's written notice to the branch before they resign.</u>

FURTHER RULE AMENDS FOLLOWING CONGRESS 2025 DECISION ON OFFICER ELECTIONS

	Multiple rules	CECRA16 from the 2025 CEC Special Report on Rule Amendments removed Rule 17f about Organisers having to be elected. Organisers, Senior Organisers and Regional Secretaries as well as National Officers are appointed. The current Rulebook still has many references to “elected” officials that needs updating.	
CECRA18	Rule 14.2	Rule 14 General secretary and treasurer ... 2 If the position is vacant or an official has been suspended, the Central Executive Council can appoint an elected official to temporarily act as general secretary and treasurer until a new general secretary and treasurer is elected or the suspended official returns to office. An elected official who temporarily holds office will not be entitled to a vote on the Central Executive Council.	Amend as following: Rule 14 General secretary and treasurer ... 2 If the position is vacant or an official has been suspended, the Central Executive Council can appoint an elected official to temporarily act as general secretary and treasurer until a new general secretary and treasurer is elected or the suspended official returns to office. An elected official who temporarily holds office will not be entitled to a vote on the Central Executive Council.
CECRA19	Rule 17e	Rule 17e National officials ... 3 When a vacancy arises within the union for a national official (except as set under rule 14 – General Secretary and Treasurer) and is taken by a member who has not previously been elected, the member will need to be elected by all members of the union. 4 No member will be eligible to be appointed, nominated or elected to any national office within the union unless the Central Executive Council is satisfied that the member is suitably qualified for the office in line with rule 17a3. The election procedure will be as set out in rules 17f and 65, unless changed by the Central Executive Council. 5 Appointments under this rule will be made in accordance with guidelines and procedures issued by the Central Executive Council.	Amend as following: Rule 17e National officials ... 3 When a vacancy arises within the union for a national official (except as set under rule 14 – General Secretary and Treasurer) and is taken by a member who has not previously been elected, the member will need to be elected by all members of the union. 3 No member will be eligible to be appointed, nominated or elected to any national office within the union unless the Central Executive Council is satisfied that the member is suitably qualified for the office, in line with rule 17a3. The election procedure will be as set out in rules 17f and 65, unless changed by the Central Executive Council. 4 Appointments under this rule will be made in accordance with guidelines and procedures issued by the Central Executive Council.

CECRA20	Rule 18.1	Rule 18 Qualifying for office 1 Any member wanting to be elected to any of the offices named in this rule must have paid contributions for 53 weeks in a row and be a fully financial member (as defined in rule 45.4) at the date they are nominated and elected.	Amend as following: Rule 18 Qualifying for office 1 Any member wanting to be elected <u>or appointed</u> to any of the offices named in this rule must have paid contributions for 53 weeks in a row and be a fully financial member (as defined in rule 45.4) at the date they are nominated and elected.
CECRA21	Rule 60.1	Rule 60 Election disputes 1 With any complaint or dispute about any election – whether this is for the Central Executive Council, general secretary and treasurer, organisers or otherwise – this rule will apply.	Amend as following: Rule 60 Election disputes 1 With any complaint or dispute about any election – whether this is for the Central Executive Council, general secretary and treasurer, organisers or otherwise – this rule will apply.
ELECTRONIC VOTING			
	Multiple rules	The Employment Rights Act will bring with it the opportunity for GMB to use electronic voting over email and SMS for the first time for statutory union elections and industrial action ballots. With the reforms likely to come into effect in 2026. The Central Executive Council believe in anticipation for these changes the Rulebook needs amending so the union can take advantage of these changes.	
CECRA22	Rule 43.2	Rule 43 Representatives in the workplace ... 2 These representatives will be appointed in any of the following ways, depending on which is the most suitable. a By a majority vote, through a show of hands or a ballot, of the members at the workplace. b By a majority vote, through a show of hands, at a branch meeting. c If all the members concerned agree that a member appointed by the regional secretary should act as representative. d By shop stewards or staff representatives at the workplace electing one of themselves as convenor or chief	Amend as following: Rule 43 Representatives in the workplace ... 2 These representatives will be appointed in any of the following ways, depending on which is the most suitable. a By a majority vote, through a show of hands or a ballot, of the members at the workplace. b By a majority vote, through a show of hands, <u>or a ballot</u> at a branch meeting. c If all the members concerned agree that a member appointed by the regional secretary should act as representative. d By shop stewards or staff representatives at the workplace

		staff representative. e The term of office of these representatives will be four years. f A member holding office as a representative under this rule on 30 June 2023, for the purposes of clause 2e, above, will be deemed to have commenced their term of office on 1 July 2023 g In accordance with the Union's established practice, representatives will be eligible for re-appointment or re-election on the expiry of their term of office.	electing one of themselves as convenor or chief staff representative. e The term of office of these representatives will be four years. f A member holding office as a representative under this rule on 30 June 2023, for the purposes of clause 2e, above, will be deemed to have commenced their term of office on 1 July 2023 g In accordance with the Union's established practice, representatives will be eligible for re-appointment or re-election on the expiry of their term of office.
CECRA23	Rule 58.4	Rule 58 Appeals and disputes ... 4 If a member complains about their entitlement to vote or to vote by post in an election, and they make their complaint on or before the day (or, if the election is held on more than one day, the last day) of voting, this paragraph will apply unless the complaint says otherwise.	Amend as following: Rule 58 Appeals and disputes ... 4 If a member complains about their entitlement to vote or to vote by post in an election, and they make their complaint on or before the day (or, if the election is held on more than one day, the last day) of voting, this paragraph will apply unless the complaint says otherwise.
CECRA24	Rule 58.6	Rule 58 Appeals and disputes ... 6 If a regional elections committee accepts all or part of a complaint, it may make any order it feels is necessary in line with our rules and by-laws. In particular, it may make an order for: a any person to be entitled to vote or be disqualified from voting; b any person to be entitled to vote by post;	Amend as following: Rule 58 Appeals and disputes ... 6 If a regional elections committee accepts all or part of a complaint, it may make any order it feels is necessary in line with our rules and by-laws. In particular, it may make an order for: a any person to be entitled to vote or be disqualified from voting; b any person to be entitled to vote by post or other means;

CONGRESS DEMOCRACY

	Multiple rules	There are multiple rule amendments regarding Congress that need tidying up, as was intended by the 2025 Congress CEC Special Report on Rule Amendments including the date for nominations following timetabling issues as well as establishing longstanding practice with regards to reports received by Congress.	
CECRA25	Rule 8.5 Rule 8.7	Rule 8 Congress of the union ... 5 For 90% of delegates, each branch of any region may nominate one member to stand for election as delegate to represent the region at the Congress. A branch whose financial membership exceeds 1,000 as stated in the membership figures for the previous September may nominate one further member per additional 1,000 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 31st 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. ... 7 Each branch will be invited to nominate further members to be considered by the Regional Committee in appointing delegates under clause 6 of this Rule, and in appointing delegates to make up any shortfall in the delegation following the election process in clause 5 of this Rule. In making these appointments, the Regional Committee may also consider members recommended by other committees, forums or post-holders within the Region.	Amend as following: Rule 8 Congress of the union ... 5 For 90% of delegates, each branch of any region may nominate one member to stand for election as delegate to represent the region at the Congress. A branch whose financial membership exceeds 1,000 as stated in the membership figures for the previous September may nominate one further member per additional 1,000 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 <u>7 January</u>. 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. ... 7 Each branch will be invited to nominate further members to be considered by the Regional Committee in appointing delegates under clause 6 of this Rule, and in appointing delegates to make up any shortfall in the delegation following the election process in clause 5 of this Rule. In making these appointments, the Regional Committee may also consider members recommended by other committees, <u>groups</u>, forums or post-holders within the Region.

CECRA26	Rule 9.2	Rule 9 Business of the Congress ... 2 The Congress will: • elect the President and Vice-President as set out in Rules 12 and 13; • consider and make decisions on policies affecting the general, industrial, political or social welfare of our members; • receive reports from the general secretary and treasurer (which will include reports from senior officials nominated by the general secretary) and the regional secretaries; • consider and make decisions on all matters included in the agenda for the Congress; and • confirm the elections of officials and general member auditors when necessary.	Amend as following: Rule 9 Business of the Congress ... 2 The Congress will: • elect the President and Vice-President as set out in Rules 12 and 13; • consider and make decisions on policies affecting the general, industrial, political or social welfare of our members; • receive reports from the general secretary and treasurer (which will include reports from senior officials nominated by the general secretary) <u>the Central Executive Council</u> and the regional secretaries; • consider and make decisions on all matters included in the agenda for the Congress; and • confirm the elections of officials and general member auditors when necessary.
OFFICER NOTICE			
	Multiple rules	Establishing clearer rules when an officer resigns; that this will need to be in writing to the correct person in the organisation. Please note, CECRA29 also addresses the reference to the Zero Tolerance Statement.	
CECRA27	Rule 14.7	Rule 14 General secretary & treasurer ... 7 When resigning, the general secretary and treasurer must give three months' notice...	Amend as following: Rule 14 General secretary & treasurer ... 7 When resigning, the general secretary and treasurer must give three months' notice <u>in writing to the Central Executive Council</u>...
CECRA28	Rule 23.7	Rule 23 Regional secretary ... 7 The regional secretary must give three months' notice before they resign.	Amend as following: Rule 23 Regional secretary ... 7 The regional secretary must give three months' notice <u>in writing to the general secretary and treasurer</u> before they resign.

CECRA29	Rule 36.1 Rule 36.6	Rule 36 Branch president 1 The president will chair all branch meetings and make sure officials behave appropriately and keep to the rules. ... 6 The branch president must give one month's notice before they resign.	Amend as following: Rule 36 Branch president 1 The president will chair all branch meetings and make sure officials behave appropriately and keep to the rules <u>in line with our Zero Tolerance Statement.</u> ... 6 The branch president must give one month's notice <u>in writing to the regional secretary</u> before they resign.
CECRA30	Rule 37.9	Rule 37 Branch secretary ... 9 The branch secretary must give one month's notice if they want to resign. If they do not do this, they will lose any payments they are owed.	Amend as following: Rule 37 Branch secretary ... 9 The branch secretary must give one month's notice <u>in writing to the regional secretary before they</u> resign. If they do not do this, they will lose any payments they are owed.

APPENDICES

CECRA31		The Central Executive Council wants to establish appendixes as part of the Rulebook. We have an agreed GMB Zero Tolerance Statement that has been agreed by Congress 2014 that members need to be able to find.	
	New Appendix	N/A	Following Rule A3 insert: APPENDIX B1 GMB Zero Tolerance Statement The GMB is committed to preventing harassment and discrimination. All forms of discrimination and harassment are unacceptable, undermine the dignity of an individual, are morally wrong, unlawful and have a detrimental impact on individuals, on the workplace, for the union and in society. Any such behaviour will not be tolerated within our union. One of our core principles is the right for everyone to be treated with equality, dignity, and fairness in work and society. As contained within our Rule Book our 'Aims and Objectives' are: To ensure equal opportunities within the Union, the workplace, and wider society; and to end harassment, prejudice and discrimination at work on the grounds of gender, gender identity, race, ethnicity, nationality, religious beliefs, disability, age, marital status, sexuality, or social class. GMB will not tolerate any behaviour, gestures, verbal, written or electronic communication or physical act that can reasonably be perceived as being discriminatory or harassment. Every GMB employee or member should be confident to report acts of discrimination or harassment and confident that they will be protected from any reprisal. GMB will treat all complaints and reports of discriminatory

			behaviour and harassment seriously, fairly, and proportionately without fear or favour. GMB will investigate them promptly, efficiently and in confidence, in line with our policies and Rule Book. Awareness-raising programmes, education, and on-going training will be given to employees and members. GMB is committed to promoting respect, equality, inclusion, and diversity at all levels of our lay and employee structures. This statement applies to: GMB members GMB employees, workers, contractors, and all those directly or indirectly performing functions in relation to GMB Adopted by GMB Congress 2014 as part of the GMB Women’s Project CEC Special Report Updated by the Taskforce for Positive Change (and endorsed by the CEC on 1 February 2022). Updated following amendments to Rule 2: Aims and Objectives (adopted by Congress 2023)
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MISCELLANEOUS

CECRA32	Rule 65.3	Rule 65 Voting ... 3 If the vote relates to electing permanent officials, any question on the method of voting, if raised before the voting takes place, will be decided by the Central Executive Council	Amend as follows: Rule 65 Voting ... 3 If the vote relates to electing permanent officials, any question on the method of voting, if raised before the voting takes place, will be decided by the Central Executive Council
CECRA33	UPDATING INDEX		Amend and insert the following: CORE RULES List of rules Rule... ... BRANCHES ... 8a Branch young members officer ... <u>8c Other branch officers</u> ... SECTION RULES A1 The sections of the union... A2 National committees of the sections... A3 Section national conference... <u>APPENDIXES</u> <u>B1 Zero Tolerance Statement</u>

Further to the above we are asking Congress to note the following amendments made to Rule 63 on 18 February 2026 with the agreement of our regulator the Certification Officer regarding the political fund following changes to the law with the passing of the Employment Rights Act into law.

GMB: Political Fund rule amendment approved by the Certification Officer

It is hereby resolved, pursuant to section 92 of the Trade Union and Labour Relations (Consolidation) Act 1992 (as amended) that the rules of GMB be amended by the deletion of rules 63.1 – 63.12 and the adoption in their place of the Political Fund rules in the schedule below and now before the meeting

SCHEDULE

Introduction

1. The objects of GMB include the furtherance of the political objects to which section 72 of the amended Trade Union and Labour Relations (Consolidation) Act 1992 (the 1992 Act) applies. Those political objects are:

72 Political objects to which restriction applies.

- (1) The political objects to which this Chapter applies are the expenditure of money—
 - (a) on any contribution to the funds of, or on the payment of expenses incurred directly or indirectly by, a political party;
 - (b) on the provision of any service or property for use by or on behalf of any political party;
 - (c) in connection with the registration of electors, the candidature of any person, the selection of any candidate or the holding of any ballot by the union in connection with any election to a political office;
 - (d) on the maintenance of any holder of a political office;
 - (e) on the holding of any conference or meeting by or on behalf of a political party or of any other meeting the main purpose of which is the transaction of business in connection with a political party;
 - (f) on the production, publication or distribution of any literature, document, film, sound recording or advertisement the main purpose of which is to persuade people to vote for a political party or candidate or to persuade them not to vote for a political party or candidate.
- (2) Where a person attends a conference or meeting as a delegate or otherwise as a participator in the proceedings, any expenditure incurred in connection with his attendance as such shall, for the purposes of subsection (1)(e), be

taken to be expenditure incurred on the holding of the conference or meeting.

(3) In determining for the purposes of subsection (1) whether a trade union has incurred expenditure of a kind mentioned in that subsection, no account shall be taken of the ordinary administrative expenses of the union.

(4) In this section—

“candidate” means a candidate for election to a political office and includes a prospective candidate;

“contribution”, in relation to the funds of a political party, includes any fee payable for affiliation to, or membership of, the party and any loan made to the party;

“electors” means electors at an election to a political office;

“film” includes any record, however made, of a sequence of visual images, which is capable of being used as a means of showing that sequence as a moving picture;

“local authority” means a local authority within the meaning of section 270 of the Local Government Act 1972 or section 235 of the Local Government (Scotland) Act 1973; and

“political office” means the office of member of Parliament, member of the European Parliament or member of a local authority or any position within a political party.

2. Any payments in the furtherance of these political objects shall be made out of a separate fund of the union. This fund shall be called the political fund.
3. The union shall make clear how much of any regular contribution is for the political fund. If the political fund is included in regular contributions, the union shall specify that an annual contribution of 52p is for the political fund. For members who joined before 28 February 2018, the annual contribution is £8.00 for Grade 1 members and £4.50 for Grade 2 members. The union shall ensure that members who have opted out do not pay this amount, by reducing or removing it from their contribution.
4. Any member who chooses not to contribute to the political fund of the union shall not be excluded from any benefits of the union or placed in any respect either directly or indirectly under any disability or disadvantage as compared with other members of the union (except in relation to the control or management of the political fund). Any form (including an electronic form) that a person has to complete to become a member of the union must include a statement to that effect, as well as a statement to the effect that the person may opt out of contributing to the political fund.

5. Any member who claims to be aggrieved by a breach of these political fund rules may complain to the Certification Officer. After making such enquiries as they think fit, the Certification Officer shall give both the complainant and a representative of the union an opportunity to make written representations. They may also give both the complainant and a representative of the union an opportunity to make oral representations. After this, if the Certification Officer considers that such a breach has been committed, they make such order for remedying the breach as they think appropriate in the circumstances. Any such order of the Certification Officer may, subject to the right of appeal provided by section 95 of the 1992 Act, be enforced in the manner provided for in sections 82(4A) and 82(4B) of the 1992 Act.
6. Contribution to the political fund of the union shall not be made a condition for admission to the union, and members of the union who choose not to contribute to the political fund must not be placed under any obligation to do so.
7. The union shall ensure that a copy of the political fund rules is available, free of charge, to any member of the union who requests a copy.

Opt-out information notices

8. As soon as possible, and no later than eight weeks after the union votes to adopt political objects, the union shall publish the notice at Appendix 1 to every member.
9. The notice shall be published in the Union's website and a copy of the notice shall be posted up and kept up for at least 12 months in a conspicuous place, accessible to members, at the office or meeting place of each branch of the Union.
10. The same notice shall be published again, within eight weeks of each ten-year anniversary of a vote to adopt political objects (including any vote that took place before the commencement of the new section 84A of the 1992 Act, as substituted by the Employment Rights Act 2025), unless the resolution has been rescinded or otherwise ceases to have effect.

Submitting an opt-out notice

11. Any member can give notice to opt out of contributing to the political fund at any time.
To do so, members can:
 - a) Use the official opt-out notice form, or

b) Send a written request that clearly states that they do not want to contribute to the political fund. Such a written request can be delivered in person, sent by post, email, or through any electronic form the union provides.

12. Members can get a copy of the official opt-out notice form:

a) From the union website

b) From the union by emailing: politics@gmb.org.uk

c) From the Certification Officer by emailing info@certoffice.org

13. The official opt-out notice form in use can be found at Appendix 2.

14. When the union receives an opt-out notice from a member, it will send the member an acknowledgement to the address provided.

When the opt-out notice takes effect

15. The opt-out takes effect: as from 1st January next after the exemption notice is given

16. The union shall make sure that members who have opted out do not pay into the political fund.

Withdrawing an opt-out notice

17. Any member who has opted out of contributing to the political fund may withdraw their opt-out at any time. Doing so means the member will start contributing to the political fund again. To withdraw an opt-out notice, the member should give the union an opt-out withdrawal notice, which is a written statement saying they wish to withdraw their opt-out notice and start contributing to the union's political fund again.

18. The opt-out withdrawal notice can be delivered in person, sent by post, email, or through any electronic form the union provides.

19. When the union receives the opt-out withdrawal notice, it will send the member an acknowledgement to the address provided and process the withdrawal of the opt-out notice as soon as reasonably practicable.

Transitional arrangements for members who joined GMB between 1 March 2018 and 17 February 2026

Between 1 March 2018 and 17 February 2026, members were not automatically opted in to the political fund. Instead, they had to actively opt-in. The Employment Rights Act 2025 has amended the Trade Union and Labour Relations (Consolidation) Act 1992, so that new members are treated as opted-in unless they choose to opt-out. The following rules explain how unions must handle members who joined between 1 March 2018 and 17 February 2026.

Default opt-outs for certain members

20. Any member who joined the union between 1 March 2018 and 17 February 2026 and was not contributing to the political fund immediately before 18 February 2026, is treated by law as having given an opt-out notice under the new section 84 of the 1992 Act, substituted by the 2025 Act. This opt-out remains in effect until the member gives a withdrawal notice in accordance with these rules. The union does not need to take any action to process these opt-outs, as they apply automatically under the law. This automatically applied opt-out notice is treated as effective from 18 February 2026 and will remain in effect until the member gives an opt-out withdrawal notice to cancel it (as addressed above in paragraphs 17-19).

Transitional period for opt-in withdrawals

The following rules (63.21- 63.24) apply to members who joined the union between 1 March 2018 and 18 February 2026 and submitted an opt-in notice that remains in force on 18 February 2026. These rules cover the four-week period until (and including) 17 March 2026. After that period, these members will be captured by the processes described earlier in these rules.

21. Any member who joined the union between 1 March 2018 and 18 February 2026 and, during that time, submitted an opt-in notice, may for a short period give a withdrawal notice under section 84 of the 1992 Act, as it stood before the 2025 Act.
22. During the transitional period until (and including) 18 March 2026, if a member who submitted an opt-in notice wishes to stop contributing to the political fund, they may give the union an opt-in withdrawal notice, which is a written statement saying they no longer wish to contribute.
23. The opt-in withdrawal notice can be delivered in person, sent by post, email, or through any electronic form the union provides.
24. The opt-in withdrawal notice takes effect one month after the date on which it is given.

Notice to Members in accordance with the Trade Union and Labour Relations (Consolidation) Act 1992

GMB has a political fund. This fund is used for activities connected with political objects as defined by section 72 of the above Act. All spending on these activities comes from this separate political fund. Every member has the right not to contribute to the union's political fund. To exercise this right, you must give the union an opt-out notice.

You can give an opt-out notice in any of these ways:

- **Deliver it in person, by post, or through a person you have asked to deliver it on your behalf**
- **Send it by email to: politics@gmb.org.uk**
- **Complete an electronic form provided by the union and submit it online following the union's instructions.**

A form of opt-out notice can also be obtained:

- **From the union, by email: politics@gmb.org.uk**
- **From the Certification Officer by emailing info@certoffice.org**

If you later change your mind, you can give a withdrawal notice to cancel your opt-out. This will put you back into contributing to the political fund.

Date	
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Appendix 2: Opt-out notice

GMB	
Political fund opt-out notice I do not want to contribute to the union's political fund. By giving this notice, I will be exempt from making any payments to the political fund.	
Signature	
Print name	
Postal or email address	
Date	