

UNISON EASTERN REGION

Disabled Members' Committee Constitution

1. The Committee

- 1.1 The name of the committee will be UNISON Eastern Region Disabled Members' Committee, hereafter known as ERDMC.
- 1.2 The committee is a sub-committee of the Eastern Regional Council.

2. Objectives

- 2.1 To work against negative discrimination, to promote positive action on disability, to support the social model of Disability and provide support to UNISON's members.
- 2.2 To campaign for increased participation and influence of disabled members within UNISON and the trade union movement in general. To ensure adequate representation of all disabled members.
- 2.3 To campaign on issues that affect disabled people.
- 2.4 To develop links with organisations of disabled people and, where considered appropriate, with agencies and organisations for disabled people.
- 2.5 To actively promote provision of training to meet particular needs of disabled members and to promote and encourage education for all UNISON members on these issues.
- 2.6 The ERDMC will be a working and campaigning committee of the Eastern Region. It will report to the Eastern Regional Council annually, via a written report.

3. Membership of UNISON Eastern Region Disabled Members Committee

- 3.1 The committee and its chair will be elected at each AGM (apart from the National Disabled Members Committee Reps and subs who will be elected bi-annually) of the ERDMC.
- 3.2 The committee is open and welcomes all disabled members of UNISON throughout the Eastern Region.
- 3.3 A list of all committee members will be kept and maintained at Regional Office.
- 3.4 Provision will be made for such access and facilities as may be necessary to enable members to attend and fully participate in meetings of the committee.
- 3.5 It is acceptable for members to contribute by email, letter, telephone or any other means agreed by the committee in order to facilitate their participation.

Where a substitute has been elected, the delegate shall notify the substitute within 3 weeks (or asap) of the meeting if the delegate is unable to attend that meeting.

Where a meeting is not due to take place in time for a committee view to be fed into any consultation, or matter of importance to disabled members, then Committee members will be consulted by email and this may involve the use of electronic voting

- 3.6 The committee shall meet at least four times per year to decide policy, aims and activities, taking into account the views of members. Meetings shall be held, where possible, in different venues within the Region.
- 3.7 The quorum of the ERDMC shall be one third of the number of elected members of the committee.

In the event that a vote is held, and the votes are tied, the chair will have the casting vote. Only Committee members may vote”.

- 3.8 The committee will be facilitated by a member of UNISON staff appointed by the Regional Secretary.
- 3.9 Committee meetings will be formally minuted by a UNISON staff member and circulated to those registered on the mailing list. The member of staff may speak and present reports but may not vote.
- 3.10 The principles of proportionality and fair representation as defined in UNISON rules shall apply to all elections.
- 3.11 The committee will consist of:

Co-Chair (2)
Deputy Co-Chair (2)
Labour Link Rep
General Seat (3)
National Disabled Members Committee Rep (2)
National Disabled Members Committee Rep (subs) (2)
Regional Executive Representative
Regional Council Representative (2)
Health Service Group Representative
Local Government Executive Representative
Police and Justice Representative
Higher Education Representative
Community Representative
WET Service Group Representative
Young Members' Group Representative
Black Members' Group Representative
Women's Committee Representative
Lesbian Gay Bisexual and Transgender+ Committee representative
London East and South East Trades Union Council Representative(2)

4. Funding

- 4.1 The committee funding is derived from the lay activity budget made available each year from the Regional Council.

- 4.2 To fund activity beyond committee meetings and attendance at NDMC/NDC a *bid* for funding (it may be Regional Pool, GPF or Regional Development Fund money) may be submitted to the Regional FDO Committee as and when it is felt financially necessary and appropriate in compliance with the current regional rules on bids.
- 4.3 Expenses (travelling and subsistence and facilitation as required) for visitors to committee meetings will be the responsibility of the visitor's individual branch.
- 4.4 Expenses (travelling and subsistence and facilitation as required) for committee members acting on committee business will be met by the ERDMC. Expenses (travelling and subsistence and facilitation as required) for committee members attending appropriate events as delegates from the ERDMC will be met by that committee.

5. Annual General Meetings and Elections

The Annual General Meeting shall be held to fit in with the Regional Council's timetable.

Notice will be sent, including nomination papers from a UNISON staff member at least 6 weeks prior to the meeting

The committee will elect its officers and representatives (and substitute representatives) at its Annual General Meeting, taking into account the principles of proportionality, to such bodies within the union and outside as required. Where a vacancy arises throughout the year, an election may be held at a meeting outside of the AGM.

Elections will be by those present at the AGM who self-define as disabled and are UNISON Eastern Region members.

Self-nominations for election will need to be returned to the Regional Office 1 week prior to the AGM. If nominations for a particular post are not received, then nominations can be

taken from the AGM floor on the day. Elections will be held by means of a secret ballot.

Meetings of the committee are open meetings, in that all committee members are invited, along with any other self-defining disabled members of the Eastern Region.

6. Alteration of constitution

The constitution may only be amended at the AGM by a simple majority vote of those present.

Reviewed and ratified December 2019
Reviewed and ratified December 2022