



PUBLIC SERVICE UNION

CONSTITUTIONAL REVIEW - Proposed Changes

2.0 Worker Representation

Current:

Today, besides making representation to Heads of Departments and Permanent Secretaries and also the Public Services Commission concerning workers' grievances, the Public Service Union sits and participates on several committees to ensure that the worker's voice is heard on all matters concerning his/her employment.

Proposed:

Permanent Secretaries replaced with 'Chief Executive Officers' since the CEO system is presently in place and has been so since 1998.

New Read:

Today, besides making representation to Heads of Departments and Chief Executive Officers and also the Public Services Commission concerning workers' grievances, the Public Service Union sits and participates on several committees to ensure that the worker's voice is heard on all matters concerning his/her employment.

2.0 Worker Representation

Current:

(c) Human Resources Development Committee

Formerly called the Personnel Development Committee, this body has the all embracing task of formulating training policy and strategy for the entire public service and the coordination, monitoring and implementation of those policies.

(d) Government Housing Loans Board

The Government Housing Loans Board is a body set up by Government for the issuing of housing loans to eligible public officers. The Union has a representative on this committee.

Proposed:

REMOVE - these committees no longer exist

3.0 Affiliations

Current:

The public service is affiliated locally to the National Trade Union Congress of Belize, which is made up seven other local unions. The Public Service Union was instrumental in forming the congress in 1966.

On the regional level, the Public Service Union is affiliated to the Caribbean Public Services Association. The Union is also affiliated to the Caribbean Congress of Labour through the Trade Union Congress of Belize.

Internationally, the Union is affiliated to the Public Services International, the Postal Telecommunications International and the International Confederation of Free Trade Unions.

Proposed:

No longer current affiliates - To be removed: c) Caribbean Congress of Labour e) Postal Telecommunications f) International and the International Confederation of Free Trade Unions.

List of current affiliations

New Read:

The Public Service Union (PSU) is affiliated locally, regionally and internationally to other unions/organizations. The following are brief descriptions of PSU affiliates:

a) the National Trade Union Congress of Belize (NTUCB) - the Public Service Union was instrumental in forming the congress in 1966. The NTUCB is the umbrella organization of all major trade unions in Belize representing eighteen major trade unions in the country. The NTUCB has the power to advise the governor-general to appoint one of the National Senate's 13 members.

3.0 Affiliations

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The public service is affiliated locally to the National Trade Union Congress of Belize, which is made up seven other local unions. The Public Service Union was instrumental in forming the congress in 1966.

On the regional level, the Public Service Union is affiliated to the Caribbean Public Services Association. The Union is also affiliated to the Caribbean Congress of Labour through the Trade Union Congress of Belize.

Internationally, the Union is affiliated to the Public Services International, the Postal Telecommunications International and the International Confederation of Free Trade Unions.

Proposed:

No longer current affiliates - To be removed: c) Caribbean Congress of Labour e) Postal Telecommunications f) International and the International Confederation of Free Trade Unions.

List of current affiliations

New Read:

b) the Caribbean Public Service Association (CPSA) - is a trade union Federation in the Caribbean which links public sector unions in the region. The CPSA is the umbrella body of 19 public service unions.

c) Public Services International (PSI) - the PSI is a global trade union federation representing 20 million working women and men who deliver vital public services in 163 countries. PSI champions human rights, advocates for social justice and promotes universal access to quality public services. PSI works with the United Nations system and in partnership with labour, civil society and other organisations.

4.0 FORWARD

Current:

Aside from the traditional involvement of the Union in collective bargaining and workers representation, other faucets of communal projects and commercial undertakings are being explored and undertaken by the Union. It is hoped that these projects would serve public service and at the same time instill the spirit of involvement and participation which we so much need.

The Union will therefore offer to its members an expanded service which will include the provision of group medical insurances, housing and cooperative and ventures. QUO VADIS-PSU into the 21st century!

Proposed:

President to craft

New Read:

5.0 Organizational Structure of the Public Service Union of Belize

Current:

5.0 Organizational Structure of the Public Service Union of Belize -

Proposed:

New 5.0 Vision and Mission Statement

Taken from strategic plan 2020-2024

New Read:

5.0 Vision and Mission of the Public Service Union of Belize

Vision : The PSU, is the leading public service workers union in Belize and the region, which safeguards the rights of its members and provides high-quality services in an effective and timely manner.

Mission: The PSU, committed to preserving and upgrading the social and economic conditions of members, the preservation and advancement of their rights and the provision of efficient and effective services to its members.

6.0 Values of the Public Service Union of Belize

Proposed:

- ↴ Include new section: PSU Values. Taken from strategic plan 2020-2024

New Read:

Members of the PSU are expected to carry out their role in accordance with the highest ethical standards. The following are the values to which the PSU ascribes in the conduct of its business:

- ✓ Respect
- ✓ Honesty
- ✓ Truthfulness
- ✓ Fairness
- ✓ Openness
- ✓ Trustworthiness
- ✓ Commitment
- ✓ Patience
- ✓ Unity
- ✓ Activism

Current:

1. DEFINITIONS

Proposed:

- ↓ Include definitions for Council of Management and Liaison Officer

New Read:

(4) 'Council of Management' - members elected at the National AGM and Branch Chairs to serve for a period of two (2) years responsible to provide advice and oversight of the administration and general affairs of the PSU.

(5) Liaison Officer - a member appointed to represent workers and function as a conduit for information sharing between branch executives, Council of Management and other members.

Current:

REGISTERED OFFICE

3. The registered office of the Union shall be:
(1) such place as may be decided on by the Council of Management from time to time. The members shall be informed of any such decision within ten days by bulletin or circular.

Proposed:

- ↴ Change notice period for adequate time in event there is need to completely relocate.

New Read:

3. The registered office of the Union shall be:
(1) such place as may be decided on by the Council of Management from time to time. The members shall be informed of any such decision within thirty calendar days by bulletin or circular.

Current:

4 Objects

Proposed:

- ↓ Change objects to objectives and include officers on secondment.
- workers on secondment also have a right to freedom of association

New Read:

4. The objectives of the Union shall be:
(1) to ensure the complete organization in the Union of all persons employed by the Government of Belize, public officers on secondment or any of its Statutory Bodies in a Civil capacity and such other persons as are described in Article (5) of this constitution;

OBJECTS

Current:

4) to uplift the status of the Public Service of Belize, the improvement and maintenance of efficiency in the service and contentment among members of the Union;

(10)to promote legislation in the interest of its members;

Proposed:

↴ REWORD objects no. 4 and 10 and include additional objective no. 14

New Read:

(4) to maintain and improve the standards and efficiency of the Public Service of Belize and contentment among members of the Union;

(10) to collaborate with NTUCB and Civil Society to advocate for legislative changes in the interest of its members;

(14) To Project and maintain a proactive position on issues of national, regional and international interest that will impact the standards of living and quality of life of Public Officers around Belize.

MEMBERSHIP

Current:

5. 1.) Membership of the Union shall be open to:
(a) any member of the Public Service; (b) any person who has been a member of, and has retired from the public service; (c) employees of Municipal Bodies; (d) employees of Statutory Bodies; (e) employees of any firm or company which has taken a public service formerly performed by Government;

Proposed:

- ⌄ resign and redundancy included to give opportunity to any member who may have resigned but is still a paying member to serve on COM
- ⌄ New membership categories- full and honorary
- ⌄ Additional way to build goodwill with non-PSU members

New Read:

5.1.) Full Membership of the Union shall be open to:

- (a) any current employee of the Public Service and
- (b) any person who has been a member of, and has retired or resigned or on secondment from the public service;
- (c) employees of Municipal Bodies;
- (d) employees of Statutory Bodies;
- (e) employees of any firm or company which has taken a public service formerly performed by Government;

MEMBERSHIP

New Read:

5. 2.) (a) Honorary Membership may be conferred, on the discretion of the Membership Committee on a person who, in the opinion of the Council and/or General Membership, has rendered valuable service to the Union.
- (b) Honorary Membership of the Union shall be open to any person who has been a member of the public service and have left by any of the following modes:
- i) on premature retirement under the Pensions Act (age of >50);
 - ii) on retirement on medical grounds;
 - iii) on compulsory retirement;
 - iv) on the abolition of office;
 - v) on resignation; and
 - vi) on release in accordance with regulation 222 of the BPSR, 2014.
- (c) Honorary members shall be allowed to:
- i) participate in PSU AGMs and branch meetings **without having voting rights**
 - ii) participate in PSU benefit programs subject to the terms and conditions of the PSU Council of Management.
- d) Honorary members shall not be eligible for:
- i) election at the PSU Branch and Council of Management levels
 - ii) appointment to PSU committees on a permanent basis.

MEMBERSHIP

Proposed:

- ⚡ New section to be added 'Non Paying Dues Members'
- ⚡ give opportunity for members who do not have any alternative income to maintain full membership during period which case is pending

New Read:

5. (3) Non Dues-Paying Members
 - a. Members who are suspended or terminated by their employer, and are unable to honor payment of dues shall continue as full members until they have exhausted all avenues of recourse.
 - b. Non dues-paying members laid off by their employer may have their membership extended for a maximum of twelve (12) months subsequent to dismissal.
 - c. Non dues-paying members who do not have alternative paid employment and who are temporarily away on leave without pay for reasons such as sick leave, parental leave, adoption leave, leave for care of family members or leave for family responsibilities greater than twelve (12) months, study leave without pay, may have their membership extended for a twelve (12) months.
 - d. Non dues-paying members who do not have alternative paid employment and who are on leave without pay because of disability or injury at work;

MEMBERSHIP

Proposed:

- ⚡ New section to be added 'Non Paying Dues Members'
- ⚡ give opportunity for members who do not have any alternative income to maintain full membership during period which case is pending

New Read:

5. (3) Non Dues-Paying Members ... con't

Members who have been laid off as defined in Section 5, Sub-Section (3) (a) shall not be required to pay dues until their grievance case has been closed.

Members on leave without pay who do not have alternative paid employment as defined in Section 5, Sub-Section (5) (d) shall not be required to pay dues while on leave.

Non-dues paying members must make an application (every 3 months) to the National President in order to maintain their membership in good standing. The application shall be forwarded to the membership committee for vetting.

SUBSCRIPTION

Current:

6. (4) A person who ceases to be a member of the Union by reason of arrears of subscription or of levy may be re-admitted to membership at the discretion of the Council;

Proposed:

- ⤵ Revised - remove discretion of the Council

New Read:

6. (4) A person who ceases to be a member of the Union by reason of arrears of subscription or of levy may be re-admitted to membership once their arrears are made current.

SUBSCRIPTION

Current:

6. (5) A person who ceases to be a member of the Union by reason of arrears of subscription or of levy may be re-admitted to membership at the discretion of the Council;

Proposed:

- ⤵ Revised - attention of the Membership Committee added.

New Read:

6. (5) Application for re-admission shall be made in writing to the Secretary General for the attention of the Membership Committee

SUBSCRIPTION

Proposed:

- ⤵ Include new section to benefits - members must have 6 months full membership before enjoying benefits such as for representation before the Commissions otherwise they must pay fee as specified in section 31.

New Read:

6. (7) Benefits accrue after 6 months subscription is paid.

MANAGEMENT OF UNION AND ELECTION OF OFFICER

Current:

7. (2) The Council of Management shall be comprised of the following officers:

President
First Vice President
Second Vice President
Secretary General
Assistant Secretary General
Treasurer
Councilors (4)
Chairperson of Branches

Proposed:

- ⚡ Rename Treasurer to National Treasurer
- ⚡ Post of [Assistant National Treasurer] - motion passed 2018; Be it resolve that the AGM approved the appointment of an assistant Treasurer and be it further resolved that this post be included in PSU constitution.

New Read:

7. (2) The Council of Management shall be comprised of the following officers:

President
First Vice President
Second Vice President
Secretary General
Assistant Secretary General
National Treasurer
Assistant National Treasurer
Councilors (4)
Chairperson of Branches

MANAGEMENT OF UNION AND ELECTION OF OFFICER

Current:

7. (3) Except for the Chairperson of Branches, who shall be elected annually at a branch Annual Meeting, election of other officers of the Union shall be in accordance with the rota system set out in Article 35 of this constitution

Proposed:

- ↴ Term of Branch Chairpersons - motioned passed 2015; BE IT RESOLVED that the Constitution be amended to extend the tenure of the Branch be extended to two years

New Read:

7. (3) The election of officers of the Union shall be in accordance with the rota system set out in Article 35 of this constitution

MANAGEMENT OF UNION AND ELECTION OF OFFICER

Proposed:

- ↴ New section to encourage early participation and allow for members to get to know the nominees
- ↴ New section to encourage members of COM to participate in Meetings and allow for members to get to know the nominees

New Read:

(4) The Elections Officer/Committee shall prepare a list of all nominees and shall circulate same to all Branches and the general membership by way of circulars and public notices at least four (4) weeks before the date of the AGM.

MANAGEMENT OF UNION AND ELECTION OF OFFICER

Proposed:

- ↴ New section to encourage early participation and allow for members to get to know the nominees
- ↴ New section to encourage members of COM to participate in Meetings and allow for members to get to know the nominees

New Read:

(5) The COM shall

- (a) meet on the first Saturday of every month;
- (b) in no event, shall two (2) consecutive months pass without a meeting.
- (c) A COM meeting may be called earlier by the National President if necessary, or upon written request of a 50 +1 of the COM members.
- (d) A member may be removed from the COM, if after an investigation, evidence has been found of misconduct.

PRESIDENT

Current:

8. (2) The President shall preside at all General Meetings, Special General Meetings and Meeting of Council of Management and shall have an original and casting vote. The President shall sign the minutes of each meeting. In conjunction with the Vice President, General Secretary and Treasurer, the President shall superintend the general administration of the affairs of the Union.

Proposed:

⚡ Revised 8. (2) words 'al' and 'General Secretary'

New Read:

8. (2) The President shall

- (a) preside at all General Meetings, Special General Meetings and Meeting of Council of Management
- (b) have an original and casting vote.
- (c) sign the minutes of each meeting. In conjunction with the Vice President, Secretary General and Treasurer,
- (d) superintend the general administration of the affairs of the Union.

PRESIDENT

Proposed:

- ⌵ New section to ensure continuity with leadership. Immediate Past President will not have voting rights but will be a member of COM and be invited to all Council Meetings in the first 6 months.
- ⌵ New Section - officers on secondment are governed by the rules of the organization

New Read:

8. (3) The President shall be governed by the rules and regulations of the Public Service Union for the period of secondment.

(4) Upon demission of office, the president shall continue in the role of immediate past president on the Council of Management as per section 16 of the Constitution.

SECRETARY GENERAL

Current:

11. (3) The Secretary General shall keep a record of the minutes and shall have the right to speak and to vote. The Secretary General shall keep up-to-date Register of the members of the Union.

Proposed:

⤵ Amend 11-3

New Read:

11. (3) The Secretary General shall

- (a) attend every meeting of the Council of Management and of the National Executive;
- (b) keep a record of the minutes;
- (c) shall have the right to speak and to vote; and
- (d) keep up-to-date register of the members of the Union and register of delegates.

ASSISTANT SECRETARY GENERAL

Current:

12. (4) The Assistant Secretary General shall have the right to speak and vote at all meetings of the Council.

Proposed:

↓ Amend 12-4

New Read:

11. (3) The Assistant Secretary General shall

- (a) attend every meeting of the Council of Management and National Executive;
- (b) assist in keeping a record of the minutes
- (c) have the right to speak and to vote at every meeting of the Council of Management and National Executive.
- (d) assist to keep up-to-date register of the members of the Union and register of Delegates.

ASSISTANT SECRETARY GENERAL

Current:

12. (5) The Assistant Secretary General shall be responsible for Research Section of the Union.

Proposed:

↓ Amend 12-5

New Read:

12. (5) The Assistant Secretary General shall be responsible for the Research, Education and Training Committee of the Union.

TREASURER

Current:

13. (1) The Treasurer shall be elected once every two years. The Treasurer shall be eligible for re- election.

Proposed:

- ↴ Change of name to National Treasurer to show distinction between the treasurers at Branch level

New Read:

13. (1) The National Treasurer shall be elected once every two years and shall be eligible for reelection.

TREASURER

Current:

13. (2) The Treasurer shall attend the meetings of the Union and shall:

- (a) receive all monies paid to the Union and shall within 48 hours lodge such monies with the Bankers of the Union in the name of the Union.
- (b) keep the account of the Union and present a financial statement of the receipts and expenditure for the preceding month at the next meeting of the Council.

Proposed:

- ↵ to differentiate between National and Branch meetings
- ↵ include new 13-3

New Read:

13.(2) The National Treasurer shall

- (a) attend every meeting of the Council of Management and National Executive;
- (b) receive all monies paid to the Union and shall within 48 hours lodge such monies with the Bankers of the Union in the name of the Union;
- (c) keep the account of the Union and present a financial statement of the receipts and expenditure for the preceding month at the next meeting of the Council.

(3) The National Treasurer shall have a right to speak and vote at all Council of Management meetings and National Executive meetings.

ASSISTANT NATIONAL TREASURER

Proposed:

- ↴ New Section - motion passed in 2017

New Read:

14. (1) The Assistant National Treasurer shall be elected once every two years by the membership vote and shall be eligible for re-election.

(2) The Assistant National Treasurer shall assist the National Treasurer in conducting the business of the Union and shall be assigned such responsibilities as the National Treasurer may decide with the consent of the Council.

(3) In the absence of the National Treasurer, the Assistant National Treasurer shall act for him or her and at such times shall be vested with all the powers conferred on the National Treasurer by the Constitution and subject to the same limitation.

ASSISTANT NATIONAL TREASURER

Proposed:

- ↴ New Section - motion passed in 2017

New Read:

(4) The Assistant National Treasurer should attend every meeting of the Council of Management and National Executive, especially in the absence of the National Treasurer and shall assist to keep up-to-date financial records.

(5) The Assistant National Treasurer shall have the right to speak and vote at all meetings of the Council.

(6) The Assistant National Treasurer shall be responsible for the Loans Committee of the Union.

COUNCILORS

Current:

14. Four Councilors shall be elected from among the members every two years at the Annual General Meeting and shall serve for two years.

Proposed:

- ⚡ Add responsibilities of councilors - this will provide a definite function apart from other support functions as the COM may see fit.

New Read:

14. Four Councilors shall be elected from among the members every two years at the Annual General Meeting and shall serve for two years.

- (a) Councillors shall support the COM by taking on the following specific roles:
 - (i) One Councilor to support the functions of the AGM and Elections Committee,
 - (ii) One Councilor to Head the Women's Committee,
 - (iii) One Councilor to Head the Future Leaders Committee and
 - (iv) One Councilor to support the functions of the Membership Committee

EXECUTIVE MEMBERS

Proposed:

- ↓ New Section - role of the executive Members

New Read:

15. The Executive shall be comprised of the following officers:

President

First Vice President

Second Vice President

Secretary General

Assistant Secretary General

National Treasurer

Assistant National Treasurer

- (a) The Executive shall be elected members of the COM, save and except for Chairperson of branches.
- (b) The Executive shall be tasked with the administration of the office of the PSU.
- (c) The Executive may call a meeting outside of the Monthly COM meeting when necessary.

IMMEDIATE PAST PRESIDENT

Proposed:

- ↓ New Section - role of the immediate past president

New Read:

16. The Immediate Past President (IPP) shall:
- (a) Support the work of the COM during the first six months of the new Presidency;
 - (b) Serve as a resource person to the officers and members of the PSU; c. Provide advice, leadership, counselling, and as requested provide any other assistance to the COM for the good governance of the Union;
 - (c) Support and provide continuity to the PSU's work of fulfilling the mission and vision, objectives, strategic plan and policies of the Union;
 - (d) Participate in identifying, recruiting and cultivating future leaders in order to ensure succession planning.
 - (e) not have voting rights at the COM meeting.

AUDITORS

Current:

16. (2) The books and Accounts of the Union shall be submitted to the Appointed Auditor for inspection and Audit within one month after the close of the financial year. (3) A copy of the Auditor's Report shall be laid before the Council and shall be exhibited in a conspicuous place in the Registered Office of the Union.

Proposed:

↓ Parallel to section 30 - financial year

New Read:

16. (2) The books and Accounts of the Union shall be submitted to the Appointed Auditor for inspection and Audit no later than April 30th, one month after the close of the financial year which is set out in section 30 of this constitution.

AUDITORS

Proposed:

- ↴ New section - done to ensure audit results are published at AGMs

New Read:

16. (4) The results and management letter from the auditor shall be presented to the general membership of the union at the annual general meeting.

TRUSTEES

Current:

17. (1) The Trustees shall be members but not officers of the Council of Management of the Union and shall be elected at the Annual General Meeting and shall hold office at the pleasure of the Union.

Proposed:

↴ Revise current 17-1

New Read:

17. (1) The Trustees shall be members but not voting officers of the Council of Management of the Union and shall be elected at the Annual General Meeting for a term of two years and shall hold office at the pleasure of the Union.

TRUSTEES

Current:

17. (3) A Trustee may be removed from Office at any time by the Council on the grounds of the Union and shall deal with such property as the Council may direct.

Proposed:

↴ Revise current 17-3

New Read:

17. (3) A Trustee may be removed from office, if after an investigation, evidence has been found of misconduct.

TRUSTEES

Current:

17. (4) In the event of the post of a Trustee falling vacant, the office shall be filled temporarily by the Council until the next Annual general Meeting excepts as provided under article 17 (3) of this constitution

Proposed:

- ↴ Revise current 17-4 to allow only for vacancies with 6 months or less to be filled at the discretion of the Council.

New Read:

17. (4) In the event of the post of a Trustee falling vacant within six months of the annual general meeting, the office shall be filled temporarily by the Council until the next Annual general Meeting except as provided under article 17 (3) of this constitution..

POWERS OF THE COUNCIL OF MANAGEMENT

Current:

18. (3) If any member of the Council absents himself from three consecutive meetings of the Council without satisfactory reasons or arrangements made in accordance with article 15 (2) of this constitution, his post shall be deemed vacant and the vacancy shall be filled by the Council until the Annual General Meeting.

Proposed:

- ↓ Council Meetings are where important votes on policy decisions are done for COM, commitment should not be arbitrary

New Read:

18. (3) If any member of the Council absents him/herself from three consecutive meetings without satisfactory reasons or arrangements made in accordance with article 15 (2) of this constitution or misses 50% of the Council meetings in a calendar year, his/her post shall be deemed vacant and the vacancy shall be filled by the Council until the Annual General Meeting.

GENERAL MEMBERSHIP MEETINGS

Current:

22. (2) Except for the chairperson of branches who shall be elected annually at a Branch Annual Meeting, election of other officers of the union shall be held at the Annual General Meeting of the union to fill posts falling vacant at the date of the Annual General Meeting or to fill posts otherwise falling vacant.

Proposed:

- ↓ Chairpersons of Branches serve a term of 2 years, remove word 'annually'.

New Read:

22. (2) Except for the chairperson of branches who shall be elected at a Branch Annual Meeting, election of other officers of the union shall be held at the Annual General Meeting of the union to fill posts falling vacant at the date of the Annual General Meeting or to fill posts otherwise falling vacant.

GENERAL MEMBERSHIP MEETINGS

Current:

22. (6) A General Meeting shall be called at least twice each year i.e. at least on General Meeting in addition to the Annual General Meeting.

Proposed:

↓ Increase number of meetings

New Read:

22. (6) A General Meeting shall be called at least three times each year i.e. at least two General Meetings in addition to the Annual General Meeting. The COM reserves the right to hold general meetings online. However, the AGM shall be held in person.

GENERAL MEMBERSHIP MEETINGS

Current:

22. (7) Notwithstanding the provisions of article 18 (5) of this constitution, five financial members from each Branch of the Union may request the Council to summon a special meeting of the Union to discuss any matter needing attention and such special general meeting shall be held within fourteen days of the receipt of such request

Proposed:

- ↓ Increase size of quorum for meaningful participation.
- ↓ Vote of no confidence now recognized by the constitution but through special meeting

New Read:

22. (7) Notwithstanding the provisions of article 18 (5) of this constitution, ten (10) financial members from each Branch of the Union may request the Council to summon a special meeting of the Union to discuss any matter needing attention and such special general meeting shall be held within fourteen days of the receipt of such request. Votes of no confidence against the members of COM shall only be done through Special Meetings.

GENERAL MEMBERSHIP MEETINGS

Current:

22. (10) At least seven days notice shall be given of the date of any General Meeting.

Proposed:

- ↴ Extend time to allow for adequate planning and members to make the necessary arrangements.

New Read:

22. (10) At least thirty (30 calendar) days notice shall be given of the date of any General Meeting

GENERAL MEMBERSHIP MEETINGS

Proposed:

- ↓ Add new sections

New Read:

22. (11) All reports must be submitted to the AGM Committee no less than 30 calendar days prior to the date of the general meeting.

(12) A member may move a resolution as per guidelines in annex 2 (resolution guide).

(13) All nominees for elected office shall be members in good standing of the PSU.

VOTING AT GENERAL MEETINGS

Current:

23. (1) Voting shall be by show of hands but if a poll is demanded by at least seven members, then by ballot.

Proposed:

↓ Amend to include election policy.

New Read:

23. (1) Voting shall be done as per guidelines in annex 1 (election policy).

STANDING COMMITTEES

Proposed:

- ↓ Include additional committees constituted

New Read:

- 32. f) Women's Committee
- g) Future Leaders Committee

FUNCTION OF STANDING COMMITTEES

Proposed:

- ↓ Include additional committees constituted

New Read:

(6) Women's Committee

The Women's Committee shall be responsible for ascertaining the views of female members and advising the General Council on matters pertaining to their welfare and conditions of employment. They shall report at every meeting of the COM.

FUNCTION OF STANDING COMMITTEES

Proposed:

- ↴ Include additional committees constituted

New Read:

(7) Future Leaders Committee

The Future Leaders Committee shall be responsible for (i) advising the COM on all matters affecting persons below the age of 35 in Belize and primarily young members of the Public Service.

(ii) Researching, developing and planning processes, strategies and programmes for young public servants.

(iii) Liaising, through the COM, with Governmental and non- governmental agencies responsible for youth and development.

(iv) Representing the Public Service Union at local, National and International Conference and events organised by youth-oriented or other bodies.

CONVENOR OF COMMITTEES

Current:

26. The President shall be the Convenor of the Grievance Committee and the convenor of the other Committees shall be specified in article 9 (2) and article 10 (2) of this constitution save and except those of the Social and Cultural committees and the Education and Training which shall be elected from among members of the Council.

Proposed:

↓ Revised to reflect accurate name of RET committee.

New Read:

26. The President shall be the Convenor of the Grievance Committee and the convenor of the other Committees shall be specified in article 9 (2) and article 10 (2) of this constitution save and except those of the Social and Cultural committees and the Research, Education and Training which shall be elected from among members of the Council.

CONVENOR OF COMMITTEES

Proposed:

- ↴ New subsection to reflect working committees which has been instituted.

New Read:

WORKING COMMITTEES

The President may also institute the following working committees whose primary focus is to contribute to the efficient operations of the Union. Working Committees main goal is to communicate information and assist the COM in the decision-making processes by providing the necessary information specific to their assigned portfolio.

- ↴ Legal Committee - the primary focus of the Legal Committee is to advise the Union on any legal matters within the scope of the Union.

CONVENOR OF COMMITTEES

New Read: 26 (1) con't

- ⌞ Investment Committee - the primary focus of the Investment Committee is to establish a formal process to develop the Union's investment plan, manage and provide oversight the union's investment strategy.
- ⌞ (Joint Unions) Negotiation Committee - the primary focus of the (Joint Unions) Negotiation Committee is to operates under the authority of the COM I and negotiates for and behalf of membership.
- ⌞ AGM & Elections Committee - the primary focus of the AGM & Elections Committee is to ensure the fair and transparent implementation of the union's election policy.

CONVENOR OF COMMITTEES

New Read: 26 (1) con't

- ⌞ Joint Staff Relations Council - serves as an advisory body to the Minister of the Public Service and is made up of ten members.
- ⌞ Loans Committee - the primary focus of the Loans Committee is to determine the creditworthiness of applicants and approve small loans,
- ⌞ **Staff Committee - the primary focus of the Staff Committee is to represent the interests of the Union's staff vis-à-vis management and ensures continuous contact between management and staff.** It contributes to the smooth running of the Union by providing a channel through which staff can voice concerns and opinions.
- ⌞ Constitution Committee - the primary focus of the Constitution Committee is to make recommendations where necessary for amended to the Constitution

MEMBERSHIP BENEFITS

Proposed:

- ↴ New section to include full membership benefits.

New Read:

31. (1) Every member in good standing as defined in Section 6, is entitled:

(a) to be represented by the union;

(b) to be free from any act or omission on the part of the union, or other members, that would discriminate against the member on the basis of age, sex, colour, national or ethnic origin, race, religion, marital status, family status, criminal record, physical or mental disability, sexual orientation, gender identity or expression, language, political belief, social and economic class or employer; and

(c) to be free from harassment by another member, both within the union and in the workplace, on the basis of any of the grounds mentioned in paragraph (b).

MEMBERSHIP BENEFITS

Current: (2) Death Benefits

(a) The Council or the Union shall have the power to provide a death benefit payable to the dependent of any member of the Union, who has been a financial member for a period of not less than 360 days.

(b) The amount payable for such benefit shall not exceed two hundred dollars or such other sum as may be determined by the Council from time to time.

Proposed:

- ↓ New section to include full membership benefits and shift down current benefits.

New Read:

31. (2) (a) The Council or the Union shall have the power to provide a death benefit payable to the dependent (not surpassing \$200) of any member of the Union, who has been a financial member for a period of not less than 360 days.

(b) A financial member for a period of not less than 360 days is entitled to the collection of a death benefit (not exceeding \$75 for members paying \$15 monthly dues and \$100 for members paying \$20 monthly dues) for the passing of an immediate family member (parents, spouse, children). A death benefit for an immediate family member is payable only three times throughout the life of membership.

MEMBERSHIP BENEFITS

Current: 31. (3) A scholarship programme for children of financial members shall be instituted by Union to be known as the Public Service Union Scholarship Fund.

Proposed:

- ↴ New section to include full membership benefits

New Read:

31. (3) (a)

Each branch shall be allocated one education grant at primary and tertiary education levels on an annual basis. The RET Committee shall provided sound justification in the event a Branch is not awarded an education grant.

MEMBERSHIP BENEFITS

Proposed:

↳ New section to include benefits

New Read:

(4) Loan Program - A small loans scheme will be ran by the Union and managed by the loans committee.

- Management of the loan program shall be in conjunction with the PSU Financial Policy (appendix 3)

MEMBERSHIP BENEFITS

Proposed:

- ↓ New note to be included at the end of benefits section

New Read:

Note: Benefits begin to accrue and are accessible after 6 months of being a paying member. A fee of \$150.00 must be paid for legal assistance in the event legal assistance is required before benefits begin to accrue.

Non Membership must pay a fee of \$200.00 for legal assistance in the event legal assistance is required.

BRANCHES

Current:

32. (1) Subject to the approval of council, members of the Union who reside in each of the district of Corozal, Orange Walk, Stann Creek, Toledo, Belize City and the City of Belmopan may constitute themselves into branches of the Union; provided that no branch shall be set up with a membership of less than eleven.

Proposed:

- ↴ Revised to reflect all the current branches of the union.

New Read:

32.(1) Subject to the approval of council, members of the Union who reside in each of the district of Corozal, Orange Walk, Stann Creek, Toledo, Cayo, Belize City and the City of Belmopan may constitute themselves into branches of the Union; provided that no branch shall be set up with a membership of not less than thirty.

BRANCHES

Current:

32. (7) The Annual Meeting of the branch shall be as arranged by the branch but shall not conflict with the Annual General Meeting of the Union and shall be held before the 1st day of March in each year. The election of officers of a branch shall be on a 12 yearly basis at the annual meeting. At such meeting the branch executive shall report on the activities of the branch for the preceding year.

Proposed:

- ↓ Revised to reflect all the current branches of the union.

New Read:

32.(7) The Annual Meeting of the branch shall be as arranged by the branch but shall not conflict with the Annual General Meeting of the Union and shall be held before the 1st day of March in each year.

(8) The election of officers of a branch shall be in accordance with the rota system set out in Article 35 of this constitution. At such meeting, the branch executive shall report on the activities of the branch for the preceding year.

BRANCHES

Current:

32. (9) The branch shall be managed by a branch committee which shall consist of Chairperson, Vice Chairperson, Secretary/Treasurer and not more than three Councilors.

Proposed:

↓ Resolution passed in 2015

New Read:

32.(9) The branch shall be managed by a branch committee which shall consist of Chairperson, Vice Chairperson, Secretary, Treasurer, and not more than three Councillors.

- a) Councilors elected shall include a Future Leaders' Representative and a Women's Representative as a best practice to ensure representation and participation of these specific group of workers.

BRANCHES

Current:

32. (13) Five financial members of a branch may request a special meeting of the branch to discuss any matter needing attention and such special meeting shall be held within ten days of the receipt of such request.

Proposed:

↓ Increase participation to encourage meaningful engagement and discussion

New Read:

32.(13) Ten financial members of a branch may request a special meeting of the branch to discuss any matter needing attention and such special meeting shall be held within ten days of the receipt of such request.

BRANCHES

Current:

32. (14) Five financial members of a district branch shall form a quorum at any meeting of the branch.

Proposed:

- ↓ Increase participation to encourage meaningful engagement and discussion.

New Read:

32.(14) Ten financial members of a district branch shall form a quorum at any meeting of the branch.

BRANCHES

Current:

32. (17) The Secretary/Treasurer of a branch shall: (a) keep a roll of the members of the branch; (b) take the minutes of the proceedings of all meetings and enter the same in the book kept for that purpose; 13 (c) summon all meetings, on the direction of the Chairperson; (d) conduct the correspondence of the branch; (e) collect fees for the members of his branch in such a manner as the Council may direct.

Proposed:

- ↓ Separate responsibilities of Secretary and Treasurer

New Read:

32.(17) (i) The Secretary Shall: (a) keep a roll of the members of the branch;

(b) take the minutes of the proceedings of all meetings and enter the same in the book kept for that purpose;

(c) summon all meetings, on the direction of the Chairperson; and

(d) conduct the correspondence of the branch,

BRANCHES

Current:

32. (17) The Secretary/Treasurer of a branch shall: (a) keep a roll of the members of the branch; (b) take the minutes of the proceedings of all meetings and enter the same in the book kept for that purpose; 13 (c) summon all meetings, on the direction of the Chairperson; (d) conduct the correspondence of the branch; (e) collect fees for the members of his branch in such a manner as the Council may direct.

Proposed:

↓ New section - Separate responsibilities of Secretary and Treasurer

New Read:

32. (18) The Treasurer shall:

(e) collect fees for the members of his branch in such a manner as the Council may direct.

(f) A detailed account of all cash receipts and payments shall be kept by the Treasurer and shall be scrutinized from time to time by the Branch Chairperson and National Treasurer.

BRANCHES

Current:

32. (18) All fees collected by a branch shall be paid into the account of the Union. However, the Council shall refund to branch one third of the fees collected.

Proposed:

- ↓ New section - Separate responsibilities of Secretary and Treasurer

New Read:

32.(19) All fees collected by a branch shall be paid into the account of the Branch.

(20) the Council on a monthly basis shall refund to branch one third of the fees collected (rebates) provided that Branch has submitted up to date and the previous month's Financial Report.

ALTERATION OF CONSTITUTION

Current:

33. This constitution may be added to, amend or revoked by a two-thirds majority vote of the membership present at a special general meeting.

Proposed:

↓ Edit 'amend' to 'amended'

New Read:

33. This constitution may be added to, amended or revoked by a two-thirds majority vote of the membership present at a special general meeting.

ELECTION ROTA SYSTEM

Current:

35.
President 1993 and every 2 years after
First Vice President 1994 and every 2 years after
Second Vice President 1993 and every 2 years after
Secretary General 1993 and every 2 years after
Assistant Secretary General 1994 and every 2 years after
Treasurer one elected in 1993 and every 2 years after
4 Councilors three elected in 1994 and every 2 years after

Proposed:

- ↳ Revised to ensure succession planning between National Treasurer and Assistant National Treasurer
- ↳ Include Rota system for Branch given change in election cycle

New Read:

35. (1) President 1993 and every 2 years after
First Vice President 1994 and every 2 years after
Second Vice President 1993 and every 2 years after
Secretary General 1993 and every 2 years after
Assistant Secretary General 1994 and every 2 years after
National Treasurer one elected in 1993 and every 2 years after
Assistant National Treasurer one elected in 2023 and every 2 years after
4 Councilors three elected in 1994 and every 2 years after

ELECTION ROTA SYSTEM

Proposed:

- ↴ Revised to ensure succession planning between National Treasurer and Assistant National Treasurer
- ↴ Include Rota system for Branch given change in election cycle biennially with effect 2023.

New Read:

35.(2)

Chairperson 2023 and every 2 years after

Vice Chairperson 2024 and every 2 years after

Secretary 2023 and every 2 years after

Treasurer 2024 and every 2 years after

three Councillors two elected in 2023 and every 2 years after