

THE GAMBIA TEACHERS UNION



(GTU)

MID-TERM REVIEW CONGRESS

Draft Constitutional Amendments

24TH/25TH AUGUST 2012
Paradise Suites Hotel

1. Be it resolved that paragraph 4.4.4, Article 4 (**Eligibility For Admission to Ordinary Membership**) be **regarded obsolete** and be **deleted**:

The following shall be eligible for admission as ordinary members: " Teachers in nursery schools";

This is implied in paragraphs 4.4.1 ("all qualified teachers in public and private schools") and 4.4.5 ("any other category or categories of teachers as may be defined by the National Executive Committee (NEC)");

2. Be it resolved that paragraph 4.5.4 ("*All cases of membership will commence from the date of receipt of the completed application form from the Regional Chairperson and shall be subject to acceptance into membership by the Regional Committee at its next general meeting and the approval of the NEC. Deduction of union dues will commence from the salary received in the 3rd month following the date on which the form is received by the Regional Committee Chairperson*") **be deleted**;

This is both inconsistent and bureaucratic in process and procedures.

6. Be it resolved that Article IV, paragraph 4.5.6 be amended to read as:

"All members whose salaries are paid by the *Government of The Gambia (GoTG)* shall authorize deduction of subscription from salary;

Limiting the cohort to MoBSE could be counter-productive

7. Be it resolved that paragraph 4.6.2 (**Permanent Expulsion Clause**) of Article IV be expanded to include the right of the member to defend and to read as "*the concerned member shall have the right to defend his/her action before the special committee*".

8. Be it resolved that Article VI (**Representation**) be amended as thus:

- a. *Only members whose dues for the academic year are fully paid up shall be eligible to vote and serve on a committee of the Union. All representations on other bodies or committees for and on behalf of the Union shall be subject to approval by the relevant Union authority. Persons who seized to hold responsibility of their initial positions that led to the recognition for the said representation shall be appropriately replaced.*
- b. *All congresses shall be delegated in nature*

9. Be it resolved that paragraph 10.3 of Article XI be replaced with **MID-TERM REVIEW CONGRESS** and shall read as follows:

- a. There shall be a review delegates congress during the middle of any existing mandate
- b. Delegates to the Mid-term Review Congress (MTRC) shall comprise active members of the National Executive Committee and the Women's Executive Committee. The number of regional delegates to the MTRC shall be 2/1 for Regions 1 & 2 and the Upper Regions respectively or as may be proposed by the CPC. The Committee shall put into consideration, the proportional representation of Regions 1 and 2 against others in terms of the number of members in them.
- c. There shall be a Women's Caucus at the MTRC to review and discuss women issues.
- d. The total number of delegates to the MTRC shall not exceed 100 and regional delegates must be representative both in numbers and gender.

10. Be it resolved that PARAGRAPHS 10.3 to point 6 be restructured as 10.2.15, 10.2.16, 10.2.17 and 10.2.18 respectively, (Article X)

11. Be it resolved that Paragraph 11.5 (Tenure of Office) be amended to read as:

An elected National Executive member shall not hold one office for more than 2 consecutive terms of 5 years each. Retiring executives shall observe a cooling period of at least 1 year. No officer shall be allowed to recycle positions either within the Main Union or its wings.

12. Be it resolved that Paragraph 13.3.1 be amended as –

He/she shall devote his/her time to the business of the Union and the National Executive Committee and shall be the Principal Executive Officer of the Union and administration at the Secretariat of the Union. He/she shall be responsible to execute the decisions of Congress and the National Executive Committee

"and supervisor of its committees and the coordination of the work be deleted"

13. Be it resolved that Paragraph 13.3.3 be amended as –

He/she shall be provided with all necessary personnel, transport, office accommodation and equipment and all other *relevant* facilities for conducting the business of the Union and the National Executive Committee

14. Be it resolved that Paragraph 13.5.1 be amended as –

The Organising Secretary in consultation with the President and General Secretary shall *support the* organization *of* functions for the benefit of members of the Union

15. Be it resolve that Article XIII (**Functions of Officers**) be expanded to include Paragraph 13.7 NEC SECRETARY which shall read –
- 13.7.1 S/he shall take minutes of all NEC meetings and Congress Proceedings and submit to the Office of the GS for further actions
- 13.7.2
16. Be it resolve that Article XIII (**Functions of Officers**) be expanded to include Paragraph 13.8 MEMBERS which shall read –
- 13.8.1 *S/he shall be considered for any temporary replacements of any vacant positions on NEC, including acting as president as may be deemed fit by the NEC. At least 2/3 of members present shall vote for the nomination.*
14. Be it resolved that paragraph 14.1.2 of Article XIV be amended to read as:
- It shall have an Executive Committee with the Female Vice President, the General Secretary or his/her deputy and Desk Officer as Ex-Officio members*
15. Be it resolved that Article XIV Paragraph 14.2.3 be amended to read as:
- Its Board of Directors shall report to the NEC for its activities and operations through the Chairman.*