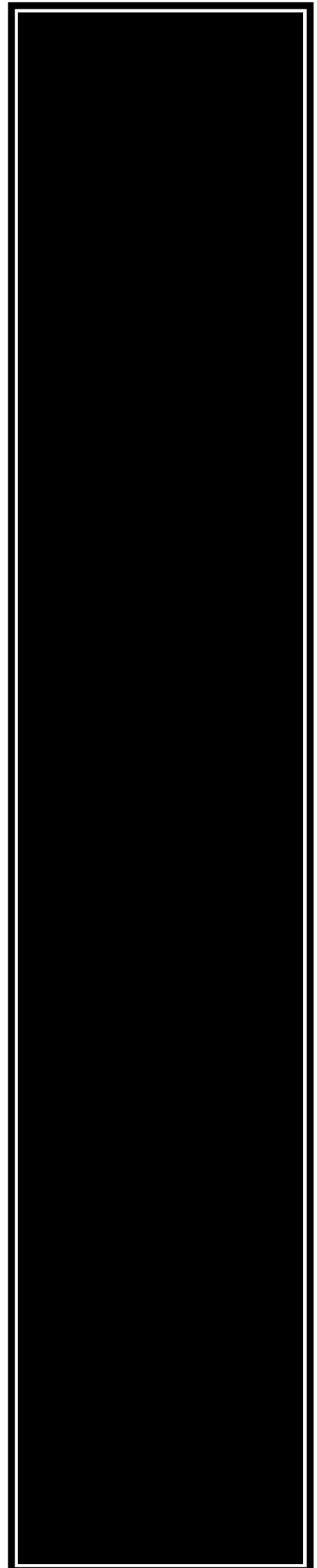


**HEALTH WORKERS
UNION
MEMBERSHIP
POLICY
UNFINANCIAL AND
NON-MEMBERS
2015**





HWU MEMBERSHIP POLICY INCLUDING SERVICES TO UNFINANCIAL AND NON MEMBERS 2015

The Union rules and the provisions of the *Fair Work Act 2009* and *Fair Work (Registered Organisations) Act 2009* will prevail over the terms of the policy to the extent of any inconsistency.

The following policy attempts to adhere to the HSU Rule Book titled “[051V: Incorporates alterations of 31/05/2014 (R2013/500) and 05/06/2014 (R2014/58 & R2014/75)] Replaces rulebook dated 1 January 2014”.

In particular, this policy has been informed by section 12-FINANCIAL AND UNFINANCIAL MEMBERS-of the HSU Rule book.

Ordinarily, the Health Workers Union (HWU) does not utilise members’ resources to act for, provide instruction, Industrial advice or counsel unfinancial members and non-members.

1 Intent:

The purpose of this policy is to ensure that member’s monies are not indiscriminately used to represent unfinancial and non-members. The policy also attempts to define certain terms and to clarify the criteria for qualifying for HWU membership services.

In the interests of the trade union movement and health workers, this policy attempts to be flexible when it comes to providing membership services to unfinancial and non-members. The policy also outlines a process for considering requests for representation by non-members and unfinancial members under certain circumstances.

2 Definitions:

Extraordinary

- Unusual or remarkable circumstances, where membership services may be expected to go above and beyond what is normally expected.

Non-Member

- Simply put, a non-member is a person that is not a member of the HWU!

Unfinancial

Generally speaking, an unfinancial member may be considered as not in good financial standing or not current in payment of dues. Specifically,



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and in accordance with the HSU Rule book, a person is considered to be unfinancial:

- 2.1 Where a member's payment of HWU Union dues has not been received by the Branch within three months of the date on which it is due, the member shall be considered as unfinancial. A member who is not an unfinancial member shall be a financial member for the purposes of this rule.
 - 2.1.1 An unfinancial member shall not be entitled –
 - 2.1.2 to any of the rights and privileges of membership;
 - 2.1.3 to nominate for or hold any office in the Union or any Branch;
 - 2.1.4 to participate in any ballot or election in the Union or any Branch;
 - 2.1.5 to attend, speak at or vote in any meeting of the Union or Branch.

- 3 When the HWU Branch Committee of Management has decided to waive a member's annual contribution or any levy, the member;
 - 3.1 Shall retain continuity of membership and be deemed financial for the period covered by the waiver.

- 4 **Under what circumstances does a person qualify for HWU membership services?**
 - When a request for assistance related to workplace problems or difficulties is made after the person becomes a financial member of the HWU.
 - A person shall qualify for membership services related to ongoing workplace difficulties that originated during a period when they were financial members of the HWU.
 - An unfinancial member seeking assistance for a current workplace problem shall be required to pay the HWU membership fees in arrears (12 months F/T equivalent membership fee) before membership services are provided.

- 5 **Exemptions related to the provision of HWU membership service**
 - If a current member seeks advice in relation to a matter that arose prior to their becoming a member of the HWU, they may receive limited advice in relation to the matter. The State Secretary shall make a determination in relation to the extent of the advice provided to the member, on a case by case basis, taking into consideration the nature of the case before her!



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- In relation to the provision of membership services to non-members or unfinancial members, the State Secretary shall make a determination to the extent of membership services provided to the person on a case by case scenario. In this situation the above clauses or policies may be partly or entirely waived or voided at the discretion of the State Secretary.
- In the instance that the state Secretary decides to waive the aforementioned clauses and provide membership services to a non-member, the person in question should become a member of the HWU for at least one financial year (membership dues will be based on a Full Time work status).

6 Extraordinary requests from non-members

- In the instance that a request for membership services by a non-member is deemed extraordinary by the State Secretary, a charge of up to 2 times the annual fee (membership dues will be based on a Full Time work status) plus 15% of any concluded Industrial agreement may be charged by the HWU at the discretion of the State Secretary. This fee will be decided on a case by case basis.

The Secretary of the Health Workers Union may alter this policy at any time at their sole discretion.

Version History

<i>Version</i>	<i>Effective date</i>	<i>How made</i>	<i>Section(s) affected</i>
1.0	05/10/2015	Developed by Research Officer (Kamal Bekhazi)- Presented to and adopted by HSU Vic. Branch 1 BCOM	All