

THE GAMBIA TEACHERS UNION



(GTU)

NATIONAL DELEGATES CONGRESS

Draft NEC Resolutions

28TH/29TH AUGUST 2014
Paradise Suites Hotel

A. MEMBERSHIP

1. **RECOGNISING** the invaluable contributions of retired teachers within both the Union and the larger education sector;

WE the delegates at the National Delegates Congress Meeting at the Paradise Suites Hotel 28th August 2014, wish to propose that:

Membership of Retired Teachers-on-contract to the GTU to include all other categories of membership except the Full Membership Category

2. We the delegates of the 2014 NDC resolved that Associate Members of the GTU shall not be elected on the NEC or its organs;
3. An agency fee equivalent to the dues paid by members shall be levied on staff of the Union and associate members only by N/MTDC;
4. All members in public schools shall authorize deduction of subscription from salary;
5. Members other than those in (4) shall pay their union dues in accordance with arrangements presented by the NEC or its constituent committees;

B. CLUSTER EXECUTIVE COMMITTEES

6. The basic unit of the union is the educational institution/school. The Basic unit shall:
 - a. Elect a representative (SR) whose name shall be forwarded to the Regional Chairperson for onward transmission to the GTU Secretariat;
 - b. Deliberate on matters of common interest to members in the establishment at least every three months
7. Clusters shall:
 - a. discuss and decide matters of common interest to all members in the cluster and other matters referred to it by the Regional or National Executive Committee of the Union;
 - b. receive and collate reports, resolutions, motions from members in the Cluster and submit a final draft to the Regional Executive Committee;
8. Cluster Executive Committees shall be formed and composed of five elected representatives from schools in the Cluster and shall be elected every 5 years at the Regional Delegates Congresses. Cluster Executive Committees shall comprise: Chairperson, Vice chair/Secretary, Treasurer and CCs;
9. Cluster Chairpersons shall be elect at the RDC by their respective delegates;

C. RECs AND RDCs

10. The Regional Executive Committee of the Union shall be formed in Designated GTU Regions;
11. The general management of Regional Funds shall be prescribed in the Regional Vote Requisition and Retirement Guidelines;
12. All congresses shall be delegated in nature. The Secretariat shall be charged the responsibility of organizing congresses;
13. A Regional Delegates Congress shall be the highest political organ of the Designated GTU Region and shall be held before the National Delegates Congress;
14. RDCs shall:
 - a. make recommendations to the National Delegates Congress on important motions and decisions affecting the Union;
 - b. elect the Regional Executive Committee (REC) comprising:
 - i. Regional Chairperson
 - ii. Vice Chairperson who serves as Secretary
 - iii. Regional Treasurer
 - iv. GTUWW Regional Representative
 - v. GTUCCU Regional Director
15. The REC shall compose the offices in 15(b) and prescribed number of Cluster Chairpersons as may be approved by the NEC per region

D. NDC, MTDC & WOMEN'S CAUCUS

16. There shall be a Congress of the Union every five (5) years and Mid Term Delegates Congress to review the activities of the Union and take appropriate decisions;
17. The date of the Congress shall be decided upon by the National Executive Committee;
18. The Women's Wing shall hold a Women's Caucus prior to the National Delegates Congress to discuss women issues and elect officers to the Executive Committee of the Women's Wing;
19. Proportional representation of national delegates be based on teacher population at a region on a ratio of 1:100. Principal Regional GTU Officers and NEC shall be part of the NDC delegates.

E. NATIONAL EXECUTIVE COMMITTEE

20. The National Executive Committee shall choose the place of the meeting of the National Delegates Congress and notification of the choice of venue shall be communicated by the Secretariat;
21. The National Executive Committee shall be composed of 5 elected members; the President, Vice President, National Treasurer, Secretary and Women's Wing Chairperson who shall be elected at the National Delegates Congress. The following persons shall also be part of the NEC:
 - i. All Regional Chairpersons, elected at RDCs;
 - ii. The Chairman, GTUCCU Board as ex-officio member;
 - iii. The General Secretary as ex-officio member;
 - iv. The General Manager, GTUCCU as ex-officio member
 - v. The Chairperson, ALBASH as ex-officio member;
 - vi. The Chairperson, Conference of UBS as ex-officio member
 - vii. The Chairperson, Conference of SSS as ex-officio member
22. There shall be established the following specialized statutory sub-committees within the National Executive Committee:
 - i. Management Committee of 7 members
 - a) The President
 - b) Vice President
 - c) National Treasurer
 - d) General Secretary
 - e) General Manager
 - f) GTUCCU Board Chair
 - g) NEC Secretary
 - ii. Finance and Conditions of Service committee of 7 members;
 - a) The President
 - b) Vice President
 - c) National Treasurer
 - d) General Secretary
 - e) General Manager
 - f) GTUWSC Chair
 - g) NEC Secretary
23. NEC shall establish ad hoc committees to deal with particular issues as it shall deem necessary;
24. It shall direct all strategies and tactics for advocacy, lobbying, campaigning, bargaining and negotiation;
25. The Vice President shall assume the functions of the President in an event he/she is out of the country or is unable to act;
26. The NEC Secretary shall assist the General Secretary in writing speeches;

27. Officers retiring from the wings (Board & WW), shall not be eligible for election into NEC unless they observe one year cooling period.

F. TENURE OF OFFICE

The maximum term limit of all political officers in NEC shall be two terms. Officers interested to continue their voluntary duties shall do so upon observing a cooling period of at least 1 year after leaving office;

G. REC CHAIRPERSON

28. S/he shall represent the President in the designated region;
29. S/he shall report on the activities of Regions to the OP;

H. WEC

30. It shall address gender-related issues;
31. It shall have a Women's Status Committee (WSC) headed by a Chairperson and assisted by the Vice Chairperson/Secretary and Treasurer. The, General Secretary or his/her deputy, the President, a nominee of the Board of Directors of the GTUCCU and Desk Officer shall serve as Ex-Officio members on the WSC;
32. It shall elect its Executive members – a Chairperson, Vice Chairperson who shall serve as Secretary and Treasurer at a Caucus during the National Delegates Congress;
33. It shall report to the NEC on its activities and operations of the Wing through the Chairperson;
34. The Chairperson shall have a sitting and voting right on the NEC;

I. GTUCCU

35. It shall save for its members each month the agreed sums as per the requirements of the GTU Credit Union Bye-laws and principles;
36. The General Manager and Chairman shall have sitting and voting rights on the NEC;
37. Its Regional Directors shall have Sitting and Voting rights on their respective Regional Executive Committees;

J. AFFILIATION

38. The GTU shall be affiliated to organizations with similar objectives that NEC deem necessary. Similarly, the NEC shall approve requests for similar organisations to affiliate with the Union;

K. AMENDMENT

39. This Constitution, or any part thereof, may be amended by the National Delegates Congress or the Mid-Term Delegates Congress;
40. For the avoidance of doubt, the quorum for the meeting at which the motion for amendment is to be tabled shall not be less than two-thirds of all the paid up members present;
41. Any member may propose an amendment of the Constitution or any part thereof by a notice to serve on by the Chairperson (President) at least Two (2) weeks before the meeting at which it is proposed to move the motion.