

NUPE Terms and Conditions.

Please remember that the application process is not automatic and you will officially be a part of NUPE after the first pay to us has been deducted from your pay.

I, hereby state that I wish to

- Become a member of the National Union of Public Employees (NUPE)
- Grant the National Union of Public Employees (NUPE) authority to represent my interests in negotiations with my employer.

I authorise the union to:

- Represent my interests in contract negotiations pertaining to my operative employment agreement;
- Settle the terms of any negotiated employment agreement with my employer through the agreed ratification procedure;
- Act as my representative pursuant to Section 236 of the Employment Relations Act 2000, in all my employment related matters
- Be joined as a party to the jointly negotiated employment agreement between NUPE and my employer.

Payment of Union fees

I authorise my employer to deduct union fees from my wages/salary.

NOTE: Union fees will not be deducted when the member is not earning wages or salary, e.g. Parental Leave and unpaid leave

Rights and obligations under the membership form

- This form is a membership form and also allows the union to negotiate and settle the terms of the signatory's employment contract and to arrange for the deduction of union fees from wages or salary.
- Nothing in this authorisation form shall alter any such right or obligation that is held because of the applicable contract, union rules or previous authorisation in respect of deduction and/or union membership.
- Conditions under which the union agrees to act as bargaining agent for a Collective Employment Agreement

- The union agrees to represent its members in negotiations for an Employment Agreement with the member's employer on the following conditions:
- The union shall at all times endeavour to represent the best interests of the member.
- Ratification procedures for Collective Employment Agreements and variations thereof
- Following a proposed settlement of an Employment Agreement, the following processes shall be followed before that settlement shall become binding:
- In the case of negotiations relating to the employment agreement of only one employee that employee shall verbally notify the union of their consent to the settlement.
- In the case of negotiations relating to two or more employees:
 - The union shall notify the employees, either by mail, through its offices, or workplace representatives or through a union publication of the date, time and venue for a meeting to ratify the settlement.
 - A majority vote for each occupational group of those voting at the meeting who have authorised the union to represent them in those negotiations shall be sufficient to ratify the settlement in respect of all the employees to whom it relates.
 - No occupational group for whom an agreement is being negotiated shall finally settle until all groups within that agreement have settled.
 - The meeting may consist of a number of meetings at the same time or different date, time or venue.
 - Proxy votes are acceptable where members are unable to attend a meeting and such proxy votes shall be in writing, signed and clearly identify whether the member accepts or refuses the settlement offer.
- The member agrees to be bound by the ratification process
- Once signed, the Authorisation shall remain in force until such time as either it lapses or is revoked as hereinafter provided.
- The Authorisation shall lapse upon the member ceasing to be employed by the employer named in the Authorisation.
- The Authorisation may be revoked by the Union at any time should the member fail to fulfil and discharge their obligation under the terms of these conditions, or under the Rules of the Union.