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# RULES

OF THE

# DAIRY EXECUTIVES' ASSOCIATION

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## **RULES OF THE DAIRY EXECUTIVES' ASSOCIATION.**

### **1. NAME AND CONSTITUTION**

The Association is a Trade Union and it shall be called The Dairy Executives' Association, hereinafter referred to as 'The Association'.

The Association shall be divided into such branches as shall be defined by the Central Executive Council, classified by reference to such conditions as the Central Executive Council may, from time to time, decide. The consent of the Central Executive Council shall be a condition precedent to the establishment of any branch.

### **2. MEETING AND OFFICE - PLACE OF**

The place of meeting for the business of the Association, and the office to which all communications and notices shall be addressed shall be Number 33. Kildare Street, Dublin, or such other place as the Central Executive Council may, from time to time, determine, subject to the right of each Annual General Meeting, after the first Annual General Meeting, to determine the place and date of the next succeeding Annual General Meeting.

### **3. OBJECTS**

The objects of the Association shall be:-

- (a) To organise managers and technologists in the sphere of agribusiness.
- (b) To regulate the relations between members and their employers and between members inter se;
- (c) To promote and establish a Superannuation or Pension Scheme or Schemes for members.
- (d) To seek, collate and disseminate all, or any, information on matters directly, or indirectly, concerning the interests of members, and represent and to take such actions as may be necessary or expedient to promote such interest.
- (e) To edit, print and publish, or cause to be edited, printed and published, any periodicals, pamphlets, books or other publications which may be considered by the Central Executive Council useful towards advancing the objects and ideals of the Association.
- (f) To render special services by way of advice, information, guidance and assistance (whether financial or otherwise) to organisations, bodies corporate, firms and persons whether members of the Association or not, and to enter into trade

agreements and negotiations and to collect and disburse moneys in connection therewith and to charge and accept for such services fees, commissions or subscriptions as the Central Executive Council may, from time to time, determine;

- (g) To establish and maintain schemes of Life Insurance for the benefit of members;
- (h) To promote the trade interests of members and generally to promote trade and commerce, and to protect members by federation, amalgamation, or otherwise, and to co-operate and act jointly with any Association, Company, Body corporate, or person, and to promote and further the interests of the Association and its members generally;
- (i) To protect and indemnify members, as the Central Executive Council may, in their discretion, from time to time determine against any loss to their interests arising without actual default on the part of such members in the management of such interests.
- (j) To promote freedom of contract and to resist, insure against, counteract, and discourage interference therewith, and to subscribe to any combination or fund for any such purposes;
- (k) To watch over all legislative measures which may affect or tend to the interests of members of the Dairy Industry and to take such steps as are, in the opinion of the Central Executive Council, incidental or conducive to the attainment of any of the objects of the Association.
- (l) To borrow or lend money, with or without security, as the Central Executive Council may deem necessary and expedient for carrying out of the objects and purposes of the Association.
- (m) To contribute to any benevolent pension, mortality or other fund or institution, or to any organisation or association whatsoever for the defence of, or in the interests of, members, as the Central Executive Council may, from time to time, determine;
- (n) To do all such things as are incidental or conducive to the attainment of the above objects, or any of them.

#### **4. APPLICATION OF FUNDS**

The funds of the Association shall be applied, under the orders of the Central Executive Council, in carrying out any or all, of the aforesaid objects, in paying the expenses of management according to these rules, and also in indemnifying members and persons dealing with them or employed by them against loss occasioned by their carrying out the instructions of the Central

Executive Council or complying with the rules of the Association provided always that such indemnification shall be granted only a majority vote of the Central Executive Council.

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All rules of the Association so made shall bind the members, and all persons claiming through them, to the same extent as if each member had subscribed his name thereto, and there were in these rules contained a covenant by him to conform to such rules of the Association.

#### 6. BRANCH POWERS AND CONTROL

Every branch shall have powers as provided by the bye-laws, and shall be subject, in accordance with them and with these rules, to the control of its Offices and Committee and of the Central Executive Council shall determine.

#### 7. INSPECTION OF BOOKS AND NAMES OF MEMBERS

The books and accounts of the Association and a General Register of the Association as a whole shall be open at all reasonable times to inspection by every member or person having an interest in the funds of the Association. The register of members shall be open for inspection in accordance with Section 12 of the Trade Union Act, 1941, or amended by section 4 (1) of the trade Union Act 1942. The fee chargeable for any such inspection shall be such sum not exceeding five shillings in respect of each day (or part of a day) during which the inspection continues, as the Central Executive Council shall determine.

#### 8. DISSOLUTION OF THE ASSOCIATION

The Association may be dissolved at any time by the consent of five-sixths of the members present and voting at a meeting specially convened for that purpose provided, however that any member who is not present at such meeting shall be permitted to record his vote on a ballot paper, subject to such regulations as to the time and manner of his so voting as may be made by the Central Executive Council. Adequate provision shall be made for satisfying all liabilities existing at the date of dissolution. Notice of dissolution shall be given to the Registrar of Friendly Societies within fourteen days from the date thereof in the form prescribed by the Statutory Regulation in that behalf.

#### 9. CONTROL AND MANAGEMENT OF THE ASSOCIATION

The Association shall have the following Officers - A President, three Vice-Presidents, two Trustees, a General Secretary, a

Treasurer, and a Central Executive Council constituted as hereinafter provided. The general control of the Association shall be vested in the Central Executive Council, hereinafter referred to as The Council, to which shall be committed to the general management of the Association. The Council may pass resolutions for carrying into effect the purposes of the Association thereon. The Council shall have the right to delegate its powers, or any of them, as it may in its absolute discretion decide to be for the better conduct of the business of the Association.

The Council shall initiate, conduct, cause to be initiated or cause to be conducted, negotiations in connection with all matters concerning salaries and other conditions of employment which may, from time to time, arise; and shall effect or cause to be effected the settlement of any disputes which may arise out of such matters, and shall take such other steps in connection with such matters or such disputes, as the Council may determine, in pursuance of Rule 3 (b), and of these rules generally.

The Council shall consist of the President, three Vice-Presidents and members who shall be elected annually by the branches in proportion to the number of members in each branch, as the rules in that behalf shall determine; provided that each branch shall have at least one representative on the Council. The Council shall be elected by a ballot vote of the entire Association, through the branches, each branch electing its own member, or members, as the case may be, provided that where a vacancy arises on Central Executive Council the Branch may convene a special Branch meeting for the purpose of electing a member to fill said vacancy, provided that the outgoing President in any year shall be returned as a Central Executive Council member for the year immediately following his term of office.

Where the former President so returned is from a Branch which elects one member to the Central Executive Council his membership of the Council shall be in addition to the member of that Branch elected to the Council in the ordinary way.

Where the former President so returned is from a Branch which elects two or more members to the Central Executive Council his membership of the Council shall take up one of the seats allocated to that Branch on the Council. The other seat(s) shall be filled by election in the ordinary way.

#### **General Secretary and Treasurer:**

- (a) The General Secretary and the Treasurer shall be appointed by the Council and shall be removable by the vote of two-thirds of the members of the Council at a special meeting of the Council. The Council shall fix the powers, duties, remuneration and superannuation of the General Secretary.

### **Executive Councillors:**

- (b) If in the opinion of any branch, at a specially summoned meeting of its members, it be deemed advisable to remove its Executive Councillor, or Councillors, the branch may by resolution so determine, in which case a copy of the resolution, together with a note of the evidence upon which such resolution was founded and passed, shall be forwarded by the Branch Secretary to the Council. If in the opinion of the Council, the evidence warrants it, the General Secretary, shall, within twenty-one days after receipt of such copy resolution, return the same together with a copy of such evidence, to the branch for the taking of a special ballot on the question as to whether or not such Councillor, or Councillors, shall be determined accordingly. When any question is by these rules referred to the decision of the Council, the following regulations shall be observed:-

A statement of the matter in complaint having been made, in writing, the Council shall appoint a day and hour for the hearing thereof and for a party, or parties, interested in such matter to appear and state his, or their case. If he, or they, do not appear or send a reason for absence satisfactory to the Council, the Council may hear and decide the matter in his, or their, absence, just as if he, or they, were present; and the hearing and decision of the matter by the Council shall in such case be as valid as if the party, or parties, interested therein had been in attendance at the hearing of the matter in complaint.

The decision of the Council shall be put down in writing, and a copy thereof forwarded by registered post to the party, or parties, interested and a copy thereof may, as the discretion of the Council, be sent, accompanied by a statement of the facts of the case, to each branch, or inserted in the next ensuing report. Such decisions shall be conclusive, and absolutely binding on all parties thereto.

### **President and Vice-Presidents**

- (c) Candidates for the offices of President and of Vice-Presidents of the Association may be nominated by any member of the Central Executive Council of the Association at the first meeting in any year of the members of the Central Executive Council elected for that year, and the elections shall be by majority vote of the members of the Central Executive Council present and voting at such meeting. The President and Vice-Presidents shall be eligible for re-election, provided that the President shall not hold office of President for a period exceeding five years and a Vice-President shall not hold office of Vice-President for a period exceeding five years. The President or a Vice-President, may be removed from office by a majority vote of members of the Central Executive Council specially convened

with due notice of motion to remove the President or Vice-President from office.

#### **National Trustees**

- (d) Candidates for the office of National Trustees of the Association may be nominated by any member of the Central Executive Council of the Association at the first meeting in any year of the members of the Central Executive Council elected for that year, and the election shall be by a majority vote of the members of the Central Executive Council present and voting at such meeting. Any or all of the National Trustees, shall be eligible for re-election. The National Trustees, or any of them, may be removed from office by a majority vote of the members of the Central Executive Council voting at a meeting of that Council specially convened with due notice of motion to remove the National Trustees, or any of them, from office. A vacancy in the office of Trustee shall be filled by a majority vote of the Central Executive Council at its next meeting.
- (e) All the property of the Association in land and buildings, whether freehold, leasehold, on tenancy interest or otherwise, shall be purchased, leased, held and disposed of in the names of the National Trustees as directed by resolution of the Central Executive Council. The National trustees shall deal and dispose of all the property and the funds of the Association mentioned in Rule (12) hereof in accordance with the directions of the Central Executive Council, to be given by resolution passed by a majority of the members of the Council present at a duly convened meeting of the Council and a resolution so passed shall be binding in favour of a purchaser of any property or investments of the Association. A certificate purporting to be signed by the General Secretary and setting out the terms of any such resolution as aforesaid shall be conclusive evidence in favour of a purchaser that such appropriate direction by the Council has been given in accordance with the requirements of this clause and upon the sale pursuant to such direction of any property or investments of the Association, the receipt of the Trustees for the purchase money shall effectually discharge the purchaser therefrom and from being concerned to see to the application thereof or being answerable for the loss or misapplication thereof.
- (f) The Central Executive Council may obtain loans for the purposes of the Association to such extent, on such conditions, for such periods and at such rates of interest as they deem expedient and may secure the repayment of such loans and interest thereon by a mortgage, whether legal or equitable, charge or lien on any land, premises or assets of the Association or by deeds of covenant, promissory notes or other forms of security acceptable to any mortgage or lender. Any such mortgages, charges, liens or other forms of security shall be executed signed and given by the

National Trustees on a direction of the Central Executive Council effected by a resolution as mentioned in Paragraph (e). A certificate of the General Secretary setting out the terms of such resolution as mentioned in Paragraph (e) hereof shall be conclusive evidence in favour of a lender as to the authorisation or the said loan and the receipt of the Trustees of the money so lent shall effectually discharge any such lender in like manner as it is set forth in Paragraph (e) hereof.

#### **10. ALTERATION OF RULES**

The Central Executive Council and every branch of the Association, by a majority of vote, shall have the right to propose alterations, amendments or recessions of any of these rules, or new rules. Every such proposal, on adoption by the branch, shall be sent to the Council which shall consider same; if after consideration has been given thereto, the Council approve of the proposed change, the Council shall then submit the same to a ballot vote of all the branches of the Association for determination. No new rules shall be made, nor shall any of the rules herein contained, or hereafter to be made, be amended, altered or rescinded otherwise than in accordance with the provisions of this rule, and no new rule or alteration of rule is valid until registered.

#### **11. GENERAL FUNDS**

All monies received or collected by branch officers shall be remitted immediately to the Registered Office of the Association for lodgement to the general funds of the Association. The Council may, from time to time, divert any part of the general funds into a Reserve Fund or other Special fund, or funds, and may deal with the several funds as it may deem necessary or advisable.

All money paid into the funds of the Association shall be lodged in a Bank, or Banks, approved by the Council, in the name of the Association and shall be withdrawable only as authorised by the Council.

The maximum sums which may be retained uninvested as cash in hands, money on current account, and money on deposit, shall be determined by the Council.

#### **12. INVESTMENT OF FUNDS**

So much of the funds of the Associations may not be required for immediate use, or to meet the usual accruing liabilities, shall be invested by the National Trustees in such securities as the Council shall, from time to time, direct.



### 13. AUDIT

The general accounts of the Association shall be audited by a qualified accountant who shall, at the end of the Association's financial year, and at such other times as the Council shall direct, examine the accounts, and deliver to the General ~~Secretary~~ <sup>Secretary</sup> a statement of accounts signed by him, and a report showing the way in which the same have been kept during the period for which every such audit has been made.

### 14. MEMBERSHIP - ADMISSION TO

- (a) The Central Executive Council shall have absolute power to accept or reject any such proposal. Proposals for membership shall be considered by Central Executive Council as soon as may be practicable after the same shall have been made.
- (b) Every applicant for membership shall pay to the General Secretary of the Association, within fourteen days after his admission to membership, such sums by way of entrance fee and subscriptions or contributions, and shall thereafter pay all subscription or contributions in accordance with these Rules and as prescribed by the Central Executive Council.

### 15. CESSER OF MEMBERSHIP

Any member of the Association who for thirty days after dispatch to him of a notice under the hand of the General Secretary that his subscriptions or contributions are in arrear shall fail to liquidate such arrears may be fined such sum not exceeding one-third of the sum due by him to the Association on account of contributions or subscriptions as the Council shall determine and such fine shall be regarded as additional arrears. If and when the arrears of subscriptions and contributions due by a member remain unpaid for a period of three months after the date upon which they were payable, the General Secretary shall send notice to the member concerned by registered post stating a date (not less than 30 days from the date thereof) by which the arrears shall be paid. If the member fails to comply with such notice, the General Secretary shall report the default to the Council who shall make such order whether for suspension, expulsion or otherwise as such Council shall think fit. A plea of non-receipt by any member of a notice under this rule shall not be taken into consideration by the Council in determining the steps to be taken in respect of his arrears.

The Council shall exercise powers of fines, suspension, expulsion or otherwise, in any case where a member has committed a breach of any of these rules or of such of the bye-laws duly made as the Council may, from time to time he be provided in the bye-laws, for any reason which it considers good and sufficient. Subject as hereinafter provided any member may at any time resign from membership of the Association subject to his giving the Council

not less than six months' notice in writing of his intention to resign and to the payment of all moneys due by him to the Association up to the date of his resignation; but no member shall in the event of his resignation have any claim against the Association for a refund of moneys paid by him into the funds of the Association on account of subscriptions, contributions, or otherwise. No member of the Association shall resign, be fined, suspended, or expelled from the Association otherwise than in accordance with the provisions of this rule; provided always that a person who ceases, otherwise than by death, to be a member of the Association shall, for the purposes of the Trade Union Act, 1941, be deemed to continue to be a member thereof for one month after such cesser.

#### **16. ANNUAL GENERAL MEETING**

The Annual General Meeting of members shall take place each year on a date not later than the end of May to consider a report submitted by the Central Council and the audited accounts and balance sheet for the preceding year. Resolutions of the Annual General Meetings shall be implemented by the Council save where such resolutions are referred back by the Council to each Branch for further consideration and where a ballot of members there-after negatives such resolutions.

#### **17. SECTIONS**

A section of members may be established by the Central Executive Council for categories of members. Upon establishment, a section may elect a committee to deal with the problems and interests of such section. The Central Executive Council may delegate authority to such Section Committee and to such section to deal with the problems and interests of such section provided always that such Section and such committee shall conform to the rules of the Association and that all decisions arising therefrom shall be subject to ratification by the Central Executive Council.

Such section or sections shall at all times be serviced by the Association and the President or the President's nominee shall have the right at all times to attend and to participate in any and all meetings of such Sections and of such Section Committee.

It shall be incumbent upon each section established in accordance with this Rule to provide through membership of such section the necessary finance for the services required by the section.

Each and all sections shall be subject to the Association and to the Central Executive Council of the Association in all matters and shall promptly carry out any and all directions issued by the Central Executive Council.

## **18. STRIKE NOTICE**

Strike notice shall require the consent, by ballot, of two-thirds of the members of the Council in attendance at a meeting of the Council which shall have been convened in accordance with these Rules.

## **19. ELIGIBILITY FOR COUNCIL MEMBERSHIP**

No member who is more than 12 months in arrears with subscriptions shall be eligible for membership of the Central Executive Council and no member upon whom a fine or suspension shall have been imposed shall be eligible for membership of the Council for five years after the imposition of such penalty.

## **20. FORMATION OF NEW BRANCHES**

No new Branch shall be formed without the consent of the Central Executive Council of an Annual General Meeting of the Association.

## **21. MEMBERS AND MEMBERSHIP SUBSCRIPTIONS**

- (a) Applications for Membership shall be on a form to be supplied by the General Secretary, containing such particulars as the Central Executive Council may, for the time being, require. The form shall be signed by the Applicant, and by two members as references.
- (b) All applications for membership shall be considered and accepted or rejected by the Central Council, but before being so accepted or rejected the application or applications may be first referred for consideration to the Branch for the district in which the applicant is resident. Where, after due consideration, the Central Council shall have decided to reject an application for membership they shall not be required to give any reason for such rejection.
- (c) Every applicant for membership shall, within one month of the holding of the Council Meeting next succeeding his application, be notified in writing of the acceptance, rejection or postponement of such application.
- (d) The Council may, from time to time, delegate to a Committee or Committees all powers of considering applications for membership, their acceptance or rejection. Such Committee shall consist of not less than three members of the then Central Council, together with the General Secretary. Such Committee or Committees shall report to the Central Council at each meeting of the Council as to the applications for membership accepted, rejected or postponed. The Central Council may alter or amend all or any decision of such

Committee.

- (e) Membership Subscriptions shall be at such rates as the Council may, from time to time, determine and shall be payable on 1st January and 1st July in each year.
- (f) All subscriptions shall be payable directly to the Association at its Registered Office, or to a duly authorised officer of the Association.
- (g) Arrears of Membership Subscriptions of a member may, at the discretion of the Council, be partly or wholly remitted, temporarily or otherwise, provided the Council shall have received from such Member's Branch a resolution recommending such remission.

## 22. BRANCHES

- (a) Every Branch shall have powers as provided by these Rules and shall be subject in accordance with them to the control of the officers and committee of the branch and if the Council, as provided by the Rules.
- (b) The management and control of each Branch shall be in the hands of a branch committee, consisting of a chairman, Honorary Secretary and branch member or members who represent for the time being the Branch on the Central Council (who shall each be elected at the Annual General Meeting of the Branch) and such other member or members of the Branch as it shall determine at its Annual General Meeting.
- (c) No member to whom notice that his subscription is in arrear shall have been sent by the General Secretary under Rule 15 of the Rules of the Association shall be eligible to vote at any Branch Meeting.
- (d) The Central Council may, from time to time, as it deems advisable make grants, donations or loans to any Branch which the Council shall deem needs the same for such special purpose or purposes as the Central Council may approve.
- (e) Every Branch shall hold its meetings at such place as may have been selected from time to time by the branch committee.
- (f) The Council may, on request by any branch, dissolve such branch, or may transfer its members into one or more other branches; provided that such request shall be shown by the branch committee to have the support of such branch. Upon the dissolution of any branch the Councils shall have power to obtain possession of all funds, books, papers and property of every description of the Association in the custody of the branch, or any of its officers or members,

or of any other person or persons.

- (g) Each branch with 99 (ninety-nine) or a lesser number of fully paid up members shall be entitled to elect one member to the Central Council ; each branch with 99 (ninety-nine) or a lesser number of fully paid up members shall be entitled to elect one member to deputise for the branch's Central Council member ; each branch with 100 (one hundred) or more fully paid up members shall be entitled to elect two members to the Central Council : provided that a branch having less than 12 (twelve) fully paid up members shall not elect a member to the Central Council . Nominations for election to the Central Council shall be forwarded to the General Secretary before October 1st of each year . Each such nomination shall be signed by two fully paid up members of the branch and by the nominee . In the event of no nomination being received by October 1st from any branch , the Chairman of the branch as elected at the annual meeting of the branch shall be the Central Council representative of the branch for the ensuing year if such branch is entitled to elect one member to the Central Council ; and the Secretary of the branch of the branch as elected at the annual general meeting shall be the branch's second representative on the Central Council if the branch is entitled in accordance with Rule to two representatives on the Central Council.
- (h) The name, or names , of the duly elected members of the Central Council shall be furnished to the General Secretary by each branch secretary as soon as may be after each branch Annual General Meeting.

### **23. NEGOTIATIONS AND DISPUTES**

- (a) All negotiations , disputes and discussions thereon between members and their employers , or between members inter se , concerning salary rates , conditions of employment , pension or superannuation schemes , and allegations of unprofessional conduct , shall be referred to the Central Council as hereinafter provided .
- (b) On notification to a branch by a member , or members , of the existence of a dispute , or the imminence thereof , the branch , in Special General Meeting called for that purpose , shall make a preliminary investigation of the matter , and if deemed advisable , report thereon to the General Secretary of the Association ; all voting at such branch Special Meeting shall be by secret ballot of branch members entitled to vote.
- (c) The General Secretary , on the receipt of the aforesaid report from any branch , shall request the President of the Association to nominate three members of the Central Council (other than Council Members elected by the branch concerned) who, or whose nominee or in the event of the President being unable to name his representative , a vice-president's nominee , with the General Secretary and such members of the branch , (not exceeding five , and including the branch

Central Council member, or members) as the Branch shall determine shall act as a Negotiating Committee; and fully investigate the matter, or matters, concerned.

- (d) The Negotiating Committee shall make a report to the Central Council and shall make such recommendations as it shall deem advisable; the Central Council shall have power to reject all, or any, of the recommendations of the Negotiating Committee; the said Committee and the member, or members, of the Branch shall be bound by the decision of the Council.
- (e) The said Negotiating Committee shall have power to call a Special Central Council Meeting to consider the recommendations of the said Committee.
- (f) The Central Council shall have power if it so desires to call a Special General Meeting of the Association to consider the report of any such Negotiating Committee.
- (g) The Central Council shall have the power, with the consent of the member, or members, disputant, to refer any dispute to an Arbitrator, or Arbitrators, who may be a non-member, or non-member of the Association.
- (h) In the event of members receiving notification, by circular or otherwise, from the Association that a vacancy in any concern has been caused by a dispute (between owners and managers) no member shall apply for the position, or having applied, shall withdraw their application until they receive the consent, in writing, of the Central Council, who will decide as to the conditions under which a member may accept the position. The consent of the manager vacating the position shall not excuse non-compliance with this Rule.

#### 24. UNPROFESSIONAL CONDUCT

It shall be deemed to be unprofessional conduct on the part of any member who:-

- (a) Accepts an appointment concerning which a dispute exists between the Association and the employers concerned;
- (b) Canvasses or causes to be canvassed the position of another member.
- (d) Discusses with non-members the private business of the Association, or any dispute actual or pending in which he or others may be involved.

All charges of Unprofessional Conduct shall be investigated in the first instance by the Committee of the Branch to which the member so charged belongs. A member who shall have been deemed to be guilty of unprofessional conduct, shall be subject to such penalty by way of censure, fine, suspension or expulsion from

membership as the Central Council shall determine.

## 25. MEETING OF COUNCIL

- (a) The Council shall meet at least twice in every year and may meet as often as occasion requires, on the direction of the President or on requisition signed by nine members of the Council and stating the purpose of such meeting. Except in cases of emergency, at least five clear days' notice of all meetings of the Council shall be given to all persons entitled to attend.
- (b) At each meeting of the Council, the President, or in his absence, a Vice-president, shall preside. The President or Vice-President and nine members of the Council shall form a quorum, but if the President and Vice-President are unable to attend, any nine members of the Council may form a quorum and may appoint their own Chairman for such meeting. Questions shall be decided by a majority of votes, each member of the Council having one vote only, but if upon any question the votes are equal, the presiding member only shall have a second or casting vote.
- (c) The Central Council may appoint such sub-committee as they may determine, and may authorise them to deal with such matters as may be referred to them, subject to such conditions, if any, as may be laid down by the Central Council, or the Rules of the Association.
- (d) The members of the Central Council shall be paid reasonable travelling expenses in respect of attending meetings of Central Council, and any other meetings of the Association, or its branches, as they may be specially directed by the General President.

## 26. NOTICES

All Notices required by these Rules to be delivered or posted by the Association to any member shall be deemed to have been sufficiently delivered or posted if they are delivered at, or addressed to, the last known place of abode, or employment, of the member.

## 27. EXPULSION OF MEMBERS

- (a) The Central Council may expel any member who:-
  - (i) Has been imprisoned for any crimes;
  - (ii) Has been guilty of serious personal misconduct;
  - (iii) Has wilfully committed repeated and serious breaches of the rules of the Association;
  - (iv) Has been deemed guilty of unprofessional conduct.

- (b) In the case of a breach of any rule, of the Association, the Central Council shall have power to impose a penalty either by way of fine or suspension from membership.
- (c) No fine imposed under these rules shall exceed one-tenth of member's gross salary and no suspension shall exceed twelve months.
- (d) Where it is proposed to expel a member or to impose any other penalty, the Association shall send him a statement in writing, giving full particulars of the charge against him, together with a copy of the rule under which it is brought. He shall be given an opportunity of submitting his case at a meeting of the Central Council, or a sub-committee thereof, of which meeting he shall have seven days' notice and shall be entitled to attend in person before them. Whether present or not, he shall be permitted to submit such evidence in his defence as may be proper in the circumstances. Except with the consent of the member the meeting shall not be held later than 14 days after the date on which notice of the charge is given to him and the decision of the Central Council or sub-committee shall be recorded in the minutes, and a copy thereof shall be forwarded forthwith to the member.

#### **28. READMISSION OF EXPELLED MEMBER**

An expelled member may be readmitted by the vote of two-thirds of the members present and voting at an Ordinary General Meeting.

#### **29. COST OF HOSPITAL TREATMENT OR SURGICAL OPERATIONS**

- (a) Any member of the Association not in arrears with his membership subscription for any of the two years preceding the year of his hospitalisation shall be allowed two-thirds of the actual fee or fees paid by him for a surgical operation and/or hospital treatment, but such allowance shall in no single case exceed forty pounds and not more than £40 shall be paid in respect of such fees in any one year to any member provided always that such members shall provide evidence of such hospitalisation and the net fees payable by him to the surgeon and/or hospital. Claims under this Rule must be made within the year of the hospital treatment in a sanatorium, nursing home or mental institution shall be admissible.
- (b) All claims for proportion of costs of surgical operations shall be accompanied by operating surgeon's certificates and receipt for fees paid him.
- (c) Any matter not provided for in the foregoing rules shall be decided from time to time by the Central Council.



30.

Persons employed in the food and milk processing industries who are not eligible for membership under Rule 3. may be organised as Associate Members by the Central Executive Council on such terms and conditions as may be determined by the Central Executive Council.