

# Join us at Conference

Have your say and make a difference

**MU Delegate Conference**

25 – 26 July 2023

Birmingham

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**Musicians'  
Union**



# Introduction

## **Introduction by your General Secretary**

Our biennial Delegate Conference is crucial to the MU's democracy. It provides an opportunity for members to influence the Union's policy and to drive change. In addition, Conference provides a chance to find out about the work we've been doing to represent musicians' interests over the past two years and meet fellow members.

We held a very successful Members' Conference in 2022, which was our most inclusive and accessible large-scale event to date. Our Delegate Conference will meet these same standards and therefore it should mean all members have an equal opportunity to take part in our democracy. We are here for all members, and we want to make sure that we represent you effectively wherever you are based, however you make music and whatever your background.

It is my first Delegate Conference as your General Secretary and I hope delegates who attend will really see how we're changing for the better.

We are, more than ever, behind every musician.

**Naomi Pohl,  
General Secretary**

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## **Chair of the Executive Committee and Delegate Conference**

The MU's biennial Conference is the perfect opportunity to get more involved with the MU.

At Conference we discuss all the work our staff and members have undertaken in the previous two years. We make Rule changes to help the MU run more efficiently; we debate and vote on Motions that come from our committees in the nations and regions; and we report on the important conversations and

negotiations that have taken place with our members' employers and politicians.

As Chair of the MU's Executive Committee, it gives me great pleasure to invite you to join us as a delegate or visitor at this year's Conference. Come and hear more about the great work the MU does, how it supports its members and how our Union makes a positive difference to our working lives. Spend time working and socialising with like-minded musicians who are as passionate as you are, helping to make our industry more valued, and our Union stronger.

**Alex Gascoine**

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# Event details

The MU's Delegate Conference will be held at the Park Regis Hotel in Birmingham on Tuesday 25 and Wednesday 26 July 2023.

**Conference receives a report from the Executive Committee (EC) on its activities since the last Conference, considers Conference Motions, submitted by members to Regional Committees, discusses and decides matters of policy, plus determines Rule changes.**

## **Programme**

The Delegate Conference will consider the full contents of the Musicians' Union Conference Report for 2023, alongside the Motions and Rule changes. The event will return to the traditional face-to-face style following the change to an online format at the previous event in 2021.

Depending on the Motions to be considered by Conference, presentations from Officials might be made on industry issues. External speakers from the industry, Union movement and politics will be invited.

## **Conference Report**

The Conference Report will continue in the concise and focused digital design delivered in recent years, which has proved very successful and been comprehensively welcomed by the Executive Committee and delegates.

It will report on activities over the previous two years, however will not include lengthy detail on, for example, pay rates, which will be available on the MU website. The structure of the Report will match that of the Executive Committee agenda and be based on the MU's organisational structure. This approach will continue to demonstrate closer links between governance and reporting to members. Questions from delegates on the various industry topics will be taken on a section-by-section basis.

The Report, along with all other Conference documents, will be made available to attendees in digital format as soon as possible prior to the event.

## **Travel and Accommodation**

Hotel accommodation and catering will be provided on the Monday and Tuesday evening



for delegates and guests. Delegates and visitors' accessibility requirements will receive our full attention and provision as required. Reasonable travel expenses will be covered for attendees in keeping with the Union's expenses policy.

### **Accessibility**

Conference is planned to be fully accessible, and delegates will be contacted in advance to ensure facilities are in keeping with their individual requirements.

### **Expenses**

Full accommodation and catering will be provided throughout the event so there will be no additional subsistence expenses payable to attendees.

### **Social Events**

A formal mid-Conference dinner will take place on the Tuesday evening.

# Conference Motions

Your guide to proposing Motions to Conference, how to submit them and the process for getting them carried....

**A Motion is a proposal for action that, if passed by a vote of the members at Conference, must be adopted by the Union. Motions are a key part of the Union's approach and direction moving forward and are directly linked to the ideas and intentions put forward by you, the members.**

If there is an area you think the MU should be addressing, acting on, or taking a certain position upon, then how do you approach the subject and what is the journey? Here's a step-by-step guide:

1. It starts with an idea, a proposal for action around Union policy or action at a national level that you write down as a potential 'motion'. As far as the wording goes, you can read our guide on page 6. Please note that Retired (Free) members are not eligible to submit Motions.

2. You need to get other current MU members in your region to agree with your proposed motion and support it if it is to progress. If this is a problem, you can use the 'find a musician' tool on the MU website, or you can ask your regional office to point you in the right direction. Each motion needs to be supported by five current members of the region, and each member can only support or propose a maximum of two motions.
3. You need to send the proposed motion – by email or post – to your Regional Organiser before 31 March 2023, along with details and membership numbers of the five supporters (including yourself).
4. Each of the six Regional Committees will meet in April or early May 2023 and will consider the potential Conference Motions submitted, i.e. your Region will consider the motion you submitted to it. The Regional Committee decides whether to Accept your motion (they like it), Reject (they don't like it or they don't think it's feasible etc.) or they might choose to amend it (alter in some way).

Any motions voted by a majority vote of that Regional Committee are 'carried' and become a Conference motion. If you want to attend this meeting as an observer and present your Motion, please get in touch with your Regional Organiser.

5. The motions from Regional Committees now collectively become Conference Motions and will be published on the MU website for all members to access.
6. At Conference, motions will be presented ('moved') by delegates from the Region that submitted them and discussed by the delegates representing all six regions. If the motion is voted for by a majority of the delegates, it is 'carried' and becomes an issue the Executive Committee has to act upon.

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**Motions to Conference must be submitted (via email or traditional post) to the Regional Organiser of your region, no later than 31 March 2023.**

## **Scotland & Northern Ireland Region**

Regional Organiser, Musicians' Union,  
2 Woodside Place, Glasgow G3 7QF  
or email: [glasgow@theMU.org](mailto:glasgow@theMU.org)

## **North of England Region**

Regional Organiser, Musicians' Union,  
61 Bloom Street, Manchester M1 3LY  
or email: [paul.reed@theMU.org](mailto:paul.reed@theMU.org)

## **Midlands Region**

Regional Organiser, Musicians' Union,  
2 Sovereign Ct, Graham St, Birmingham  
B1 3JR or email: [stephen.brown@theMU.org](mailto:stephen.brown@theMU.org)

## **Wales & South West England Region**

Regional Organiser, Musicians' Union, Transport  
House, 1 Cathedral Rd, Cardiff CF11 9SD or email:  
[andrew.warnock@theMU.org](mailto:andrew.warnock@theMU.org)

## **East & South East England Region**

Regional Organiser, Musicians' Union,  
30 Snowfields, London SE1 3SU or email:  
[paul.burrows@theMU.org](mailto:paul.burrows@theMU.org)

## **London Region**

Regional Organiser, Musicians' Union,

30 Snowfields, London SE1 3SU or email:  
[jamie.pullman@theMU.org](mailto:jamie.pullman@theMU.org)

Acknowledgement of receipt will be provided on request. (Members are referred to MU Rule VI with regards to the submitting of Motions).

Once received, we will check the membership details of the supporters of each motion to check that they are valid.

### **MU policy**

Please note that Motions do not represent current MU policy until carried at Conference and have been debated by the elected Regional delegates.

### **Standing Orders Committee**

The Conference Standing Orders Committee will examine all published motions along with any subsequent amendments for the purpose of clarification for Conference.

Any member with queries regarding Conference Motions is welcome to contact their Regional Organiser.

# Writing Motions for Conference

Tips on getting your motions noticed and selected...

**Make sure your motion is topical and concise. Your motion is more likely to be selected by the Regional Committee if it comes with a call for action that the Region can support, and the Executive Committee (EC) can implement.**

In general, a motion is more likely to be selected if:

- It contains genuinely new and interesting proposals.
- Is on a subject where there is a lack of policy, and which hasn't been debated recently.
- Is on a subject of major political or industrial importance.
- Is likely to lead to an interesting debate, with speakers both for and against.

## **It is less likely to be selected if:**

- It is a repeat of old policies with nothing new to say.
- It is on a subject which has been debated recently.
- It is unlikely to lead to a good debate. For example, if it is so uncontroversial that no one will want to disagree with anything in the motion.

## **When writing your motion, make sure it is:**

- Topical, accurate and concise.
- Comprehensible and logical.
- Likely to prompt good debate.
- In a subject area on which it is desirable for the MU to develop or change policy.

## **Motions should be clear statements that cover:**

- The problem that needs to be solved (welcomes, regrets, deplores, denounces).
- The principle that underlies the solution (reaffirm, recognise, declare).
- The proposal at the heart of the motion (affirms, believes, recommends, urges).



## The best motions are structured as follows:

- A description of the issue or problem, which the motion seeks to address.
- The principle(s) which underlie the solution.
- A description of any existing policies, which will contribute to the solution.
- The further policy proposals, which normally conclude the motion and are its most important element.

A common reason for motions not being selected is because they contain criticisms and a detailed description of the problem, but are unclear or fail to make positive policy recommendations.

Proposals are usually introduced by “members call for”, but you could also use “recommend”, “propose”, “urge”, “demand”, “insist”, or “resolve”.

## **IN SUMMARY...**

### **Do**

- Choose issues that are topical and new and not a repeat of existing policy.
- Include a proposal of action, as this is far more useful in shaping policy and therefore makes for a better motion.
- Use sections if you have several clear calls for action. Ensure that any subsections only deal with one point of principle and don't reference other subsections.
- Be concise and clear. Write in plain English, explain any abbreviations, and try not to go beyond 150 words.
- Check that any factual points are accurate. Motions that have inaccuracies are unlikely to be selected.
- Be original – the Union needs exciting, topical debates. Even if your motion falls it can still offer colleagues a valuable perspective.

## Don't

- Write long, verbose speeches or be repetitive, vague, or moralistic.
- Include quotations or actual sums of money, both of which run the danger of being inaccurate and thus invalidating the motion.
- Put forward motions which are already policy.
- Make personal attacks – the law of defamation may apply.
- Be afraid to submit a motion. They are important for the Union in developing and shaping policy into the future.

# Proposed Rule Changes

Delegates will consider the following MU Rule changes at Conference. These will be included in the Conference Report and considered as a separate item in the Conference programme.

The proposed changes are:

## **1. Rule I (1): Objects and definitions**

**Reason for proposed change:**

*Removal of wording is proposed which compels the Union to make its accounting records available to “any person having an interest”. The TULRCA 1992 only requires such access to be granted to members and ex-members of the Union (for such periods within the previous six years when they were in membership). As this right for members and ex-members is statutory, there is no reason to state it in the Rules:*

**Proposed Rule Change (including removal struck through):**

(1) The Musicians' Union (hereinafter called 'the MU') is a Trade Union registered on the list of Trade Unions maintained by the relevant statutory authority. Its National Office is such place as shall be decided by the Executive Committee (hereinafter called 'the EC').

~~The MU's accounting records and its membership database shall be available for inspection on notice by any person having an interest in the MU's funds subject to the statutory provisions regarding data protection.'~~

## **2. Rule II (1): Membership**

**Reason for proposed change:**

*A change is proposed in order to permit re-admission of members who have been excluded from MU membership for a specified time period under the Union's disciplinary processes once the period of exclusion has elapsed. The current rule appears to preclude such readmission. In addition, for clarity, it is proposed to move the final sentence to a separate line in order to indicate that it applies to the entirety of Rule II (1) and not just point (c):*

## **Proposed Rule Change:**

- (1) Persons are eligible to join the MU if, at the time of their application:
  - (a) They are following the profession of music; and,
  - (b) They are not members of any other body of musicians established for protective purposes which has been proscribed by the EC; and,
  - (c) They are not currently in a period of exclusion following expulsion from MU membership and have not been engaged in conduct contrary to the Rules of the MU.

Such other persons may be admitted to membership as may be deemed eligible by the EC.

## **3. Rule II (5): Membership**

### **Reason for proposed change:**

*A change is proposed in order to remove explicit reference to provision of a copy of the rules to all members. Historically, a paper copy of the Rules was provided to members upon joining, and a revised paper copy sent to all members following*

*any amendment. This was very costly.*

*TULRCA 1992 (Section 27) only states: “A trade union shall at the request of any person supply him with a copy of its rules either free of charge or on payment of a reasonable charge.”*

*It is proposed to amend the Rule to reflect the requirements of the TULRCA 1992 only. Paper copies of the rules will then only be provided to members who have specified it as their preferred method of receiving MU communications. The Rules are already published on the MU website and will continue to be so. Their existence and location will be highlighted to members in new joiner packs and members will be notified of any amendments via the newsletter and any other communications deemed appropriate at the time (e.g. ‘Musician’ magazine).*

### **Proposed Rule Change:**

(5) A copy of the MU’s Rules will be supplied to any person upon request either free of charge or on payment of a reasonable charge.

**Note:** *It is not considered necessary to retain the wording “by which they shall be bound” as members adherence to the Rules is dealt with elsewhere under Rule XVII (1): Disciplinary Procedures:*

*“All MU members have a duty to observe the Rules of the MU.”*

#### **4. Rule II (9): Membership**

**Reason for proposed change:**

*A change is proposed in order to remove explicit list of membership types in order to provide flexibility to EC in terms of any future membership proposals.*

**Proposed Rule Change:**

(9) The EC may appoint any person to be a member of the MU on such conditions and for such period as the EC decides. Save where the context otherwise requires or admits, references in these Rules to a member or members include all members of the MU.



## **5. Rule II (10): Membership**

### **Reason for proposed change:**

*A change is proposed to remove the 90-day notice period currently specified before complying with the decision of a TUC Disputes Committee. It is considered that the Union may wish to act more swiftly than this, or at least have the freedom to do so. There is nothing in the “TUC Rules and Standing Orders” that requires such a notice period, so the change does not compromise compliance with TUC guidelines. In the “TUC Rules and Standing Orders” the term used is “a” Disputes Committee not “the” Disputes Committee, so this has also been updated.*

### **Proposed Rule Change:**

(10) Notwithstanding anything in these Rules the EC may terminate the membership of any member if necessary in order to comply with the decision of a Disputes Committee of the Trades Union Congress.

## **6. Rule II (13): Membership**

### **Reason for proposed change:**

*A new sub-rule is proposed to clarify the methods of communication which the Union will use to convey non-statutory information to members. There is considerable expense in sending letters to members who have not kept email correspondence records up to date. It is proposed that unless there is a statutory requirement to do so, paper communication will be limited to members who specifically request it on the basis of access requirements.*

### **Proposed Rule Change:**

(13) Save as required by law, notices to members shall be deemed to have been published when communicated via any or all of the following methods: Statements, messages or notices posted on the MU website (including via the member's individual "myMU" portal) for a minimum of two weeks; direct email via the email address provided by the member; inclusion in the MU magazine. Where a member has informed the MU of individual access requirements, the union will take such steps as are reasonably practicable so that

the member is not excluded from essential communications.

## **7. Rule III (5): Regions**

### **Reason for proposed change:**

*A change is proposed to allow more flexibility on dates for holding Regional AGMs by removing the reference to the month of “September”.*

*Historically we have sometimes struggled to find convenient dates for all six to take place within the same month.*

*Changes are also proposed to allow flexibility on the date of closure of nominations and the method of nomination for election to Regional Committees. Historically handwritten paper forms have been used and posted or sometimes handed in on the day of the AGM. The proposed wording allows the EC to specify nomination methods, which could then include electronic or online nomination, and for the EC to specify a nomination deadline that fell in advance of each AGM to ensure no nominations were missed (for instance electronic nominations received during the holding of the AGM itself).*

*A final change is proposed adding requirement to provide membership number of nominee in any Regional Committee nomination. In practice this already happens, but it is specified explicitly in the equivalent rule covering nominations for EC, so it has been mirrored here for consistency.*

### **Proposed Rule Change:**

(5) An Annual General Meeting of all members in the Region (hereinafter called 'the Regional AGM') shall normally be held each year. Any candidate for the Regional Committee shall be nominated by another member of that Region. Such nomination, and consent and membership number of the nominee, must be received by the Secretary of the Regional Committee on or before dates and via methods specified by the EC from time to time.

## **8. Rule III (11): Regions**

### **Reason for proposed change:**

*A change is proposed in order to permit co-opted members of regional committees to vote. It is considered that if a member volunteers to give up time to attend committee meetings, and is*

*selected by the committee to be co-opted, then they should enjoy the same rights as other committee members.*

**Proposed Rule Change (including removal struck through):**

~~(11) In exceptional circumstances the EC may authorise the cooption of members on to a Regional Committee. Any members co-opted on to a Regional Committee will not enjoy voting rights.~~

## **9. Rule IV (3): Election of EC**

**Reason for proposed change:**

*To mirror the changes proposed for election to the Regional Committee, a change is proposed to allow flexibility on the date of closure and method of nomination for election to the Executive Committee. As the nomination closure date is proposed to be specified by the EC rather than tied to the date of the AGM, the process of election for casual vacancies no longer requires separate explanation so has been removed.*

## **Proposed Rule Change:**

(3) Any candidate for the Executive Committee shall be nominated by another member of their Region. Such nomination, and consent and membership number of the nominee, must be received by the Secretary of the Regional Committee on or before dates and via methods specified by the EC from time to time.

## **10. Rule IV (7) to (9): Election of EC**

### **Reason for proposed change:**

*It is set out within the "EC members' attendance at meetings protocol" that EC members will not sit on Regional Committees once they join the EC. This is in order to allow additional space on Regional Committees to encourage a pipeline of new activists and also to avoid situations where proposals from Regional Committees to the Executive Committee are being generated and then reviewed by the same individual which presents a democracy issue. It is now proposed to include this requirement in the Rules.*

*It is proposed that a new Rule IV (7) is inserted,*



*and existing Rules IV (7) and IV (8) are renumbered accordingly.*

**Proposed Rule Change:**

- (7) Members shall not hold a seat on their Regional Committee whilst they remain a member of the EC but are entitled to attend Regional Committee meetings as an observer.
- (8) If a casual vacancy shall occur, an election shall be held as soon as is practicable. The member elected shall take office immediately the result is declared and shall continue in office for the unexpired period of office of the member who has vacated their office.
- (9) If within any period of 60 days a majority of the Regional Committees in existence at the end of such period shall have passed a resolution to that effect, a special delegate conference shall be held to consider whether all the members of the EC shall be removed from office and the General Secretary shall decide the time and place of and make arrangements for the conference. All the members of the EC shall be removed from office if the special delegate

conference shall so resolve and the functions and powers of the EC shall thereupon devolve upon the General Secretary until the election of a new EC. The General Secretary shall arrange for such election to be held as soon as is practicable.

## **11. Rule VI (3): Motions to EC, Regional Committees and Delegate Conferences**

### **Reason for proposed change:**

*It is proposed that members be permitted to submit motions to the Equality, Diversity and Inclusion Committee for consideration at Delegate Conference. The motions should be limited to EDI matters and the Equality, Diversity and Inclusion Committee will select one of the submitted motions to go forward per Delegate Conference.*

### **Proposed Rule Change:**

(3) Motions from members to a Delegate Conference must be submitted in writing for consideration by a Regional Committee or the Equality, Diversity & Inclusion Committee.



- (a) Motions to a Regional Committee must be supported by at least five members of the Region who must provide their names and membership numbers. A motion may be accepted, rejected or amended by the Regional Committee. If a motion, as amended, is accepted by the meeting on a majority vote, the Regional Organiser shall submit it for consideration at the next Delegate Conference, subject to any restrictions on the number of motions as set out in Conference Standing Orders.
- (b) Motions to the Equality, Diversity & Inclusion Committee must be concerned solely with issues and matters relating to equality, diversity and inclusion and must be supported by at least five members who must provide their names and membership numbers. One such motion may be accepted or amended by the Equality, Diversity & Inclusion Committee. The Head of Equality, Diversity & Inclusion shall submit such motion for consideration at the next Delegate Conference.

## **12. Rule VIII (9): The General Secretary**

**Reason for proposed change:**

*Removal of gendered language.*

**Proposed Change:**

(9) The General Secretary may be suspended from office by resolution of the EC on the ground that they are or may be unable and/or unwilling to perform their duties satisfactorily and/or have brought the MU into disrepute, upon a motion to that effect being moved at a duly convened meeting and carried by a vote in favour of not less than 75% of the total number of serving EC members. In the event of such a resolution being passed, the General Secretary shall forthwith be suspended from office and the EC shall arrange immediately for a ballot vote of members on a motion to remove the General Secretary from office on such grounds as the EC shall determine.

## **13. Rule XI (6) to (12): Subscriptions**

**Reason for proposed change:**

*It is proposed that Rule XI (6) is removed entirely, which will remove reference to concessionary student membership. There is no current plan to withdraw student membership or to change the rate that students pay for membership, but there have been discussions around whether part time students could also qualify for the rate, and discussions around widening the rate to include members under a specified age limit, whether they are students or not. Removal of Rule XI (6) and a minor adjustment to Rule XI (7) will allow the EC flexibility to endorse such proposals which it is hoped will benefit membership levels.*

*It is then proposed to renumber Rules XI (7) to (12) accordingly and to correct pre-existing mistakes in the cross-referencing in current Rules XI (10) and XI (11) as they currently point to rules not relevant to their content.*

### **Proposed Rule Change:**

[Remove Current Rule XI (6) altogether and renumber remainder of Rule XI accordingly, as below]

~~(6) Concessionary member status shall also apply for so long as a member is in full-time~~

~~education having notified the Union in writing to that effect and provided proof of student status when requested.~~

- (6) The EC may grant Concessionary member status to any member on such terms and for such periods as it may in its absolute discretion think fit.
- (7) A concessionary member shall be liable to pay a subscription of an amount according to a scale determined by the EC and shall be entitled only to such benefits, services or privileges of membership and to hold such offices or to nominate or vote in such Union elections or ballots as the EC from time to time in its absolute discretion may determine.
- (8) The subscription due from each member shall be remitted no later than 28 days after the time provided for in clause 1 of this rule. Each member shall be given written notice that their subscription is overdue, and of the action to be taken in the event of their failure to pay within the notified timescale.
- (9) Any member whose subscription is not paid within the 28 day period specified in Rule XI 8, and/or with levies or fines 28 days' outstanding, shall cease to be a member.

(10) Any Officer who ceases to be a member under Rule XI 9 shall automatically cease to hold office.

(11) Where a member pays subscriptions by direct debit, any reference to the renewal date on the member's individual membership card shall be read as referring to the date on which the direct debit instalment is due and any reference to the subscription shall be read as referring to an instalment.

## **14. Rule XI (12): Subscriptions**

### **Reason for proposed change:**

*A change is proposed to remove reference to membership cards in line with the EC's decision to discontinue them. Suitable alternative wording has been proposed. Note: this is currently Rule XI (12), but if the previous proposal is accepted it will become Rule XI (11) due to renumbering.*

### **Proposed Rule Change:**

(11) Where a member pays subscriptions by direct debit, any reference to the renewal date shall be read as referring to the date on which the direct debit instalment is due and

any reference to the subscription shall be read as referring to an instalment.

## **15. Rule XII (1): Levies**

### **Reason for proposed change:**

*A change is proposed to replace reference to publishing notice of any changes in “the official journal” with more flexible options. The magazine, at least in paper form, is not regularly produced now and it is considered necessary to increase flexibility in how members are notified of changes so this can be done as efficiently as possible.*

### **Proposed Rule Change:**

If the EC should consider it desirable that for any purpose there should be a national or Regional levy, it shall formulate a scheme (which may provide for payment of reduced amounts or none at all by some of the members) and submit it to the vote of the members. If a majority of the members voting at meetings held for that purpose shall be in favour of the levy the EC shall give notice of the imposition of the levy via its usual member communication methods at the time.



## **16. Rule XVI (5): Rules of meetings**

### **Reason for proposed change:**

*An additional rule is proposed to this section to clarify what should happen if a meeting is held at which neither the regular Chair or Vice-Chair is present.*

### **Proposed Rule Change:**

(5) In the absence of the elected Chairperson or Vice Chair the meeting attendees present will elect a Chairperson from amongst their number for that meeting only.

## **17. Rule XVII (9)(f) & (14): Disciplinary Procedures**

### **Reason for proposed change:**

*A change is proposed to clarify that the disciplinary committee has the power to limit expulsion of a member from the MU to a specified period, not just permanent expulsion.*

*A further change is proposed which clarifies the requirement placed upon a suspended member under (9)(f) applies to all instances of suspension*

*referred to under Rule XVII, which is achieved by moving the wording to a new sub-rule (14).*

### **Proposed Change:**

- (9) Where the Disciplinary sub-committee considers a disciplinary charge is proved against a member, it may impose any one or more of the following penalties:
- (f) Expulsion of the member from the MU for such a period as the disciplinary committee shall in their absolute discretion consider appropriate.
- (14) A member suspended under this rule XVII shall, during the period of suspension, remain liable for subscriptions and levies and all the obligations of membership.

## **18. Rule XVII (10): Disciplinary Procedures**

**Reason for proposed change:**

*Removal of gendered language.*

**Proposed Rule Change:**

- (10) At any time during an investigation or disciplinary under this Rule XVII, the General Secretary (or such persons delegated under



Rule XVII (5)) may suspend the member concerned for such period and on such terms as he (or they) they shall in their absolute discretion think appropriate.

## **19. Rule XX: Political Fund (except Northern Ireland)**

### **Reason for proposed change:**

*Changes are proposed to the wording of this rule in order to remove gendered language and also to update the Certification Office's address and remove reference to publication of notices in the 'journal':*

### **Proposed Rule Change (including word removals struck through):**

- (1.2) 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~~ their attendance as such shall, for the purposes of paragraph (e) above, be taken to be expenditure incurred on the holding of the conference or meeting.
- (5) For the purpose of enabling each member of

the union who may pay a political contribution to know in respect of any such contribution, what portion, if any, of the sum payable by ~~him~~ them is a contribution to the political fund of the union, it is hereby provided that the first 2p of each £1 contribution is a contribution to the political fund, and that any member who is exempt shall be relieved from the payment of the sum of the first 2p of each £1 contribution, and shall pay the remainder of such contribution only.

- (6) A member who is exempt from the obligation 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) by reason of ~~his~~ their being so exempt.
- (7) If any member alleges that ~~he is~~ they are aggrieved by a breach of any of these rules for the political fund, being a rule or rules made pursuant to section 82 of the 1992 Act, ~~he~~ they may complain to the Certification Officer, and the Certification Officer, after

making such enquiries as ~~he~~ they thinks fit and after giving the complainant and the union an opportunity of being heard, may, if ~~he~~ they considers that such a breach has been committed, make such order for remedying the breach as ~~he~~ they thinks just 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 section 82(4) of the 1992 Act.

## Notice to members

2. This notice shall be published to members by such methods as are used by the union to publish notices of importance to members. ~~It is the union's current practice to publish such notices by inclusion in its journal.~~

## Request for exemption

3. Any member of the union may at any time give notice a) on the form of exemption notice specified in rule 5, or b) written request in a form to the like effect, that he they objects to contribute to the political fund. A form of Exemption Notice may be obtained by, or on behalf of, any member,

either by application at, or by post from, the head office or any branch office of the union, or from the Certification Office for Trade Unions and Employers' Associations, ~~Lower Ground Floor, Fleetbank House, 2-6~~ ~~Salisbury Square, London EC4Y 8JX.~~ 8th Floor, Windsor House, 50 Victoria Street, London SW1H 0TL.

## **Opting in by union members to contribute to political funds**

4. A member of a trade union may give an opt-in notice or a withdrawal notice:
  - d. by any other electronic means prescribed under the 1992 Act (as ~~inserted~~ amended by the 2016 Act)

## **Information to members about opting into the political fund**

10. If any member alleges that ~~he is~~ they are aggrieved by a breach of any of these rules for giving information to members about opting into the political fund, being a rule or rules made pursuant to section 84A of the 1992 Act, ~~he~~ they may complain to the Certification Officer. Where the Certification Officer is satisfied that the union has failed

to comply with a requirement of section 84A of the 1992 Act the Officer may make such order for remedying the failure as he they thinks just under the circumstances. Before deciding the matter the Certification Officer:

### **Manner of giving effect to decision not to contribute to political fund**

12. Any form (including an electronic form) that a person has to complete in order to become a member of the union shall include:
  - b. a statement ~~setting~~ to the effect that a person who chooses not to contribute to the political fund shall not, by reason of not contributing, be excluded from any benefits of the union or be placed in any respect either directly or indirectly under a disability or at a disadvantage as compared with other members of the union (except in relation to control of the political fund).

## **20. Rule XXI: Political Fund (Northern Ireland members)**

**Reason for proposed change:**

*Changes are proposed to the wording of this rule*

*in order to remove gendered language.*

**Proposed Rule Change (including word removals struck through):**

- (1) Under Article 59 of the Trade Union and Labour Relations (Northern Ireland) Order 1995 no Northern Ireland member of the Union shall be required to make any contribution to the Political Fund of the Union unless ~~he/she has~~ they have delivered, as provided in sub- Rule 2 herein, to the National Office or some Regional Office of the Union, a notice in writing, in the form set out in sub-Rule 2 herein, of ~~his/her~~ their willingness to contribute to that Fund, and has not withdrawn the notice in the manner provided in sub-Rule 3 herein, is to be deemed for the purpose of these Rules to be a member who is exempt from the obligation to contribute to the Political Fund of the Musicians' Union.
- (3) If at any time a Northern Ireland member of the Musicians' Union, who has delivered such a notice as is provided for in sub-Rule 1 and sub-Rule 2 herein, gives notice of withdrawal thereof, delivered as provided in sub-Rule 1 herein, to the National Office or at

any Regional Office of the Musicians' Union, ~~he/she~~ they shall be deemed to have withdrawn the notice as from the first day of January next after the delivery of the notice of withdrawal.

- (8) If any Northern Ireland member alleges that ~~he/she is~~ they are aggrieved by a breach of any of the Rules made pursuant to Article 59 of the Trade Union and Labour Relations (Northern Ireland) Order 1995 ~~he/she~~ they may complain to the Northern Ireland Certification Officer, 10-16 Gordon Street, Belfast, BT1 2LG, under Article 70 of The Industrial Relations (Northern Ireland) Order 1992.

If, after giving the complainant and a representative of the Musicians' Union an opportunity to be heard, the Certification Officer considers that a breach has been committed, ~~he/she~~ they may make an order for remedying it as ~~he/she~~ they thinks just in the circumstances. Under Article 69 of the 1995 Order an appeal against any decision of the Certification Officer may be made to the Northern Ireland Court of Appeal on a question of law. Additionally, if any Northern Ireland member alleges that ~~he/she is~~



they are aggrieved by a breach of the Political Fund Rules made pursuant to Section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 ~~he/she~~ they may complain to the GB Certification Officer, ~~2nd Floor, Euston Tower, 286 Euston Road, London NW1 3JH~~ 8th Floor, Windsor House, 50 Victoria Street, London SW1H 0TL. If, after giving the complainant and a representative of the Musicians' Union an opportunity of being heard, the GB Certification Officer considers that a breach has been committed, ~~he/she~~ they may make an order for remedying it as ~~he/she~~ they thinks just in the circumstances. Any such order of the GB Certification Officer is subject to the right of appeal provided for by Section 82 (4) of the 1992 Act.



# Delegate Nominations

Apply to attend Conference.

**The call for nominations for delegates to represent their Region at Conference is now underway and members can attend by completing and sending in the following Form to their Regional Organiser. Please note members will require the support of another member of their Region.**

Any member who has been in membership for one year at the time of nomination may stand for election as a delegate for their Region. However, retired (free) members are not eligible to attend Conference as delegates, nor to nominate other members.

As well as attending the Conference itself, delegations are expected to meet in advance of the Conference and to reach a position on Conference motions, which best reflects the views of members in the Region they represent.

Each Region is entitled to one delegate for every 500 members in the Union on 31 December 2022.

A ballot will be held should the number of nominations exceed the Region's entitlement.

Should you wish to stand for election as a delegate, please complete and forward a Nomination Form to your Regional Organiser.

Photocopies will be accepted, as will scanned copies submitted via email. Acknowledgement of receipt will be provided on request.

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**Nomination forms to be received by your MU Regional Office by 30 April 2023**

**Scotland & Northern Ireland Region**

Regional Organiser, Musicians' Union,  
2 Woodside Place, Glasgow G3 7QF  
or email: [glasgow@theMU.org](mailto:glasgow@theMU.org)

**North of England Region**

Regional Organiser, Musicians' Union,  
61 Bloom Street, Manchester M1 3LY  
or email: [manchester@theMU.org](mailto:manchester@theMU.org)

## **Midlands Region**

Regional Organiser, Musicians' Union,  
2 Sovereign Ct, Graham St, Birmingham  
B1 3JR or email: [midlands@theMU.org](mailto:midlands@theMU.org)

## **Wales & South West England Region**

Regional Organiser, Musicians' Union, Transport  
House, 1 Cathedral Rd Cardiff  
CF11 9SD or email: [cardiff@theMU.org](mailto:cardiff@theMU.org)

## **East & South East England Region**

Regional Organiser, Musicians' Union,  
30 Snowfields, London SE1 3SU  
or email: [eastsoutheast@theMU.org](mailto:eastsoutheast@theMU.org)

## **London Region**

Regional Organiser, Musicians' Union,  
30 Snowfields, London SE1 3SU  
or email: [london@theMU.org](mailto:london@theMU.org)

For full details of standing as a Conference delegate, please refer to MU Rule IX. MU Rules can be found on the MU website at [theMU.org](http://theMU.org)

Members are also reminded that each Section of the Union is allowed a visitor to Conference. Interested members should contact their Section Secretary.

# MU Delegate Conference Nomination Form 2023

I, (print name)

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Membership number

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wish to put myself forward as a candidate to the  
MU Delegate Conference for the delegation of  
the following Region. (Tick box of your Region)

- Scotland & N Ireland
- North of England
- Midlands
- Wales & SW England
- East & SE England
- London

You can sign below, or if submitting via email and unable to sign digitally, we will verify your account.

Signed (candidate)

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Date

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**Proposer:**

The member below agrees to nominate me (please note we will contact this member to verify your nomination).

Proposed and nominated by (print name)

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Membership number

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Your proposer can sign below, or if submitting via email and unable to sign digitally, we will contact this member to verify your nomination.

Signed (proposer)

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Date

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Please return the completed form to your MU  
Regional Organiser

**Online versions of this Form can be  
found on the MU website at: [theMU.org/  
DelegateConference](http://theMU.org/DelegateConference)**

**Musicians'  
Union**

