



**BALLOT GUIDELINES FOR
BY-ELECTIONS ON THE EXECUTIVE COUNCIL
for the electoral period 2023 - 2026**

Contents

CANDIDATES	2
NOMINATIONS.....	3
WORKPLACES WITH MORE THAN 50 MEMBERS.....	4
INFORMATION	5
CAMPAIGNING	5
VOTING	6
COUNT DECLARATION	6
ELECTION ARRANGEMENTS	7
CONSTITUENCIES	7
TIMETABLE FOR ELECTION.....	7
Text of Rules 5.2 and 27.1.....	7
Guidance on holding a virtual branch meeting – Appendix 1.....	9
SAMPLE BRANCH MEETING NOTICE	14
CONTACT INFORMATION.....	15
UNITE FACEBOOK COMMENT POLICY	16

BALLOT GUIDELINES FOR BY-ELECTIONS ON THE EXECUTIVE COUNCIL for the electoral period to April 2026

The Executive Council is the governing body of Unite the union, responsible for the union's administration and governance, and its policy in between Policy Conferences. All eligible members are urged to consider standing for election to the Council. The union has produced a guide *Executive Council – Roles and Responsibilities* outlining what the EC does, and what is involved in being a member of it. This can be found on the union website alongside these guidelines, ballot notice and other EC election information.

The following guidelines to the conduct of the by-elections on the Executive Council during the electoral period which ends in April 2026 are intended to ensure that the election conforms to law and the union's rule book, and to indicate what candidates and their supporters can and cannot do. It is aimed to ensure an open, fair and democratic process. It should be read in conjunction with Rules 14 and 16 of the Unite Rule Book – "Executive Council" & "Election of Executive Council Members and the General Secretary".

1. The union is required by law to have an Independent Scrutineer responsible for conducting the ballot and ensuring its conformity with legislation. This is *Civica Election Services* at 33 Clarendon Road, London N8 0NW. The Union's rules also provide for an Independent Returning Officer responsible for the administration of the election and for an independent Election Commissioner to adjudicate on complaints by candidates or the Executive Council. For this election Civica Election Services is acting as the Independent Returning Officer and Professor Ruth Dukes is acting as the Independent Election Commissioner. Both the Returning Officer and Professor Ruth Dukes can be reached through the union's Head Office.
2. All eligible members of the union in the constituency in which the by-election is being held can vote in this election *except* community members and those who join after a certain date which will be set as not more than 13 weeks before the close of the ballot. Retired Members Plus may vote for the national Retired Member constituency only. Other retired members are not eligible to vote. Full details of who is eligible to vote in this election is provided in the arrangements section of this booklet.
3. Notice of the ballot, together with a timetable and other details, will be sent to the appropriate Unite branches.

CANDIDATES

4. To stand in the by-election members must be an elected accountable representative of workers in a workplace (i.e. an elected workplace representative). This is defined in Rule Six in the union's rule book and associated guidance, both available on the union website. In addition, candidates must have been members for at least 13 weeks, not to be more than 13 weeks in arrears on their subscriptions and cannot be employed by another trade union. Candidates must be in paid employment as defined in the Rule 6 and associated guidance and may be asked by the Returning Officer to verify their employment status through presentation of pay slips or a current P60 form. In the case of the National Retired Member Representative only members who contribute at the rate of Retired Member Plus shall be accorded an entitlement to stand and vote.

5. Prior to the nomination period for candidates opening, branches and workplace representatives will be advised that they can email details of prospective nominees to branches and workplaces. Prospective nominees will be allowed to provide a 150-word statement *only*, together with their membership details and the name of the constituency in which they wish to stand, which will be circulated by the union with the letter inviting nominations.
6. Prospective Candidates must be a member in the region or sector, or in the equalities category, for which they wish to seek election. A nominee for the Youth seat must be 30 years old or under at the date nominations close.
7. Any member who is seeking nomination in this election is considered to be a candidate and is bound by the rules covering this election and this guidance issued by the Executive Council.

NOMINATIONS

8. Nominations can be made by branches. Branches will be sent nomination forms and they will also be available online. Nominations can only be made at a meeting properly convened for that purpose during the nominating period. Branches may hold their nomination meeting in a virtual format and they should utilise whichever method best suits their members' circumstances. Such meetings may be by video conference facilities. The Executive Council have issued guidance on how to hold a virtual branch meeting, this is attached as appendix 1. All notices of meetings must be made available to the Returning Officer when nominations are submitted. Sample notices which can be used are included here for convenience, as appendix 2.
9. Branches need not give special notice of the meeting if their branch meeting details are up-to-date on the membership system. Otherwise at least seven days' notice of the meeting must be given, and it must be clearly stated that EC nominations will be considered at the meeting. At least five members eligible to vote must be in attendance at Branch meetings, eligible branches may make nomination(s) for the seat(s) in which the by-election is being held. When it is necessary to issue a notice of meetings these must be made available to the Returning Officer when nominations are submitted, or on request. A sample notice of meeting which can be issued for this purpose is included here for convenience. See Appendix 2.
10. Nomination forms must be completed in full by the appropriate branches. Failure to do so may result in the Returning Officer declining to accept a nomination.
11. All prospective nominees must receive at least three nominations from branches to become candidates. Once candidates have received the required minimum number of nominations they will be so advised, and sent weekly updates of branches nominating them.
12. Details of the seat in which the by-election is being held are provided in the letter to branches inviting nominations, this includes details of whether the seat must be filled by a woman, and/or a Black & Asia Ethnic Minority (BAEM) member.

WORKPLACES WITH MORE THAN 50 MEMBERS

13. Workplaces with more than 50 members that are not constituted as an existing workplace branch will be classified as such for the purpose of making nominations for this by-election only.
14. To implement the requirement in rule to treat any workplace with more than 50 members, which is not in an existing workplace branch, as a branch for the purpose of making a nomination in an Executive Council by-election the following definition of what does and does not constitute a workplace branch has been used.
15. Existing workplace branches are those that have members as set out below:
 - a. with a single employer on a single site;
 - b. based on a single site which may include more than one employer e.g. a regional airport;
 - c. with a single employer which may have several sites e.g. a local council or NHS trust;
 - d. in a national branch.

Workplaces within such branches therefore do not have additional nominating rights.

16. Branches based on membership in a geographical area or an industrial sector are not workplace branches. By their description they include several workplaces and each separate workplace within these branches with 50 or more members will be eligible to be defined as a branch for the purposes of making a nomination.
17. Any dispute about what constitutes a workplace eligible to make a nomination under rule should be raised with the Executive Head of Operations. The Chair of the Executive Council and the Executive Head of Operations will make any decisions required in this regard.
18. Nomination papers for any workplace in this category will be sent to the secretary of the branch to which the workplace is allocated. It will be the responsibility of such branch secretaries to ensure that the relevant workplaces are advised that they can make a nomination and assist them in setting up a meeting to do so in accordance with these guidelines. Only a properly elected workplace representative (as defined in Rule 6) in such a workplace may call a meeting to make a nomination.
19. Workplaces in this category may make a nomination at a properly convened workplace meeting by a notice giving members at least 7 days' notice of the meeting and stating that the purpose of the meeting is to make a nomination in this election.
20. The notice convening the meeting along with minutes of the meeting, stating who was in attendance, must be made available to the returning officer when submitting the nomination. A sample notice is available in Appendix 2 this may be adapted as required.
21. The rules about branch meetings in this Guidance apply to branches treated as a workplace branch for the purpose of making a nomination. Thus, at least five members from the relevant workplace who are eligible to vote must be in attendance at the meeting and the workplace representative acting as secretary for the meeting may not also act as chair of the meeting.

22. If such a workplace cannot hold a meeting in person they should refer to the guidance on holding a virtual branch meeting attached at Appendix 1 – and seek the assistance of their branch secretary in setting this up.

INFORMATION

23. After the close of nominations and before the dispatch of ballot papers, the union will send an email to all branches and workplace representatives containing an election address from candidates. Candidates must strictly observe the deadline notified for receipt of such an election address.
24. All eligible candidates will be sent postal and email contact addresses of the secretaries of branches which have nominated him/her where the secretary has signed the Data Protection Permission on the nomination form. Candidates themselves will be required to sign a similar declaration prior to the release of this information.
25. All candidates who have confirmed in writing that they accept nomination will be invited to submit an election address of up to 300 words. Guidance, *which must be strictly adhered to*, concerning how this address should be completed will be contained on the Election Address Form sent to the candidates for this purpose. If the address contains more than 300 words, only the first 300 will be printed, and no illustrative or visual material may be included. All legal liability for the contents of each candidates' election address rests solely and entirely with the candidate in question and not the union.

CAMPAIGNING

26. Branches may expend their own funds in support of a candidate nominated by them and any costs incurred by the Regional Administration in providing assistance will be charged against the appropriate branch fund. Otherwise, no union funds or other resources may be used to support any candidate, nor may the union's corporate identity or logo (or anything which in the opinion of the Returning Officer may be identified as such) be used in any material supporting any candidate(s). Unite's own social media platforms may not be used for election campaigning. Unite emails – i.e. those ending @unitetheunion.org - may not be used by lay representatives for election campaigning.
27. Concerning the display of material bearing the Unite logo in video format, where such material consists of film footage of a demonstration, picket or other Unite-organised public event, and where the video is clearly labelled as a campaign film for an identified candidate for election, then such a display of Unite's brand identity shall not be considered a breach of these guidelines. For clarity, the static display or other use of the Unite logo (e.g. as a backdrop for the candidate addressing the camera) in a video, or in footage of an event organised to support a candidate for election, is a breach of these guidelines.
28. Candidates must ensure that members should only be written to, telephoned, e-mailed, texted or otherwise communicated with at their home or on private communications appliances and they are given a clear option to unsubscribe or otherwise decline to receive any further such communications. Where branch secretaries are communicating with their members on behalf of a candidate they must ensure that the member has not opted out of such communications.

29. No candidate shall email any Unite employee at their work in support of their campaign. No Unite employees should campaign or provide administration support using union facilities for any candidate.
30. All candidates and their campaign supporters should familiarise themselves with the provisions of the General Data Protection Regulation 2016 details of which provisions will be made available to candidates once they are validly nominated and are available from the union administration at any time.
31. Webpages will be provided by Unite for candidates more detailed guidance on the operation of such webpages will be provided when a nominee is confirmed as an eligible candidate.
32. If the Returning Officer determines that a candidate or his/her campaign is in breach of any of the provisions of paragraphs 23-30 above, they may be disqualified from standing in the election. There will be no appeal.

VOTING

33. Eligibility to vote is as set out in paragraph 2 above. All eligible members will be sent the ballot papers and the election addresses for the seats in which they are entitled to vote together with a reply envelope. Should they not receive such a ballot paper by the date specified in the attached timetable they should contact the Independent Scrutineer which will determine whether a replacement ballot paper should be sent.
34. Members must by law be allowed to vote free from interference or restraint imposed by other members or by employees of the union. For example, it is not permitted to hold raffles or ballot days which encourage members to bring their ballot papers to a central point for posting. Such activity may lead to the partial or total invalidation of the ballot and lead to the invocation of Rule 27 relating to membership discipline.
35. It is the responsibility of the member to ensure that his/her ballot is returned to the Independent Scrutineer by the close of ballot.

COUNT AND DECLARATION

36. The Independent Scrutineer is responsible for the count of the ballot. Candidates may attend the count verification process, or may be represented at the count verification by one person only on their behalf.
37. The Independent Scrutineer will provide the result to the Returning Officer and the Executive Council will issue a declaration of the result, which will be published on the union's website, and will inform all branches.

This Guidance is designed to assist members of Unite in understanding the conduct of this ballot, and to set down clear parameters for nominating and campaigning. It does not cover all the points set out in Rule, nor all the legal provisions governing the election. If there is any doubt or confusion on any point, please refer to the union administration for information.

ELECTION ARRANGEMENTS

CONSTITUENCIES

There is a vacancy on the Executive Council in the Food, Drink and Agriculture (FDA) constituency which must be filled by a woman.

TIMETABLE FOR ELECTION

Week commencing 18 March	Invite branches to submit candidates contact details / statements
2 April	Deadline for receipt of candidate details / statements
8 - 26 April	Nomination period
29 April	Deadline for receipt of nominations
2 May	Deadline for Acceptance & Receipt of election address
13 – Noon 31May	Voting period
Noon 31 May	Deadline for voting papers to be returned
PM 31 May	Verification of count

Who is eligible to vote in this by-election?

Anyone who has joined and is a paying member on 13 February 2024 is eligible to vote in this election. Retired Members and Community members may not vote in this by-election.

Text of Rules 5.2 and 27.1

RULE 5. OBLIGATIONS OF MEMBERS

5.2 A member must not knowingly, recklessly or in bad faith provide the Union with false or misleading information or malicious false complaints relating to a member including those holding lay office as accountable representatives of workers or employees of the Union or any aspect of the Union's activities.

RULE 27. MEMBERSHIP DISCIPLINE

27.1 A member may be charged with:

- 27.1.1 Acting in a way contrary to the rules or any duty or obligation imposed on a member by or pursuant to these rules whether in his/her capacity as a member, a holder of lay office or a lay representative of the union or otherwise bringing the union into disrepute.
- 27.1.2 Being a party to any fraud on the Union or any misappropriation or misuse of its funds or property.
- 27.1.3 Knowingly, recklessly or in bad faith providing the Union with false or misleading information relating to a member or any other aspect of the Union's activities.
- 27.1.4 Inciting, espousing or practising discrimination, harassment or intolerance amongst members on grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.
- 27.1.5 Bringing about injury to or discredit upon the Union or any member of the Union including the undermining of the Union, branch or workplace organisation and individual workplace representatives or branch officers.
- 27.1.6 Obtaining membership of the Union by false statement material to their admission into the Union or any evasion in that regard.
- 27.1.7 Breach of Union policy on harassment, dignity and respect, which will include cyber bullying and harassment.

Guidance on holding a virtual branch meeting – Appendix 1

Holding your branch meeting online – *advice for branch officers*

There has been a huge growth in meetings online, for both work and personal events.

The union's rules and standing orders governing the conduct of branch meetings were written with physical, in person, meetings in mind.

This guidance is designed to ensure that you can adhere to the requirements placed on branches by the Unite rule book for passing motions, spending branch funds, making nominations etc when holding your online meetings.

Virtual (aka online) meetings may take the form of a video conference call.

GETTING STARTED

What software should your branch use?

Video conferencing software, such as Zoom or Microsoft Teams, is readily available and easy to install.

Does your branch need special equipment?

No, Zoom and Microsoft Teams can be run on your desktop computer, laptop, tablet or mobile phone. Any of these will need you to be connected to your Wi-Fi. Check that your speaker and camera work because you will need these to participate in the meeting.

Notify members in advance

You should contact members to ensure that they know that the meeting is upcoming. Make sure that you include the details needed to join the meeting, such as ID and password.

Make use of MyAccount on the Unite membership system

Many branches have a notice on the MyAccount section of the membership system showing when and where they meet.

The Branch Secretary should make sure that this notice is kept up to date. The date of the branch's virtual meeting should also be clear. The branch secretary should indicate that the meeting will be held in a virtual format and the date and time of the meeting should be indicated.

TIPS ON SETTING UP YOUR MEETING

- make sure that the time, date and format of the branch meeting is clear to all members – and can be easily found.
- Make sure to include a notice asking members to contact the branch secretary for details of how to join the meeting.
- Remember to include the branch secretary's e-mail address in the contact information for the branch
- **Post your meeting on the branch portal** – branch secretaries should ensure that their branch's meeting details are up to date by logging on to the branch portal <https://branch.unitetheunion.org>
The screenshot below shows how the branch secretary can enter the information on the membership system using the branch portal:

Schedule

* Day(s) ⓘ Third Tuesday of every other month

* Time ⓘ 18:00

Meeting comment ⓘ At the moment all meetings will be virtual, please contact me at rose.keeping@unitetheunion.org to get joining instructions

Cancel Save

- **What if your branch doesn't use MyAccount?** If your branch does not post details of its meetings on the membership website then email members (or use your usual method of contact) with the arrangements for the meeting etc, when holding your online meeting.
- **IMPORTANT: Remember the GDPR rules when emailing members** Branch secretaries should always bear in mind GDPR issues around personal information when sending emails to branch members. You must use the BCC function to hide the names and e-mail addresses of members or use Unite's in-house mass mailing system, which your regional administration can facilitate. If you fail to do this, members could complain about a data breach.

Keep members' email and contact details up to date

Make sure that your members keep their contact details, including e-mail addresses, up to date using the MyAccount facility on the website. You can also update a member's e-mail address using the Branch Portal. E-mail distribution lists should always be taken direct from the branch information available using the Branch Portal, to ensure that you always use the most up to date data available.

If you don't have a member's e-mail address....

Your branch may also write to members by post giving details of the virtual branch meeting, time, date, format and how to get joining details from the secretary. Your regional administration will be able to assist with this task. The cost of such mailings will be deducted from the branch administration allowance

What about using social media to notify members?

Branches may also advertise their meetings on social media or on their branch website. Branch secretaries should ensure that only the date and time of the meeting are advertised. Joining instructions should not be circulated on general social media outlets or websites, a member should contact the branch secretary to receive these.

Joining instructions are for branch members ONLY

The branch secretary should ensure that the joining instructions for a meeting are only sent to bona fide branch members. They can then check membership details on Stratum, if necessary.

Keep an attendance list

When admitting members to a meeting, the secretary should ensure that they keep a list of those in attendance for the minutes of the meeting in the same way that they would for an in person meeting.

Get the agenda ready – and circulate it in advance

When the branch secretary is notifying members of the meeting it is recommended that they list agenda items for discussion and request that members raise any other items they wish to consider prior to the meeting.

The branch secretary and the branch chair should agree the final agenda which should be sent with the joining instructions. The agenda for the meeting should not be posted on social media or websites.

RUNNING A SUCCESSFUL ONLINE MEETING

At the meeting

The branch secretary and Chair should work closely together, as usual, to make sure that the meeting runs in an orderly fashion.

The chair should run the meeting in the way that they would an in-person meeting, calling people to speak, keeping order, and taking votes etc.

The mute button is the meeting's friend

People should be muted when they are not speaking. There should be no speaking over other people.

Who is the Host?

On Zoom the person setting up the meeting is called the Host. This person may chair the meeting, but for a branch meeting it is better that the secretary is the Host.

The secretary can make the Chair a co-host, but as Host the secretary will have more control over the virtual part of the meeting.

What is the Waiting Room?

When setting up the meeting the branch secretary (Host) should make sure that there is a waiting room facility for similar for the meeting. This will allow them to verify that people seeking to join the meeting are branch members and to keep a note of who joins for minuting purposes.

For larger meetings, the secretary may need another person (e.g. a branch committee member) to assist them in ensuring that people are admitted and noted in an efficient way.

Do you need a Minute Secretary?

The branch should also consider whether they need a minute secretary to support the branch secretary in capturing the decisions of the meeting including voting records.

Make sure all names are displayed

Each person in attendance at the meeting should have their correct name displayed for identification purposes. The secretary may advise someone to amend the name showing on screen or they may do this for them.

Members intending to join the meeting by smart phone should give the number of the branch secretary to allow them to be identified when they see access to the meeting. Their number should be replaced by their proper name.

Quorum still stands

The requirement for a minimum of 5 members in attendance to make a quorum is not varied for virtual meetings.

Voters must be seen – and votes must be verified

It is common practice in video meeting calls for people in attendance to turn off their video, e.g. if they have a poor Wi-Fi signal.

However, when taking a vote the Chair should ensure that all members voting can be seen and have their video turned on to verify that the meeting remains quorate.

If the member cannot turn on their video they should verbally confirm that they are still in the meeting.

If the chair is uncertain whether a member is actually on the call when a vote is taken they should speak to them to verify the position.

For larger meetings, there is a voting facility on Zoom which allows those in attendance to indicate yes, no or abstain, providing an instantaneous count.

Keep it confidential and do not record or permit any recording of branch meetings

Members attending a branch meeting in a virtual format should treat it as if it is an in-person meeting. The usual requirements to respect others in attendance and to keep the confidentiality and integrity of the meeting remain in place. Recording of branch meetings is not permitted to ensure GDPR rules are followed and confidentiality is maintained. Members should be reminded that they are not permitted to make any visual or audio recordings of virtual meetings.

Help is on hand

Where a branch secretary does not have suitable IT equipment to set up such a meeting or does not have a Wi-Fi connection, the branch fund may be used to support them. That could mean assisting in the provision of a laptop or table, webcam, headphones or Wi-Fi connection. Unite can purchase a laptop for the branch at a discount. The cost would be deducted from the branch fund.

Where a branch has insufficient funds to assist then the branch may apply to their region for financial assistance. The cost of this regional support would be set against branch funds.

Zoom discount available

Unite can provide a substantially discounted subscription to Zoom to any branch that would like to set one up to conduct virtual branch meetings.

The operation of such accounts is subject to Unite policies. The charge for such an account will be deducted from the branch fund.

Help with a branch website

Any branch that wants to set up a branch website should contact the ICT helpdesk or their Regional Digital Assistant for further details.

Contact Unite ICT helpdesk for information on discounts available on email: icthelpdesk@unitetheunion.org or call: 02033712100

No cost for meetings

The branch should not be responsible for any cost incurred by individual members for joining a virtual meeting.

Your region can help

Regional administrations should be available to assist in showing a branch how to set up a meeting. Zoom training for branch secretaries and Chairs will be available as is practicable. Details will be available from Regional Education Officers or your Regional Digital Assistant.

USEFUL RESOURCES

Unite has produced a number of digital guides that will help branches in setting up a meeting. These are available on Vimeo and YouTube:

On Vimeo:

Setting up a video call https://vimeo.com/486858075	How to use Zoom https://vimeo.com/486848140
Video call etiquette https://vimeo.com/486854744	How to use WhatsApp https://vimeo.com/486861243
And on YouTube: The guides are in a playlist on YouTube so you only need to do one click and the videos are in one place together. Playlist link: https://youtube.com/playlist?list=PL_CA8fbghqrKTW4-yYK9ZhGJMAwyOFixw If anyone wants the individual links:	
How to use Zoom - https://youtu.be/73IUQozfdWs	Setting up a video call - https://youtu.be/unTweB1v3m0
Video call etiquette - https://youtu.be/tVJtlYieNdg	How to use WhatsApp - https://youtu.be/ryBJoRI3OSg

- Unite's harassment policy also applies to virtual meetings and branches must ensure the of security of participants in terms of screen sharing, recording, preventing bullying, harassment and discrimination
- Unite's commitment to supporting disabled members' access to meetings also applies to virtual meetings please contact your regional administration if you require further information
- Unite guidance on timing of meetings to maximise attendance and equality also applies to virtual meetings

If you require further advice on the Branch Portal please contact your Regional Office.

APPENDIX 2

SAMPLE BRANCH MEETING NOTICE

This notice should be amended to reflect your own branch meeting details and the nominations your branch is eligible to make. It should be distributed widely to members using the usual method of issuing a meeting notice.

(Please refer to pages 7 & 8 of the ballot guidelines booklet to complete the sections left blank with the correct dates and constituency your branch is entitled to nominate for)

Date:

To: All members of the {insert branch }

In accordance with the Rules of Unite it is necessary to hold a bi-election to elect [xxxxxx] members of the Unite Executive Council which will hold office until to 30th April 2026.

In accordance with the Trade Union and Labour Relations (Consolidation) Act 1992 Civica Election Services; have been appointed to act as Independent Scrutineer for this ballot. They can be contacted at the following address: The Independent Scrutineer, Civica Election Services, Election Centre, 33 Clarendon Road, London N8 0NW.

Any prospective candidate must be an accountable representative of workers in accordance with Rule 6 and a member of the constituency they wish to represent.

Under the ballot rules our branch is required to hold a meeting during the nomination period ***[please insert the correct dates]*** in order to determine our nomination for the seat on the Unite Executive Council.

This meeting will take place on *[insert day and date between during the nomination period]* at *[insert time and venue]*.

Yours sincerely
{name}
Branch Secretary

CONTACT INFORMATION – see paragraphs 1 of the guidelines

In accordance with Rule 16 the Executive Council has appointed the following:

- 16(2) – CES (Civica Election Services Ltd) as independent scrutineer for this ballot they can be contacted
 - by post at The Election Centre, 33 Clarendon road, London N8 0NW;
 - by phone 020 8365 8909
 - by email: enquiries@civica.co.uk
- 16(3) - [tbc] to act as Election Commissioner. She can be contacted via Constitutional Administration Department (see below);
- 16(4) – CES, see details above) as independent Returning Officer. They can be contacted
 - By post as above
 - By phone as above
 - by e-mail: returningofficer@civica.co.uk

For any other queries about the conduct of the election contact the Constitutional Administration Department who administer this election please e-mail elections@unitetheunion.org



UNITE FACEBOOK COMMENT POLICY

Unite the union welcome comments, feedback and messages and will reply to as many as we can, but please respect other members and don't post abusive or inappropriate messages. Read our terms in the 'notes tab'.

Unite is not responsible for any comments made by members of the group. Members are solely responsible for the content of the comments they post here and do not necessarily reflect the opinion or approval of Unite.

Unite's goal is to maintain open community where members feel free to express themselves, but also recognise that some posts can descend into negative sniping and excessive self-promotion. Where comments/posts comments violate the terms of use, Unite will exercise its right to moderate and remove comments which are deemed to be offensive or unsuited to the subject matter of this group.

We encourage comments that:

- ☐ Are clear, "on topic" and that respond to the content.
- ☐ Have a positive/constructive tone.
- ☐ Are open to being contradicted by other readers.

We discourage comments that:

- ☐ Are not "on topic" or are not responding to other comments.
- ☐ Are excessively long, unpleasant or negative in tone.

We will delete comments, without notice, that:

- ☐ Contain any personal attacks - on writers, other members or any individual
- ☐ Are abusive, disruptive, harassing, threatening or vulgar.
- ☐ Contain racism, sexism, homophobia or other forms of hate-speech.
- ☐ Attack, denigrate, diminish, harm or cause upset or offence to an individual or group.
- ☐ Are libellous or defamatory.
- ☐ Contain advertising or spam.
- ☐ Are excessively self-promotional or link to a website that is malicious or promotes a business that does not relate to the trade union movement.

If you have any questions, please direct them to
ashraf.choudhury@unitetheunion.org

