



NATIONAL EXECUTIVE (NEC) / INDUSTRIAL EXECUTIVE (IE) ELECTION ARRANGEMENTS & GUIDELINES 2021

Introduction

Branches will be aware that following the decisions taken at the Special Rules Revision Conference held on 24 April 2021 in relation to CWU rule 8.1.3 that a number of changes have been made to the composition and structure of the NEC. Due to this the NEC have taken the decision to produce a set of election arrangements and guidelines to assist branches, prospective candidates and members in the 2021 NEC and IE election process.

For clarification purposes whilst at this point in time there are no significant changes to the structure and size of the CWU Industrial Executives (Postal Constituency and Telecom & Financial Services Constituency), on the basis that the ballots for the IE elections are conducted at the same time as the NEC elections (for economic and administrative reasons) and therefore the ballot papers for the IE elections are contained in the same constituency mailing, then there is also a requirement to provide guidance on the election and balloting arrangements for these elections.

Term of Office - CWU National Executive Council (NEC) and Industrial Executive (IE) – 2021 to 2023

Branches and candidates should note the term of office for the successful NEC and IE candidates elected in the 2021 series of elections will run from the end of August 2021 to the end of April 2023. These dates will also be published in the election regulations.

Election Arrangements

As indicated above there have been a number changes to the size and structure of the NEC. This includes increasing the number of equality strand positions from 4 to 8 and the introduction of gender and racial balance quotas for NEC positions. These are being introduced as a result of the CWU seeking to improve the proportionality of the NEC.

Information regarding the above revised NEC positions is detailed in the election regulations however for ease of reference attached to this document is an extract from the regulations that contains a list of positions which are subject to election in 2021 (See Appendix A).

Additionally Branches should note the following points in respect of the election arrangements;

- Nominees are eligible to stand for election for all positions subject to any constituency or age criteria/requirements.
- Candidates standing for NEC positions will be required to complete the section of the nomination in relation to gender and race identification where applicable.
- Candidates for Postal Constituency positions must have the nomination of their own Branch.
- Candidates for TFS constituency positions must be nominated by a Branch or Branches with members in the TFS constituency.
- Candidates for the Young Workers NEC positions must be 29 or under at the time of the election.
- Candidates for the Retired Member Sector positions must have the nomination of their own Branch.

Due to the revised structure of the NEC (referred to above) we have listed below the format of the nomination and subsequent balloting arrangements i.e. how the position will be identified on the respective ballot paper.

As you will see the positions have been sectionalised to reflect their specific role within the NEC and Industrial Executive where this is applicable. The purpose of this is to provide greater clarity to Branches, and more importantly candidates and voting members, in relation to which particular NEC position they may decide to stand for or which candidate they may wish to vote for. This is of particular importance where candidates are standing for election in more than one ballot.

Advance notice to branches of the introduction of the revised arrangement is also necessary so that branches are able to advise prospective candidates of the positions open to nomination and so they can compile recommendation listings for publication to their members where they wish to do so.

NEC SECTIONS

Please find below a brief explanation of the relevant NEC sections that will be replicated on the respective ballot papers.

Section 1

All members elected to NEC Section 1 positions will be elected biennially. Members will be full voting members of the NEC and **will automatically be members of their respective Industrial Executives.**

In the Postal Constituency there are eleven (11) lay member NEC positions open to election by and from all members in the Postal Constituency of whom at least two (2) must be Women and at least one (1) must be BAME.

In the TFS constituency there are eight (8) lay member positions open to election by and from all members in the TFS Constituency of whom at least two (2) must be Women and at least one (1) must be BAME.

The process to be used for allocating the Women and BAME quota requirements included in the union rules for section 1 positions will be as follows;

At the conclusion of the balloting period i.e. once voting has closed and all votes counted, the Independent Scrutineer will ensure that CWU rules regarding Women and BAME proportionality quotas are fully complied before declaring the results.

Candidates will be listed in order of votes received for the positions of Constituency Chair (1 position), Constituency Vice Chair (1 position) and then the remaining available NEC positions available in section 1 (Postal 9 positions and TFS 6 positions). Beginning with the Constituency Chair and Vice Chair positions followed by the remaining positions, the scrutineer will assign the required number of positions available including assigning positions for Women and BAME seats according to votes received.

For clarity there will not be separate sections or specific stand-alone seats on either the nomination form or the voting paper for Women or BAME positions however in order to ensure that the quota requirement is fully complied with all candidates for section 1 positions will be required to complete the part of the nomination form in relation to their gender and race identification to be eligible to be stand for section 1 positions.

The positions available are as follows:

Postal Constituency

- Constituency Chair
- Constituency Vice-Chair
- 9 members

TFS Constituency

- Constituency Chair
- Constituency Vice-Chair
- 6 members

Section 2

All members elected to NEC section 2 positions will be elected biennially. They will be full voting members of the NEC however they will **not** be members of their respective Industrial Executives.

There are two (2) lay member positions open to election by and from all members in the Postal Constituency of whom at least one (1) must be a Woman. In the TFS Constituency there are two (2) lay member positions open to election by and from all members in the TFS Constituency of whom at least one (1) must be a Woman.

Additionally Lay members holding section 2 positions will **not** be eligible to hold a position on their respective Industrial Executives.

These positions are as follows:

Postal Constituency

- 2 members

TFS Constituency

- 2 members

Section 3 (Young Workers)

All members elected to NEC section 3 positions will be elected biennially. They will be full voting members of the NEC however they will **not** be members of their respective Industrial Executives. All members standing for section 3 positions must be 29 or under at the time of the election.

In section 3 there is one (1) lay member position open to election by and from all members in the Postal Constituency and one (1) lay member position open to election by and from all members in the TFS Constituency.

These positions are as follows:

Postal

- 1 Young Worker member

TFS

- 1 Young Worker member

Section 4 (Equality Strands)

All members elected to NEC section 4 positions will be elected biennially. They will be full voting members of the NEC however they will **not** be members of their respective Industrial Executives.

In section 4 there are a total of Eight (8) positions available for election.

In the Postal Constituency Four (4) positions are available to be elected by and from all members in the Postal Constituency for each of the equality strands listed below.

In the TFS Constituency Four (4) positions are available to be elected by and from all members in the TFS Constituency for each of the equality strands listed below.

CWU Equality strands:

- Women
- LGBT+
- BAME
- Disability

Section 5 (Retired Members)

In section 5 there will be one (1) NEC Retired Members position elected biennially who will be subject to election by and from all members of the CWU Retired Members sector.

The Retired Members NEC Representative shall not be entitled to vote on issues that are Financial, Rule, Constitutional or issues that could be considered to have an Industrial context except where they apply only to Retired Members.

All candidates standing for the Retired Members Sector NEC Representative must be listed as a Retired Member on the CWU membership database at the time of the election.

INDUSTRIAL EXECUTIVE SECTIONS

Section A (Postal Constituency)

The Postal Executive (PE) will consist of 17 lay members elected biennially.

The composition of the PE is as follows:

- a) 11 NEC members (***These are the elected NEC Section 1 members***) elected by and taken from all Members in the Postal Constituency whom in accordance with the rules of the CWU shall automatically be members of the respective Industrial Executive.
- b) Subject to implementing the outcome of (a) above up to 2 members elected by and taken from members who are from Postal Technical Services Grades.
- c) Subject to implementing the outcome of (a) and (b) above the remaining places on the PE will be elected by and taken from members who are from Postal Grades.

Section B (Telecom & Financial Services Constituency)

The Telecoms & Financial Services Executive (T&FSE) will consist of 16 lay members elected biennially.

The composition of the T&FS Executive is as follows:

- a) 8 NEC members (***These are the elected NEC Section 1 members***) elected by and from all members in the Telecoms and Financial Services Constituency whom in accordance with the rules of the CWU shall automatically be members of the respective Industrial Executives.
- b) 1 member elected by and from all members the Telecom & Financial Services Constituency and **who must be aged 29 or under at the time of the election.**
- c) 1 member elected by and taken from members in the Santander Group and related companies (Santander UK, Santander UK Operations Ltd, Santander UK Technology Ltd, Santander Global and Paragon Customer Communications).
- d) 1 member elected by and taken from members in Telefonica O2 UK and Connect 44.
- e) 1 member elected by and from all members working for Capita in the T&FS Sector and 14Forty (Capita contract).
- f) 4 members elected by and taken from all other members in the Telecom & Financial Services Constituency.

APPENDIX A

CWU Rule 8.1.3:

1. NEC

The NEC shall comprise of 34 members:

- a) President and Vice President, but their inclusion shall not increase the numbers from their originating Constituencies.
- b) 11 lay members elected biennially by and from the Postal Constituency and 1 of whom shall be the Vice Chair. All of whom shall automatically be members of the Postal Industrial Executive. At least 2 lay members must be women. At least 1 lay member must be BAME.
- c) 2 lay members elected biennially by and from the Postal Constituency. At least 1 lay member must be a woman. Lay members holding these 2 positions will not be eligible to hold a position on the Postal Industrial Executive.
- d) 8 lay members elected biennially by and from the Telecom and Financial Services Constituency and 1 of whom shall be the Vice Chair. All of whom shall automatically be members of the Telecoms and Financial Services Industrial Executive. At least 2 lay members must be women. At least 1 lay member must be BAME
- e) 2 lay members elected biennially by and from the Telecom and Financial Services Constituency. At least 1 lay member must be a woman. Lay members holding these 2 positions will not be eligible to hold a position on the Telecoms and Financial Services Industrial Executive.
- f) 2 lay Young Workers members elected biennially who must be 29 or under at the time of the election. 1 of whom will be elected by and from the Postal Constituency and 1 of whom shall be elected by and from the Telecoms and Financial Services Constituency.
- g) 1 lay Retired Member elected biennially by all members of the retired sector.

The Retired Members NEC representative shall not be entitled to vote on issues that are Financial, Rule, Constitutional or issues that could be considered to have an industrial context except where they apply only to Retired Members.

- h) 8 lay Equality members elected biennially, 1 lay member from each of the Postal and TFS constituencies for each of the following equality strands.

Women
LGBT+
BAME
Disability

2. POSTAL CONSTITUENCY INDUSTRIAL EXECUTIVE POSITIONS

The Postal Executive (PE) will consist of 17 lay members elected biennially.

The composition of the PE is as follows:

- a) 11 NEC members elected by and taken from all Members in the Postal Constituency whom in accordance with the rules of the CWU shall automatically be members of the respective Industrial Executive.
- b) Subject to implementing the outcome of (a) above up to 2 members elected by and taken from members who are from Postal Technical Services Grades.
- c) Subject to implementing the outcome of (a) and (b) above the remaining places on the PE will be elected by and taken from members who are from Postal Grades.

3. TELECOMS & FINANCIAL SERVICES CONSTITUENCY INDUSTRIAL EXECUTIVE POSITIONS

The Telecoms & Financial Services Executive (T&FSE) will consist of 16 lay members elected biennially.

The composition of the T&FS Executive is as follows:

- a) 8 NEC members elected by and from all members in the Telecoms and Financial Services Constituency whom in accordance with the rules of the CWU shall automatically be members of the respective Industrial Executives.
- b) 1 member elected by and from all members the Telecom & Financial Services Constituency and who must be aged 29 or under at the time of the election.
- c) 1 member elected by and taken from members in the Santander Group and related companies (Santander UK, Santander UK Operations Ltd, Santander UK Technology Ltd, Santander Global and Paragon Customer Communications).
- d) 1 member elected by and taken from members in Telefonica O2 UK, Connect 44.
- e) 1 member elected by and from all members working for Capita in the T&FS Sector and 14Forty (Capita contract).
- f) 4 members elected by and taken from all other members in the Telecom & Financial Services Constituency.