

# *CONSTITUTION*



**Zimbabwe Union Of  
— Journalists**

# *ZIMBABWE UNION OF JOURNALISTS*

*(as amended on 20 November 2005)*

**1. NAME OF THE UNION**

*The name of the union shall be Zimbabwe Union Of Journalists.*

**2. DEFINITIONS**

- (a) *“Act” in this constitution means the Labour Relations Act of Zimbabwe (1985) as amended in 1992.*
- (b) *“Employers” refers to Newspaper Group of Companies, Electronic Media Companies, Publishers, Institutions or any Companies or organizations employing journalists who are members of the Union as stated in Clause 4a) (i)-(iii)...*

**3. OBJECTIVES OF THE UNION**

- (a) *To uphold professional ethics in actively supporting the right to freedom of the press and realisation of fundamental human rights.*
- (b) *To foster harmonious relations between members and their employers and further the interests of members in relations between the members and their employers and to protect members against victimisation.*
- (c) *To promote the interests of the profession by encouraging the practical and technical training of Journalists.*
- (d) *To carry out collective bargaining for better working conditions, wages and salaries on behalf of members.*
- (e) *To establish any other, mutual benefit schemes for members, including a loan and unemployment fund.*
- (f) *To encourage the settlement of disputes by conciliatory methods.*
- (g) *To promote, support or oppose by lawful means proposed legislation or other measures affecting the interest of members.*
- (h) *To encourage all persons eligible to become members.*
- (i) *To assist members to obtain employment and generally to improve their livelihood.*
- (j) *To provide legal assistance to members on matters in connection with or arising from employment.*
- (k) *To establish working relations with other journalist and media organizations.*

- (l) *To work towards the increasing of the voice of journalists in decision making at their work place on editorial matters and programmes.*
- (m) *To establish branches throughout the country and to cater for members in the respective areas. The Union shall support the formation of affiliate branches of Zimbabwean journalists abroad.*

#### **4. MEMBERSHIP**

- (a) *Membership shall be open to all Zimbabwean journalists within the limits of the following: -*
  - (i) *Newspaper reporters, sub-editors, news editors, editorial heads of departments, photographers, cartoonists, news agency reporters, assistant editors, deputy editors and editors.*
  - (ii) *Radio and Television reporters, presenters, announcers and producers, sound technicians, cameramen, sub-editors, and editorial heads of departments, video editors and technical directors.*
  - (iii) *Free-lance reporters, journal and magazine reporters, journalists working as information and press officers.*
  - (iv) *Full Editors, deputy editors and assistant editors in the print media and directors and controllers in the electronic media shall not hold national office as president, vice president, secretary general or treasurer as well as at the branch executive level, however this can be wavered at provincial (branch) level with the full consent of the membership of that branch.*
- (b) *(i) Application for membership shall be considered by the National Council of the union within one month of receipt thereof.*
  - (ii) *if admission or readmission to membership is refused by the national council, the applicant concerned shall have the right to an appeal to Congress.*
  - (iii) *An applicant to whom admission to membership is refused shall on request be given written reasons for such.*
  - (iv) *Every member shall be provided with a membership card by the secretary general who shall enter in such card the members name and number.*
  - (v) *An applicant who has resigned or been expelled from the union may be readmitted to membership on the payment of a sum of money equivalent to the current joining fee. Notwithstanding any provisions of this constitution, any applicant seeking readmission has the right to appeal to the next National Council meeting or congress.*

#### **5. GOVERNING BODY**

*The National Council constituted in terms of clause 9 of this constitution shall be the governing body of the Union.*

**6. VOTING**

*All voting shall be done by secret ballot.*

**7. SUBSCRIPTIONS**

- (a) *Subscriptions and joining fee shall be determined by the general council.*
- (b) *A fee for readmission for membership shall be as stated in 4b (v).*
- (c) *Every member who pays any monies whatsoever to the Treasurer shall be given a receipt stating the amount paid.*
- (d) *A member shall be exempted from payment of the subscriptions for a period of six months during which s/he is unemployed.*

**8. MEETINGS**

a) *PREAMBLE:-*

*Congress shall be the supreme organ of the union. Officers of congress shall be - The President, Two (2) Vice Presidents, Secretary General, Treasurer, five (5) committee members and four (4) members of the gender mainstreaming committee.*

- b) *Congress shall be held every three years on a date and venue to be determined by the National Council. Notice and agenda of congress shall be sent to all members not less than 30 days before the day of congress.*

*c) Members can make special additions to the items on the agenda of Congress at least seven (7) days before.*

- d) *The business of the congress shall be disposed of in the following order:-*

- (i) *The reading of the notice convening congress*
- (ii) *The reading and confirmation of the minutes of the previous congress.*
- (iii) *The President's report.*
- (iv) *Secretary General's report.*
- (v) *Branch reports*
- (vi) *Gender Mainstreaming Committee report.*
- (vii) *The election of office bearers.*
- (viii) *Any other business.*

**9. NATIONAL COUNCIL OF THE UNION**

*The National Council of the union shall ensure that the resolutions of Congress are timeously and consistently implemented and shall review progress at regular intervals.*

*The National Council shall be the governing body of the union and shall run the affairs of the union in between congresses. In line with its mandate to govern the Union in-between Congresses, the National Council shall develop or decide on all policies and procedures required to give direction to the activities of the Union and the organisation and management of the affairs of the Union. The following are the general procedures governing the functioning of the National Council of the Zimbabwe Union of Journalists.*

- (a) The National Council shall consist of officers of Congress as in article 8(a) above, branch chairpersons and four (4) representatives of the Gender Mainstreaming Committee.*
- (b) The National Council shall meet at least twice a year.*
- (c) All National Council meetings shall be convened by the Secretary General. Special council meetings shall be called whenever desired by a majority of members of council or upon requisition signed by not less than 50% of members of the union.*
- (d) Notice of the National Council meeting showing the business to be transacted, shall be given to members not less than seven days before the date of such meeting provided that in case of a special council meeting such shorter notice as may be decided by the President is given.*
- (e) All motions at National Council meetings shall be in writing and shall be delivered to the Secretary General to be read to the meeting. No motions shall be considered unless seconded.*
- (f) All matters on which this constitution is silent shall be decided by majority votes of the members present.*
- (g) The quorum for any National Council meeting shall be 50% of the members. If within fifteen minutes of the time fixed for any meeting a quorum is not present the meeting shall stand adjourned and a further meeting shall be called within fourteen days and at this meeting members present shall form a quorum on condition that every category of those who should be present has at least fifty percent (50%) attendance including the branch representatives and at least two (2) representatives of the Gender Mainstreaming Committee are present.*
- (h) Vacancies occurring in the National Council may be filled temporarily by the National Council until the next congress only if such vacancies should be filled to ensure branch and gender representation. Any vacancy in the Officers of Congress shall be filled from amongst existing branch and Gender Mainstreaming Committee representatives already in the National Council. However such appointment shall be only in an acting capacity for the remainder of the term of the officer leaving the National Council till the next congress can appoint a substantive officer of Congress to the vacant position. Three officers shall be appointed for the purposes of the election one of whom shall be a Returning officer and the rest of the Council Members shall vote for the nominated candidate/s with results being determined by a majority.*

- (i) *The National Executive shall have power to either acquire or purchase, lease or let, dispose or sell any movable or immovable property and generally deal with any movable or immovable property belonging to the Union on behalf of the union provided that no immovable property shall be mortgaged, let or leased for a period longer than one year. No immovable property shall be sold or mortgaged unless at least fourteen days notice of intention to do so has been given to each member of the union and a simple majority of all paid up members have endorsed the decision.*
- (j) *The National Executive will deal with disputes between members and their employers and endeavor to settle disputes by conciliatory methods.*
- (k) *Provide assistance to members on matters affecting employment.*
- (l) *Open current and savings bank accounts in the name of the union.*
- (m) *Establish or participate in provident or other mutual benefit funds.*
- (n) *The National Council shall set up the National Secretariat which runs the day-to-day functions of the Union.*
- (o) *Co-ordinate and establish area branches.*
- (p) *To set up **any such** committees as the National Council may deem fit.*

#### **10. THE NATIONAL EXECUTIVE COMMITTEE OF THE UNION**

*The Officers of Congress as elected under section 8 (a) of the constitution shall form a National Executive Committee of the Council. The National Executive shall oversee the implementation of the decisions of the National Council in between the National Council Meetings and report on same to the National Council. The National Executive shall exercise its role directly or through the National Secretariat of the Union when and where necessary. The Secretary General of the Union shall be the one primarily responsible for overseeing the day to day functioning of the Union's Secretariat and shall be the one to whom the Secretariat shall refer in the event that they need to consult with the National Executive on any matter.(see section ten (10) on duties of Secretary General)*

#### **In the discharge of its duties, the National Executive shall:**

- i. *Meet at least once every three months to review the implementation of the Union's programmes and to decide on any pertinent issues to achieve best possible service delivery to union members. The quorum for such meetings shall be 50%.*
- ii. *Receive, consider and approve the Union's annual or longer term plan of activities and budget before submission of the same to the National Council.*

- iii. *Receive and consider financial and narrative reports on the implementation of the Union's plans and budgets.*
- iv. *Draft or cause to be drafted organisation and management and programme design and implementation policies and procedures to achieve the Union's objectives and submit these to the National Council for approval prior to implementation.*

**More specifically, the members of the National Executive shall perform the following functions:**

**a) PRESIDENT**

**The President of the Union shall perform the following functions:**

- i. *the president shall preside over all meetings at which s/he is present, and enforce observance of the constitution of the union, sign minutes of the meeting after confirmation,*
- ii. *cause to be prepared a consolidated annual and/or longer term plans and budgets for the service delivery related programmes to be implemented in line with the mandate of the Union. Submit such plans and budgets to the National Council for approval prior to the commencement of the implementation period.*
- iii. *be a signatory to the Union's bank accounts for drawing out cheques above the threshold defined according to the approved ZUJ Accounting policies and guidelines as amended from time to time by the National Council;*
- iv. *generally exercise supervision over the affairs of the union and*
- v. *perform such other duties as maybe required by Council.*

*The President of ZUJ shall not have a deliberative vote but in the event of equality in number of votes on an issue, the President or any other person appointed to act as Chairperson of a meeting, shall have a casting vote.*

**(b) VICE PRESIDENT**

*The Vice President shall in the absence of the President be the acting President and exercise the powers and perform the duties of the president. **The second** Vice president shall act as President in the absence of the President and the vice President until one of them returns. The decision of the acting President shall be equally binding as if made by the President himself or herself.*

**(c) ACTING PRESIDENT**

*In the event of both president and the two (2) Vice presidents being unable either temporarily or permanently to perform their duties, the National Council shall appoint a member from amongst them to act as President until a substantive President and Vice Presidents are appointed by Congress.*

**(d) SECRETARY GENERAL**

**The Secretary General shall perform the following functions:**

- i. ensure that such books and / or records as may be prescribed by the National Council including an updated register of members of the union are kept
- ii. receive requisitions for meetings issue notices of meetings,
- iii. conduct all correspondence of the union, keeping originals of letters received and copies of those dispatched. The Secretary General shall read the correspondence which has taken place since the last preceding meeting,
- iv. prepare or cause to be prepared and submitted to the National Executive for approval, an annual or longer term plan of service delivery in accordance with the mandate of the union.
- v. the day to day administration of the union together with the Secretariat of the Union.
- vi. The National Executive shall choose an acting Secretary General in the absence of the secretary General.
- vii. Be a signatory to the Union's bank accounts for drawing out cheques above the threshold defined according to the approved ZUJ Accounting policies and guidelines as amended from time to time by the National Council;

**(e) TREASURER**

**The Treasurer shall perform the following functions:**

- i. collect and bank in the union account joining fees, subscriptions, levies, fines and any other revenue due to the union,
- ii. maintain or cause to be maintained all necessary books of accounts for the recording of all financial transactions of the Union and
- iii. prepare or cause to be prepared an annual or longer term budget for submission to the National Executive for approval prior to the commencement of the relevant implementation period.
- iv. submit reports to the National Council on the financial position of the union at every National Council meeting;
- v. submit a three year consolidated audited financial statement of accounts and management report on the trends in the management of the finances of the Union over the three years since the last Congress from the auditors to congress. The treasurer shall be signatory to all union accounts.

**(f) Delegation of powers and responsibilities**

The National Executive may delegate any of its powers & responsibilities to a National Secretariat set by and operating according to policies and procedures determined by the National Council from time to time and implementing all Union programmes for the benefit of members of the Union.



## **11. THE GENDER MAINSTREAMING COMMITTEE**

*There shall be a GENDER MAINSTREAMING COMMITTEE whose tasks shall include the following:*

- i. enhancement of the status of the women journalists and promotion of gender equity in the workplace in all media houses,*
- ii. promotion of active participation of women members in union affairs,*
- iii. protection of all members against all forms of discrimination and victimisation on the basis of sex.*
- iv. design programmes to achieve the above for the benefit of all male and female members of the Union.*

*The Committee shall be made up of four (4) representatives elected in plenary by all members of the Union. There will be equal representation of both women and men in this committee (2 women and 2 men). This committee shall spearhead the promotion of gender equity within ZUJ and in the media. The Gender Mainstreaming Committee shall be elected at the ZUJ Congress after the election of Officers of Congress. Before the end of Congress, the elected Committee members shall convene the first meeting of the Committee and elect office bearers of Chairperson and Vice and a Secretary for managing its portfolio and the office bearers plus one ordinary member of the committee, shall be the automatic representatives of the Committee in the National Council. Such representatives shall formally be announced during the remaining proceedings of Congress as members of the National Council.*

*Meetings of the Gender Mainstreaming Committee shall be called at least twice in a year to draw up a programme of action on advancing gender equity in the media and to review a report on progress made in the year.*

## **12. FINANCE**

- (a) All amounts due to or collected on behalf of the union shall be paid to the treasurer who shall deposit them in such bank as may be decided upon by the National Council.*
- (b) The funds of the union shall be applied to the payment of the administrative expenses of the union. The acquisition of property and such other purposes in the furtherance of the objectives of the union as may be decided upon by the National Council or a general meeting voting by ballot.*
- (c) Payments for transactions made by the union shall require the appropriate prior approval at all times in accordance with the policies and procedures set out and approved by the National Council from time to time.*

- (d) *All payments shall be made by cheque in accordance with accountability policies and procedures of ZUJ as laid out in the Accounting Guidelines as approved by the national Council.*
- (e) *The National Council may at any time with the view to securing funds for any particular purpose, impose a levy determined by the National Council on every member of the union provided that notice of the proposed levy appeared on the agenda of the meeting and is recorded as a resolution of Council in the minutes of such a meeting.*
- (f) *Congress shall appoint auditors to look into the finances of the union for a period of three (3) years and their appointment shall cease at the end of the three year period with the submission of the financial statements referred to in clause 10(e) above.*
- (g) *No member who resigns or is expelled shall have any claim on the funds of the union.*
- (h) *The financial year of the Union shall be a period of twelve calendar months starting from 1st January and ending on the 31st of December each year.*
- (i) *On dissolution of the union, the funds on hand shall ensure that all liabilities and obligations are met, be disposed of in such a manner as decided by congress at which it is decided to dissolve the union but disbursed to such other not for profit organisations that serve the purpose of advancing media freedom and the profession of journalism.*

### **13. ELECTIONS**

- (a) *Nominations for elections at congress shall be made on a proper nomination paper drawn for that purpose and distributed at congress before voting for the specific office consistent with clause six (6) of the constitution.*
- (b) *Elections at branch level and Gender Mainstreaming Committee shall be conducted in such a manner as is consistent with what is set out in section six (6) of this constitution.*

### **14. BALLOT**

- (a) *Two returning officers shall be appointed by the National Council to supervise any ballot and ascertain the result thereof. Such returning officers shall be appointed from among persons who are not eligible to participate in the ballot either as contestants or voters.*
- (b) *Ballot papers shall be provided by the National Council. One ballot paper shall be issued on demand to each member who is entitled to vote at the place and during the hours fixed for the taking of the ballot.*

- (c) *Ballot papers shall not be signed or marked in any way apart from the mark required to be made by a member in recording her/his vote. Papers bearing any other mark shall be regarded as spoilt and shall not be counted.*
- (d) *On completion of the ballot, or as soon as possible thereafter, the result of the ballot shall be ascertained and declared by the returning officers.*
- (e) *Ballot papers including spoilt papers shall be placed in a sealed box after they have been counted and retained by the Secretary General for not less than three months during which period they shall, on written demand from not less than 50% of members be recounted by the two returning officers appointed by National Council to conduct the initial ballot.*
- (f) *The National Council shall be bound to take action on any issue falling within its mandate according to the decision of the majority of members voting by ballot at Congress or at Branch level.*
- (g) *Any proposal to declare or participate in a strike shall be approved by the National Council after sufficient consultation with and obtaining the endorsement of the proposal to take such industrial action by membership at branch level following the ballot procedure as outlined in clauses 14 (a) to 14 (e) .*
- (h) *Any appeal against the results of the elections will be heard by a three- (3) member committee appointed by the media ethics committee and the committee's decision shall be final.*

15. **DISCIPLINE:**

- 1) *No person shall be eligible for election or appointment to any office in the congress if such a person has at any time been convicted of an offence involving dishonesty or any other offence which contravenes the policies principles and aims of the Union or brings the Union into disrepute.*
- 2) *Congress shall have the power to waiver this for specific reasons*
- 3) *A person shall be removed from office if he/ she is deemed to have been disloyal to the principles objectives and values of congress.*
- 4) *A person shall be removed from office if the National Council passes a resolution with a two thirds majority.*
- 5) *A person shall be removed from office if he/she willfully, or without reasonable cause fails to carry out his duties or acts in contravention of the constitution and the standing orders.*
- 6) *No one other than the President and/or the Secretary General shall purport to represent the union in any forum in any country unless sanctioned by the National Executive in a decision recorded in the minutes of the National Executive meeting at which such a person was authorized to represent the Union.*

## **DISCIPLINARY COMMITTEE**

### **16.1 Disciplinary Committee**

- (a) *The National Council, at its first meeting after Congress, shall appoint a Disciplinary Committee whose responsibility shall be to ensure compliance with the ZUJ code of conduct and disciplinary issues by members at all times. The Disciplinary Committee shall also receive complaints and suggestions regarding the Union's code of conduct and the conduct of any of the Union members. With the approval of the National Council, the Disciplinary Committee shall set up its own investigations procedures on any matter that is brought up before it by a member or by an employer or any member of the public. Upon completion of its investigations, the Disciplinary Committee will submit its report to the National Council with recommendations on appropriate action to take in view of its findings.*
- (b) *The disciplinary committee shall investigate and conduct disciplinary hearings against any members who inter alia will have breached any provisions of the constitution or code of conduct or whose act or conduct is inconsistent with the conduct expected of a journalist and is likely to bring the profession into disrepute.*
- (c) *No member shall be, fined or expelled unless s/he has been afforded an opportunity to state her/his case personally at a Disciplinary hearing of which she/he has received not less than seven days notice in writing. The charges, which the member is facing, shall be clearly set out in such notice.*
- (d) *A member shall be entitled to call witnesses in support of her/his case when attending a meeting of the Disciplinary Committee*
- (e) *A member may be suspended, fined or expelled as may be determined by the Disciplinary Committee, if s/he infringes on any of the terms of this constitution code of conduct or acts in a manner which is detrimental to the interests of the union provided that there shall be a right of appeal against the imposition of a fine or expulsion or any other sentence imposed, to the National Executive. . Notice of such appeal shall be given to the Secretary General in writing within ten days of the date on which the decision of the Disciplinary Committee was communicated to the person concerned.*
- (f) *Any member aggrieved by the decision of the disciplinary committee shall appeal to the National executive committee in terms of clause 15.1 d*
- (g) *Any appeal lodged in terms of clause 15.1 (f) shall be heard and finalized within 30 days of receipt of such appeal.*
- (h) *If a member is aggrieved by the decision of the National Executive, the final appeal shall lie with the National Council the decision of which shall be final.*

*The National Council shall hear and finalise the appeal within 60 days from the date the appeal against the decision of the national Executive was filed.*

- (i) Any person who is expelled from membership shall upon application be given reasons for such expulsion. Upon expulsion of a member all monies due to the union by such member shall become payable. If payment thereof is not made within fourteen days, the National Council may take such steps as it deems necessary to secure settlement.*
- (j) A member shall cease to be entitled to any of the benefits of membership including the right to vote if the subscriptions or payments relating to any other charges set by the National Council or Disciplinary Committee are in arrears or during the period while s/he is under suspension in terms of this constitution.*
- (k) Where a member of the Disciplinary Committee is to be charged under the constitution or code of conduct, the national Executive shall conduct the hearing and any appeal shall lie with the National Council whose decision shall be final.*
- (l) Where a member of the national executive is to be charged either under the Constitution or code of conduct, the national council shall elect a committee amongst its members to conduct the hearing and any appeal thereof shall lie with the Media Ethics Committee whose decision shall be final.*
- (m) Appeals under clause (l) and (m) shall all be concluded within 60 days from the date that such an appeal was filed with the appellant body.*
- (n) The disciplinary appeal process shall further be provided for in the code, which shall precisely outline all the procedures however the framework of all the member's legal rights shall be enshrined in the constitution.*

## **16.2 Media Ethics Committee**

- (a)** *The National Council, at its first meeting after Congress, shall appoint a Media Ethics Committee whose responsibility shall be to ensure compliance with the national code of ethics at all times by members of the Union.*
- (b)** *Membership of the Media Ethics Committee shall be 10 and will be drawn up and appointed by the National Council as follows:*
  - o The President of the Union*
  - o The Secretary General of the Union*
  - o The Chairperson of the Gender mainstreaming Committee*

- *The Chairperson and Secretary of the Disciplinary Committee*
  - *Two retired respected journalists in Zimbabwe - one female and one male*
  - *One legal practitioner preferably with human rights and media background*
  - *One representative of the Consumer Council of Zimbabwe*
  - *One professional trainer of Journalists in Zimbabwe, as selected and appointed by the ZUJ National Council.*
- (c) *The Media Ethics Committee shall receive and deal with any complaints from anyone or any institution or organisation against any member of the Union in relation to non-compliance with the media ethics to which the Union subscribes as spelt out in the code of media ethics adopted by the ZUJ Congress and published by the Union from time to time and distributed to every member of the Union.*
- (c) *Hear appeals from the Special Committee convened to carry disciplinary proceedings against a member of the Executive and if that member is an ex officio member of the Media Ethics Committee he /she shall be recused during the appeal hearing.*

## **17**

### **BRANCHES**

- (a) *All members elected to hold office at congress level shall not hold office at branch level but shall all belong to branches.*
- (b) *Branches shall hold regular meetings, minutes of which shall be sent to the Secretary General.*
- (c) *Branch attendance at Congress shall be by the branch Chairperson and the Secretary as delegates, each vested with full voting rights.*
- (d) *Each branch shall elect its own Branch Executive Committee based on the same ballot procedures as set out in article 14 of this Constitution. Each Branch Executive shall have at least five and at most seven members elected by members registered and paid up in the branch register at the time the elections are held.*
- (e) *Branch elections shall be held every three years or as and when a vacancy occurs and a special general meeting of the Branch is called to fill up the vacancy. The process should be supervised by an executive committee member.*
- (f) *Branches shall meet as often as the members require at the branch level but not less than once every quarter to review issues raised by the*

members and the National Council or any other issues of concern to members. **Minutes of which shall be sent to the Secretary General.**

## **18. SECRETARIAT OF THE UNION**

*The Union shall establish a Secretariat to perform the following functions as directed by the National Executive of the Union through the Secretary General:*

- a. Implement the policy decisions of the National Council as directed by the National Executive through the Secretary General*
- b. Implement service delivery programmes to all bonafide members of the Union on such terms and conditions as will be determined by the National Executive from time to time.*
- c. Facilitate all meetings of the Union as required by the Secretary General.*
- d. Facilitate mobilization of resources for the implementation of Union programmes as directed by the National Executive.*
- e. Perform custodial function in relation to the assets of the Union and to ensure that such assets are kept in a condition of good repair and safe.*
- f. Maintain a system of accounting for all the financial resources of the Union at the highest possible standards ensuring all transactions are performed with the highest level of integrity.*
- g. Ensure full compliance by all members of the union, of the approved policies and procedures in the access to and management of the Union 's financial and non-financial resources to ensure the highest degree possible of transparency, integrity and excellence in the management of the Union's affairs. Produce and submit for approval, monthly, quarterly, annual and / or longer term plans and budgets to the National Executive as required prior to commencement of the implementation period.*
- h. Produce and submit regular service delivery, financial and donor reports to the National Executive as required.*

## **19. RESIGNATIONS**

- (a) A member may resign by giving one month notice to the Secretary General.*
- (b) A member of the National Council shall vacate his/her seat on any one of the following circumstances*

- (i) *On resignation or expulsion from membership of the union.*
- (ii) *On absenting himself/herself without reasonable excuse to two consecutive National Council Meetings.*
- (iii) *On becoming of unsound mind or being declared bankrupt or insolvent or becoming a specified person under the provisions of the laws of the Republic of Zimbabwe.*

**20. AMENDMENTS**

*Any of the provisions of this constitution may be amended in any manner by resolution of congress of the union, provided that at least fourteen (14) days notice is given of any proposed alteration. No amendments shall have any force or effect until approved in terms of sub-section (3) of section 48 of The Act.*

**21 . DISSOLUTION**

*The union may be dissolved if a majority of the members present so decide by a ballot taken at a special congress called for the purpose. The members present at the meeting shall also appoint one or more persons to wind up the affairs of the union in terms of sub-clause (j) of clause 12 of the constitution.*

SIGNED.....  
**ZUJ PRESIDENT**

SIGNED .....  
**ZUJ SECRETARY GENERAL**

DATE.....