

POLICY FOR DEALING WITH REQUESTS FROM NEW MEMBERS

Requests for assistance from the Union from new members which relate to extant issues at the time of joining will generally be rejected. In exceptional circumstances they may be considered provided that:

- (i) The member has paid 12 months back dues (or a pro rata payment for service of less than 12 months) or an exception granted in accordance with this policy.
- (ii) It has been made clear to the new member that consideration of the request does not imply it will necessarily be met.
- (iii) The member has been advised that any action beyond consideration is within the discretion of the Union and will require the matter to be of sectoral significance.
- (iv) The matter has been discussed with the Secretary.

Exceptions to the payment of back dues may be made where, in the opinion of the Secretary:

- a) It would be in the interests of the membership; and
- b) The payment of back dues would otherwise cause significant hardship.

Industrial staff or a delegate may have an initial consultation with new members to ascertain the nature and seriousness of the case, and should then discuss the case with the Secretary.

If there is a view from the industrial staff or delegate that there are strategic reasons for pursuing the matter, they should contact the Secretary to seek approval for an exception to be made to allow deeper consideration, and, where appropriate, an exception to the payment of back dues.

In circumstances where the requirements of points (i) to (iv) have been met, and the Union has considered the matter, if the matter is of sectoral significance and its pursuit, in the opinion of the Secretary, is in the interests of the membership, the Union may pursue the matter in the same manner as it pursues the matters of members which arise after membership with the Union has commenced.

This policy does not apply to campaigns determined by the Union from time to time although new member support in those campaigns is limited to the particular campaign matters.