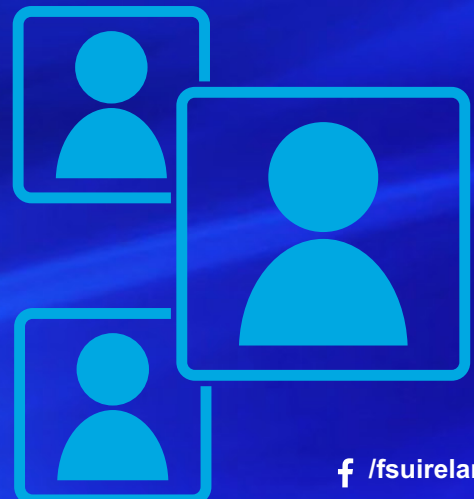


PROPOSED RULE CHANGE FOR CONSIDERATION

at the Special Delegate Conference

18th August 2021



| RULE NO. | OLD RULE | NEW RULE |
|---|---|---|
| Rule 20 <u>(Opening paragraph only)</u> | <p>20. In order to provide opportunities for effective representation of – and participation by – members, area structures shall be established – as set out in Schedule 1 – within each of the Union’s sectors, as defined in Rule 21. These area structures will generally be defined on a geographical basis. However, where practicable, area structures may also be defined on the basis of grade or role where there are sufficient numbers of members to justify the creation of such structures. Proposals for the composition of each area shall be developed and reviewed, as necessary, by the Sector Committee for final decision by the General Council.</p> | <p>20. In order to provide opportunities for effective representation of, and participation by members, area structures shall be established as set out in Schedule 1. Proposals for the composition of each area shall be developed and reviewed, as necessary, by the Sector Committee for final decision by the General Council.</p> <p><i>[the remaining text of rule 20 remains unchanged]</i></p> |
| Rule 21 | <p>21. In order to provide for effective representation of members on matters of common interest, Sector Committees shall be established based by the General Council.</p> <p>As of January 1, 2016, the five sectors shall be:</p> <ul style="list-style-type: none"> i. Allied Irish Bank Group; ii. Bank of Ireland Group; iii. Danske Bank Group; iv. Technology and Services; and v. Ulster Bank Group. | <p>21. In order to provide for effective representation of members on matters of common interest, Sector Committees shall be established by the General Council as set out in Schedule 1.</p> |
| Rule 26 | <p>26. Each Sector Committee shall consist of members elected according to the following schedule:</p> <ul style="list-style-type: none"> i. Allied Irish Bank Group Sector: 11 ii. Bank of Ireland Group Sector: 10 iii. Danske Bank Group Sector: 3 iv. Technology and Services Sector: 3 v. Ulster Bank Group Sector: 6 | <p>26. Each Sector shall have numbers of elected representatives at Area Coordinator level, Sector Committee level and General Council level as set out in Schedule 1.</p> |
| Rule 27 <u>(Opening paragraph only)</u> | <p>27. The allocation of the members in each sector into constituencies is specified in the attached Schedule 1. This shall be reviewed by the General Council from time to time in line with the criteria set by the General Council to determine the constituencies listed in Schedule 1. Any member of the Union shall be eligible to be nominated for election to the Sector Committee provided that:</p> | <p>27. The method of allocation of the members in each sector into constituencies is as specified in Schedule 1. Any member of the Union shall be eligible to be nominated for election to the Sector Committee provided that:</p> <p><i>[the remaining text of rule 27 remains unchanged]</i></p> |

| RULE NO. | OLD RULE | NEW RULE | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|--|---|---------------------------------|----------------------|------------------|--|--|---------|---|---|---|---|---|-------------------------------------|---|---|------------------|---|---|------------------------|---|---|---|---|----|------------------------------|--|--|---------|---|---|---|---|---|------------------------------|---|---|----|---|----|------------------|---|-----------------|--------------------------|--|--|---------------------------------|---|---|---|---|---|--|---|--|---|
| <p>Rule 30 (a)</p> | <p>30. (a) The General Council shall consist of the following members:</p> <ul style="list-style-type: none"> i. the President – elected as outlined in Rule 30(c) below; ii. the Honorary Secretary – elected jointly by all of the Sector Committees; iii. the Honorary Finance Officer – elected jointly by all of the Sector Committees; iv. a sum total of fourteen ordinary members elected by the Sector Committees so that the total number of members of the Council – including the Honorary Secretary and the Honorary Finance Officer but excluding the President shall be as follows: <ul style="list-style-type: none"> – 6 members from the Allied Irish Bank Group Sector; – 5 members from the Bank of Ireland Group Sector; – 1 member from the Danske Bank Sector; – 1 member from the Technology and Services Sector; and – 3 members from the Ulster Bank Group Sector; and v. the General Secretary, ex-officio. | <p>30. (a) The General Council shall consist of:</p> <ul style="list-style-type: none"> i. the President – elected as outlined in Rule 30(c) below; ii. the Honorary Secretary – elected jointly by all of the Sector Committees; iii. the Honorary Finance Officer – elected jointly by all of the Sector Committees; iv. the General Secretary, ex-officio; v. a total membership number per Schedule 1. <p><i>[the remaining text of rule 30 remains unchanged]</i></p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>Schedule 1</p> | <p>Schedule 1: Electoral Constituencies for Sector Committees and Area Co-Ordinators</p> <table border="1" data-bbox="411 1070 922 2087"> <thead> <tr> <th>Sector/Region</th> <th>No. of Sector Committee Members</th> <th>No. of Co-ordinators</th> </tr> </thead> <tbody> <tr> <td colspan="3">AIB Group</td> </tr> <tr> <td>Munster</td> <td>2</td> <td>8</td> </tr> <tr> <td>Leinster (excluding Dublin City & County and Time House, Naas, and including Counties Cavan and Monaghan)</td> <td>1</td> <td>5</td> </tr> <tr> <td>Connacht (including County Donegal)</td> <td>1</td> <td>5</td> </tr> <tr> <td>First Trust Bank</td> <td>2</td> <td>6</td> </tr> <tr> <td>Allied Irish Bank (GB)</td> <td>1</td> <td>3</td> </tr> <tr> <td>Dublin City & County (including Time House, Naas)</td> <td>4</td> <td>17</td> </tr> <tr> <td colspan="3">Bank of Ireland Group</td> </tr> <tr> <td>Munster</td> <td>2</td> <td>7</td> </tr> <tr> <td>Leinster (excluding Greater Dublin and including Counties Cavan and Monaghan)</td> <td>2</td> <td>6</td> </tr> <tr> <td>Connacht (including Donegal)</td> <td>1</td> <td>4</td> </tr> <tr> <td>UK</td> <td>2</td> <td>6*</td> </tr> <tr> <td>Greater Dublin**</td> <td>3</td> <td>15⁺</td> </tr> <tr> <td colspan="3">Danske Bank Group</td> </tr> <tr> <td>Belfast & District[†]</td> <td>2</td> <td>5</td> </tr> <tr> <td>Northern Ireland (excluding Belfast & District) and Republic of Ireland</td> <td>1</td> <td>4</td> </tr> </tbody> </table> | Sector/Region | No. of Sector Committee Members | No. of Co-ordinators | AIB Group | | | Munster | 2 | 8 | Leinster (excluding Dublin City & County and Time House, Naas, and including Counties Cavan and Monaghan) | 1 | 5 | Connacht (including County Donegal) | 1 | 5 | First Trust Bank | 2 | 6 | Allied Irish Bank (GB) | 1 | 3 | Dublin City & County (including Time House, Naas) | 4 | 17 | Bank of Ireland Group | | | Munster | 2 | 7 | Leinster (excluding Greater Dublin and including Counties Cavan and Monaghan) | 2 | 6 | Connacht (including Donegal) | 1 | 4 | UK | 2 | 6* | Greater Dublin** | 3 | 15 ⁺ | Danske Bank Group | | | Belfast & District [†] | 2 | 5 | Northern Ireland (excluding Belfast & District) and Republic of Ireland | 1 | 4 | <p>Schedule 1: Numbers and Constituencies for Elected Representatives</p> <p>This schedule sets out how the numbers of elected representatives, and elected representative constituencies, are determined.</p> <p>1. Numbers of Elected Representative</p> <p>1.1 FSU comprises the following five Sectors:</p> <ul style="list-style-type: none"> i. AIB Bank Group ii. Bank of Ireland Group iii. Danske Bank Group iv. Ulster Bank v. Technology and Services <p>1.2 The number of elected representatives in each Sector will be determined as follows:</p> <table border="1" data-bbox="957 1556 1481 1742"> <tbody> <tr> <td>1 Area Coordinator per 100 (or part of 100) members per Sector.</td> </tr> <tr> <td>1 Sector Committee representative per 500 (or part of 500) members per Sector.</td> </tr> <tr> <td>1 General Council member per 1000 (or part of 1000) members per Sector.</td> </tr> </tbody> </table> <p>1.3 For each of the five sectors, the number of members for the purpose of this calculation will be per FSU membership record as of 30 September of the year prior to the Triennial Delegates Conference.</p> <p>1.4 The total number of General Council members will be the sum of General Council members in each of the five Sectors shown in 1.1 using the formula in 1.2, plus the President and General</p> | 1 Area Coordinator per 100 (or part of 100) members per Sector. | 1 Sector Committee representative per 500 (or part of 500) members per Sector. | 1 General Council member per 1000 (or part of 1000) members per Sector. |
| Sector/Region | No. of Sector Committee Members | No. of Co-ordinators | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| AIB Group | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Munster | 2 | 8 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Leinster (excluding Dublin City & County and Time House, Naas, and including Counties Cavan and Monaghan) | 1 | 5 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Connacht (including County Donegal) | 1 | 5 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| First Trust Bank | 2 | 6 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Allied Irish Bank (GB) | 1 | 3 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Dublin City & County (including Time House, Naas) | 4 | 17 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Bank of Ireland Group | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Munster | 2 | 7 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Leinster (excluding Greater Dublin and including Counties Cavan and Monaghan) | 2 | 6 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Connacht (including Donegal) | 1 | 4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| UK | 2 | 6* | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Greater Dublin** | 3 | 15 ⁺ | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Danske Bank Group | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Belfast & District [†] | 2 | 5 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Northern Ireland (excluding Belfast & District) and Republic of Ireland | 1 | 4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 Area Coordinator per 100 (or part of 100) members per Sector. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 Sector Committee representative per 500 (or part of 500) members per Sector. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 General Council member per 1000 (or part of 1000) members per Sector. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| RULE NO. | OLD RULE | NEW RULE | | | | | | | | | | | | | | | | | | | | | | | | |
|---|--|----------------------|---------------------------------|----------------------|---------------------------------------|--|--|-------------|---|---|--------------------------|--|--|--|---|---|--|---|---|--|---|----|---|---|---|--|
| | <table border="1" data-bbox="411 210 916 954"> <thead> <tr> <th data-bbox="411 210 719 304">Sector/Region</th> <th data-bbox="719 210 831 304">No. of Sector Committee Members</th> <th data-bbox="831 210 916 304">No. of Co-ordinators</th> </tr> </thead> <tbody> <tr> <td data-bbox="411 304 719 367">Technology and Services Sector</td> <td data-bbox="719 304 831 367"></td> <td data-bbox="831 304 916 367"></td> </tr> <tr> <td data-bbox="411 367 719 398">All regions</td> <td data-bbox="719 367 831 398">3</td> <td data-bbox="831 367 916 398">7</td> </tr> <tr> <td data-bbox="411 398 719 452">Ulster Bank Group</td> <td data-bbox="719 398 831 452"></td> <td data-bbox="831 398 916 452"></td> </tr> <tr> <td data-bbox="411 452 719 506">Ulster Bank Limited: Belfast & District***</td> <td data-bbox="719 452 831 506">2</td> <td data-bbox="831 452 916 506">9</td> </tr> <tr> <td data-bbox="411 506 719 622">Ulster Bank Limited: Northern Ireland (excluding Belfast & District)</td> <td data-bbox="719 506 831 622">1</td> <td data-bbox="831 506 916 622">5</td> </tr> <tr> <td data-bbox="411 622 719 770">Ulster Bank (Ireland) Limited: Leinster (including Dublin but excluding Counties Longford and Westmeath)</td> <td data-bbox="719 622 831 770">2</td> <td data-bbox="831 622 916 770">11</td> </tr> <tr> <td data-bbox="411 770 719 954">Ulster Bank (Ireland) Limited: Republic of Ireland (excluding Leinster but including Counties Longford and Westmeath)</td> <td data-bbox="719 770 831 954">1</td> <td data-bbox="831 770 916 954">8</td> </tr> </tbody> </table> <p data-bbox="411 994 916 1048">* One of the six shall be employed in Great Britain.</p> <p data-bbox="411 1079 916 1223">** Bank of Ireland Group Greater Dublin comprises all workplaces in Dublin City and County together with workplaces in Bray, Celbridge, Dunboyne, Dunshaughlin, Greystones, Leixlip and Maynooth.</p> <p data-bbox="411 1254 916 1366">† At least four of these shall be employed in the retail operations and at least four shall be employed in departments in the Bank of Ireland Greater Dublin area.</p> <p data-bbox="411 1397 916 1599">‡ Danske Bank's Belfast and District comprises all workplaces in the City of Belfast together with workplaces in Ballyclare, Ballynahinch (including Saintfield), Bangor, Comber, Downpatrick, Hillsborough, Larne, Lisburn, Newtownabbey (including Mallusk) and Newtownards.</p> <p data-bbox="411 1630 916 1774">*** Ulster Bank Limited Belfast and District comprises all workplaces in the City of Belfast together with workplaces in Glengormley, Mallusk, Monkstown, Newtownards and Newtownbreda.</p> | Sector/Region | No. of Sector Committee Members | No. of Co-ordinators | Technology and Services Sector | | | All regions | 3 | 7 | Ulster Bank Group | | | Ulster Bank Limited: Belfast & District*** | 2 | 9 | Ulster Bank Limited: Northern Ireland (excluding Belfast & District) | 1 | 5 | Ulster Bank (Ireland) Limited: Leinster (including Dublin but excluding Counties Longford and Westmeath) | 2 | 11 | Ulster Bank (Ireland) Limited: Republic of Ireland (excluding Leinster but including Counties Longford and Westmeath) | 1 | 8 | <p data-bbox="1007 210 1241 241">Secretary (ex officio).</p> <p data-bbox="963 241 1449 385">1.5 The positions of Honorary Secretary and Honorary Finance Officer are included within the total number of General Council members for the sector in which they are elected.</p> <p data-bbox="963 385 1465 560">1.6 The formula set out in 1.2 above applies to the numbers of members in each of the five sectors shown in 1.1; it does not apply to any individual employments that may be a sub-part of any one of those sectors.</p> <p data-bbox="963 591 1426 645">2. Allocation of Elected Representatives into Constituencies</p> <p data-bbox="963 645 1449 730">2.1 The numbers of elected representatives in each Sector will be allocated into constituencies within the Sectors.</p> <p data-bbox="963 730 1449 842">2.2 These constituencies will be used for the purpose of member representation, and the nomination and election of elected representatives.</p> <p data-bbox="963 842 1449 985">2.3 The process of allocation will take place as soon as possible following the determination of numbers of elected representatives per section 1 of this schedule.</p> <p data-bbox="963 985 1449 1303">2.4 Each Sector Officer, in consultation with their Sector Committee, shall produce a proposal for how the elected representatives in their sector are to be allocated within constituencies for the forthcoming electoral term. This proposal shall be made to the Governance and Ethics Committee on a date agreed by the General Council in advance of the Triennial Delegates Conference.</p> <p data-bbox="963 1303 1465 1478">2.5 If any Sector(s) do not bring forward a proposal within the required timeline, the General Council will determine the allocation of the elected representatives into constituencies, having regard for the criteria in section 3 of this Schedule.</p> <p data-bbox="963 1478 1471 1621">2.6 The proposals from each Sector should also have regard for the criteria set out in section 3 of this schedule and should include a brief rationale for how the final allocation has been determined.</p> <p data-bbox="963 1621 1465 1881">2.7 The Governance and Ethics Committee will have oversight of this process on behalf of the General Council. It will receive and review proposals and will make observations and recommendations to the General Council as appropriate. It will also provide input and support and will consult with Sector Officers.</p> <p data-bbox="963 1881 1471 2024">2.8 To allow for nominations and elections to take place in a timely manner, proposals will require approval by General Council in sufficient time to allow the elections take place.</p> |
| Sector/Region | No. of Sector Committee Members | No. of Co-ordinators | | | | | | | | | | | | | | | | | | | | | | | | |
| Technology and Services Sector | | | | | | | | | | | | | | | | | | | | | | | | | | |
| All regions | 3 | 7 | | | | | | | | | | | | | | | | | | | | | | | | |
| Ulster Bank Group | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Ulster Bank Limited: Belfast & District*** | 2 | 9 | | | | | | | | | | | | | | | | | | | | | | | | |
| Ulster Bank Limited: Northern Ireland (excluding Belfast & District) | 1 | 5 | | | | | | | | | | | | | | | | | | | | | | | | |
| Ulster Bank (Ireland) Limited: Leinster (including Dublin but excluding Counties Longford and Westmeath) | 2 | 11 | | | | | | | | | | | | | | | | | | | | | | | | |
| Ulster Bank (Ireland) Limited: Republic of Ireland (excluding Leinster but including Counties Longford and Westmeath) | 1 | 8 | | | | | | | | | | | | | | | | | | | | | | | | |

| RULE NO. | OLD RULE | NEW RULE |
|----------|----------|--|
| | | <p>2.9 General Council will be responsible to ensure that the allocation process proposed in each sector has had regard for the criteria in section 3 of this schedule.</p> <p>3. Criteria for allocation of Elected Representatives into Constituencies</p> <p>3.1 The allocation of elected representatives into constituencies will have regard for the following criteria:</p> <ul style="list-style-type: none"> i. Location and distribution of members; ii. Structure of Bank or Sector; iii. Consistency and transparency; iv. Best interests of members. |