



For the attention of all Branch Secretaries

27th March 2024

IMPORTANT

**Re: Election Process for Designated Official – Regions 5 & 6
and Post of General Trustee**

Dear Secretary,

At the EMC meeting of the 21st of March the Executive adopted a General Secretary's Report to proceed to fill the vacancy left by the untimely retirement of Bro. Sean Heading due to illness. It was further agreed that this new post would be for the West of Ireland with the Official responsible for Regions 5 and 6 and the successful candidate would work out of both the Limerick and Galway offices and would have to either reside west of the Shannon or be willing to relocate.

This is due to the fact that the Union has proceeded as agreed at the EMC, to both create a National ESB Branch (based in Portlaoise and overseen by Bro. Darren Erangey) and appoint a National Official with responsibility for the public sector and semi-states. We sought applicants for this post and Bro. Brian McAvinue was the successful candidate. This will result in the transfer of all ESB, overhead powerline contract members, wind turbine and solar farm members and Irish Rail directly employed and contract members to other Branches. This will obviously impact the membership of the Limerick No 1, Galway and Northwestern ranches.

It was therefore agreed at the EMC in the first instance to appoint a Designated Official for Regions 5 & 6 and to review the structure after 12 months to scope the appointment of another Designated Official.

The elections will take place at the NEC Meeting on Saturday 18th of May 2024 in accordance with the standard rules and procedures for same and nominations are now being sought for this position in line with the following schedule:

1. Nominations to be considered at Branch meetings during the month of April and to be returned by the 2nd of May 2024.
2. Candidates will then be contacted by the General Secretary's office asking that they confirm that they accept the nomination.
3. Interviews will take place the week of the 6th to the 10th of May 2024.
4. Candidates to be present before the NEC on the 18th of May 2024.

Further to the above, as one of our Trustees has notified us of his intention to relinquish the role in May of this year, the vacancy will need to be filled for the remaining term of office to May 2027.

Branches are therefore advised to also take nominations for this post at the convened meetings.

It is essential that all Branches put in place appropriate procedures to facilitate the taking of nominations for these posts.

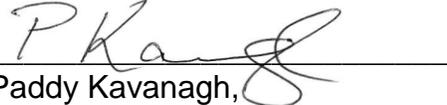
In the above regard, I propose to advertise the positions by placing a notice immediately on the Connect website and by emailing all members setting out the date of the meetings and location for each Branch for the month of April 2024.

The Branch meetings are to be held between Tuesday the 2nd of April and Tuesday the 30th of April. Please notify Tamara Harte immediately at tamara_h@connectunion.ie of the date of the Branch meeting at which your Branch will take these nominations.

Nominations taken at the meeting must be submitted to the General Secretary, 6 Gardiner Row, Dublin 1, **no later than the 2nd of May 2024.**

The Rules in relation to the post of Designated Officials and General Trustees are attached for your information.

Yours fraternally,


Paddy Kavanagh,
General Secretary.

Section 8(ii) - Assistant General Secretary and Other Designated Officials.

111. Candidates for a vacancy of Assistant General Secretary, or a vacancy of any Other Designated Official, within the Union, shall have been 3 years as a Full Time Official or have been five (5) years successively in the Benefit Section of the Union, or shall have held office at least two years on the N.E.C., E.M.C. or Branch Committee and be in benefit under any of these Rules.
112. Candidates for any vacancy must be proposed and seconded by two Benefit members who themselves are in good standing, at a meeting of the Branches convened for the purpose of receiving nominations for the vacancy. The final date for the receipt of nominations shall be fixed by the N.E.C. or E.M.C. and shall not be altered.
113. Election of the Assistant General Secretary, or other Designated Official, shall take place at a N.E.C. meeting from the list of candidates put forward by the Branches. Election to be by secret ballot on an elimination basis, after which the N.E.C. shall be empowered to declare the nominee appointed, to act in office for a probationary period of six (6) months, and if proven satisfactory to the E.M.C. and approved by the N.E.C. shall have his/her appointment confirmed in writing.
114. If any nominee elected as an Assistant General Secretary, or Other Designated Official, within six (6) months from the date he/she commenced employment, is proven to the satisfaction of the E.M.C. not to have the necessary qualifications or to have been elected by fraudulent proceedings, or not to have fully complied with the Rules of the Union, on any subject connected with the Union's business, the N.E.C. or E.M.C. may declare the election or appointment void. After the expiration of the said six (6) months, no election or appointment of an Assistant General Secretary, or Other Designated Official, shall be disputed, except in cases of fraud.
115. The Assistant General Secretary and Other Designated Officials shall be Full Time Officials of the Union and shall be Salaried. The appropriate Salary, Terms and Conditions for an appointment will be determined by the EMC/NEC.
116. Full-Time Officials shall be under the control and obey the orders of the General Secretary. They shall keep all books, documents and papers belonging to their office, and shall submit their reports in such manner and place as the N.E.C./E.M.C. shall direct.

They will be subject to direction by the General Secretary and will be delegated duties on a Regional or National basis with responsibilities to, and for, designated Branches/ I.C.C's. Their duties on a National basis will involve assignment on various National/Industrial Consultative Committees. All Full-Time Officials will be brought together at least once a year, or whenever deemed necessary by the General Secretary, for general appraisal of Union Activities.

They will be ex-officio, the Senior Officer of their designated Branches/I.C.C's. They will be responsible through the General Secretary to the E.M.C./N.E.C. for the conducting of negotiations on behalf of the members in their designated Branches./I.C.C's, Regions and/or National Forums.

They will be responsible for dealing with all industrial matters and will undertake and carry out duties referred to them by their designated Branches/I.C.C.'s.

Within those designated Branches/I.C.C.'s, Regions or National Forums: Shop Stewards, Branch/I.C.C. Secretaries, or any member nominated to carry out negotiations, should do so in consultation with the designated responsible Full-Time Official.

The Full-Time Officials, in consultation with their designated Branches, will work out and agree a schedule of regular attendance at Branch Meetings.

They shall be empowered to visit the various jobs where members are employed, inspect cards, work, and report any member who does not hold a current card.

They shall carry out such orders as may from time to time be given by the N.E.C. or E.M.C.

They may attend all Branch and Committee meetings. At all such meetings they shall have a free expression of opinion but shall not vote. They may carry out Branch business as required, provided such is not in conflict with NEC/EMC policy.

They shall be required to assist in the general work of the Union. They shall attend where possible all delegations and conferences on behalf of the Union.

They shall organise an Annual Regional Conference in their respective regions between January and March each year. They shall make the necessary arrangements to invite the appropriate delegates to the conference, set out the agenda and make the necessary reports to the conference as provided for elsewhere in these rules. A report on outcomes of the conference shall be submitted before the end of April of that year to the E.M.C.

They shall inform any Branch, of any member who does not hold a current card

Every Full-Time Official shall remain a member of the Union and in good standing.

117. Should any Full-Time Official, in the opinion of the N.E.C., mismanage or neglect the affairs of the Union relating to his/her office, the N.E.C., on a majority vote of the N.E.C., shall be empowered to suspend him/her with pay, from his/her duties, this suspension to go into effect immediately after the N.E.C.'s decision, and the N.E.C. shall within six weeks after such suspension, lay full particulars of the offence in a printed circular and send a copy to the Branches, and the votes of the members shall be taken on the question, and the majority of the votes shall be binding on all parties and be final, and he/she shall be re-instated or removed from office accordingly. The Full-Time Official shall have the right to publish his/her defence on the same printed circular within the alleged offence, and in the event of the N.E.C. failing or refusing to place the facts of the offence with the Full-Time Official's reply before the whole of the Branches, within six weeks of the Full-Time Official's suspension, the Full-Time Official shall resume his/her office as if no charge had been made against him/her.

118. In the event of a Full-Time Official wishing to resign he/she shall give three (3) months notice of his/her intention to the N.E.C./E.M.C.

119. By virtue of his/her Office, a Full-Time Official shall be entitled to a retirement pension in accordance with the appropriate Union Pension Scheme. He/she may remain in office for as long as the N.E.C. consider he/she is capable of carrying out his/her duties. In cases of ill health he/she shall receive a pension and/or lump sum of such an amount as the value of the policy covering his/her pension will provide at the time of such early retirement. Such ill health may be required to be certified by a Doctor appointed by the Union.
120. When required to attend night meetings of the Branches/I.C.C.'s, or E.M.C. in excess of one a week, he/she shall be compensated by an additional payment as decided from time to time by the N.E.C. The hours of attendance shall not extend beyond 10:30 p.m.
121. When on the business of the Union and away from his/her office he/she shall be paid expenses and allowances as laid down by the Executive Council from time to time.
122. A Full-Time Official shall be entitled to a gratuity of one week's pay at Christmas. After one full year in office a Full-Time Official shall be entitled to six months full pay in any one year while absent due to illness; thereafter at the discretion of the N.E.C. Such illness shall be certified by the production of a certificate from a Doctor after an absence of two days.
123. If during a period of paid employment any Full Time Official is in receipt of fees and/or expenses from any third party for work undertaken within normal working hours and for which the official concerned is already being paid by the TEEU, the official concerned shall ensure that such fees and/or expenses are submitted to the union.

Section 9
GENERAL TRUSTEES

124. Three General Trustees shall be elected at the first meeting of the incoming N.E.C. every four years Election by the N.E.C. Officers present and voting by secret ballot papers shall be by proportional representation (PR) using Single Transferrable Vote (STV).

Counting of the ballots will be conducted in accordance with the STV counting system and the "Droop Quota" will be used to determine who has been elected.

The Trustees having been so elected shall hold office for the four year term of the N.E.C.; unless the N.E.C. decides by a majority vote that they have failed or neglected to fulfil their duties, in which case they may be removed from office by a majority decision of the N.E.C. In the event that any Trustee is removed from office the resulting vacancy shall be filled as per Rule 126

125. No member of less than ten years' standing, or out of benefit under any of these Rules, shall be eligible for nomination as Trustee.

126. The NEC/EMC shall ask the Branches for nominations to the post of General Trustees every four years.

(i) Should the position of Trustee become vacant for any reason, the EMC may ask the Branches for nominations in accordance with these Rules.

127. General Trustees are authorised to take such professional advice as they deem necessary to fulfil their responsibilities under these rules.

128. A nominee for the post of General Trustee shall have been 10 years successively in the Benefit section of the Union and shall have held office at least 3 years on the N.E.C., E.M.C. or Branch Committee and be in benefit under any of these Rules at the time of nomination. Nominees for the post of Trustee must be proposed and seconded by two benefit members of the Branch of which he/she is a member who themselves are in good standing, at a meeting of the Branches convened for the purpose of receiving nominations for the office of General Trustee.

129. In the absence of two Trustees, then the General Secretary or Acting General Secretary is authorised to sign cheques drawn on the Head Office Account, together with the remaining Trustee.