



MERAS Constitution

1. NAME

The name of the society shall be *Midwifery Employee Representation and Advisory Service Incorporated* (hereinafter referred to as MERAS).

2. INTERPRETATION

The plain and ordinary meaning of the words shall apply in the interpretation of this Constitution.

“MERAS Co-Leaders” manage MERAS on behalf of, and are responsible to, the National Representative Council

“Midwife” is any person whose name is entered on the New Zealand Register of Midwives and is employed in the maternity service as a midwife.

“National Representative Council” (NRC) sets the policy and strategic direction for the membership. It is made up of the following:

- Up to eleven (11) MERAS workplace representatives drawn from the following District Health Board catchment areas:

Northland (1)

Waitemata (1)

Auckland (1)

Counties Manukau (1)

Waikato (1)

Bay of Plenty / Lakes / Tairāwhiti (1)

Taranaki / Hawkes Bay/ Mid Central / Whanganui (1)

Wairarapa /Hutt/ Capital & Coast (1)

Nelson Marlborough / West Coast/Canterbury / South Canterbury (2)

Southern (1)

MERAS workplace representatives are elected to the NRC by their region(s) for a two-year term with the right of renewal for a further two years, then expressions of interest are sought from that region amongst the MERAS representatives. The current representative may be re-endorsed.

- The New Zealand College of Midwives (‘the College’) Chief Executive Officer or proxy
- One other member appointed by ‘the College’
- MERAS Co-Leaders

- One Maori midwife representative from amongst MERAS workplace representatives or members

Expressions of interest are sought from amongst Maori workplace representatives in the first instance and then if there are no nominations, the wider Maori membership will be canvassed. The Maori midwife representative shall be elected to the NRC by those members who identify as Maori for a two-year term with the right of renewal for a further two years, then expressions of interest are sought as before. The current representative may be re-endorsed.

If any category of the National Representative Council is unavailable for election the remaining members of Council may appoint a replacement member.

“**Workplace**” shall mean either a physical workplace such as a hospital, birthing unit, a group of workplaces, or any other workplace that provides midwifery/maternity services.

3. OBJECTS

The objects for which MERAS was established are:

- To develop, negotiate and promote a Multi-employer collective employment agreement (MECA) for DHB-employed midwives and Collective Employment Agreements (CEA) for other employed midwife workplaces
- To protect and enhance the workplace, economic and industrial interests of MERAS members
- To stimulate and encourage MERAS membership
- To advocate on behalf of members at a ward, unit, DHB and national level
- To develop strategies and principles that underpin the decision making of MERAS and support members
- To do all such things as are incidental or conducive to the attainment of all or some of the above objects and to promote any other activity that is in harmony with the said objects and those of the New Zealand College of Midwives.

4. REGISTERED OFFICE

The registered office of the Union shall be at such place as the National Representative Council shall from time to time determine. Due notice of any change in the location of the registered office shall be given to the Registrar of Incorporated Societies.

5. COMMON SEAL

The common seal shall be that adopted by the National Representative Council. The Registered Office shall be responsible for the safe custody and control thereof.

The common seal shall be affixed to such documents as the National Representative Council decides.

6. MEMBERSHIP

Members are employee midwives who choose MERAS to represent them for the purposes of bargaining an employment agreement and /or supporting them on workplace and employment issues.

- (a) To be a member of MERAS, a midwife must first be a member of the New Zealand College of Midwives.
- (b) Membership of MERAS shall be open to wage and salaried midwives who work for an organisation that provides midwifery services, midwifery educational or research services and/or maternity services
- (c) Every application for membership shall be made to the MERAS membership secretary in writing on the prescribed form
- (d) A member must pay the subscription set by MERAS
- (e) The applicant(s) will be notified by the MERAS membership secretary when their application has been accepted
- (f) All members shall be subject to these rules and any regulations or by-laws made by MERAS
- (g) A copy of these rules shall be made available to any financial member on request
- (h) Staff of MERAS shall keep a register of members.
- (i) Members of MERAS shall be entitled to attend, but not to vote at any meeting of the National Representative Council unless they are representatives.

7. LIFE MEMBERS

The NRC may confer life membership on a MERAS member for significant active service and/or contribution to the Union movement.

8. TERMINATION OF MEMBERSHIP

Termination of membership of the Union may occur in any of the following ways:

- (a) **Default:** The MERAS National Representative Council (NRC) shall have the power to remove from the register of MERAS members any member whose subscription is two months in arrears. MERAS members in

default may not hold office in MERAS or vote on any matter during the time they remain in default.

(b) **Resignation:** Any member wishing to resign from the Union shall give notice in writing to MERAS office to that effect and shall pay all subscriptions and/or levies due up to the date of such notice.

(c) **Expulsion:** A member may be expelled if it is considered by a special meeting of the MERAS National Representative Council (NRC) that they have seriously offended against the objects of MERAS. The member is given the opportunity to attend and/or submit, refute and/or defend themselves prior to the special meeting. The member is to be informed in writing of the decision of the meeting.

9. FINANCIAL YEAR

The financial year of the Union shall be from the first day of April to the last day of March in the following year.

10. NATIONAL REPRESENTATIVE COUNCIL (NRC)

The National Representative Council shall (have oversight of) provide the governance over the affairs of MERAS on behalf of the members. Its functions will include:

- (i) Oversight, development and approval of budget
- (ii) Contracting of MERAS Co-Leaders
- (iii) Opening and operating bank accounts
- (iv) Receiving financial reports
- (v) Developing policy that is consistent with the objects
- (vi) Calling for nominations for the NRC from the DHB catchment areas' workplace representatives and holding elections amongst the membership of those DHBs
- (vii) Electing a Chairperson, Deputy Chair, Financial portfolio holder and other officers from amongst NRC members
- (viii) Setting the membership subscription rate
- (ix) Holding an Annual General Meeting
- (x) Appointing alternative member(s) to National Representative Council if required
- (xi) Buying and selling property
- (xii) Borrowing or raising money

11. NATIONAL REPRESENTATIVE COUNCIL ANNUAL GENERAL MEETING (AGM)

(a) The National Representative Council will also hold an annual general meeting of MERAS members where the following business will be transacted:

- (i) Approve minutes of previous AGM
- (ii) Receive and consider the NRC Chair's report
- (iii) Receive and consider the MERAS Co-Leaders' report(s)
- (iv) Receive and approve the annual audited accounts for MERAS
- (v) Consider any other such business as the majority of MERAS members present may accept for consideration.

(b) Where practical the AGM will be held during the month of August

(c) MERAS Co-Leaders will:

- (i) Ensure a notice of annual general meeting is communicated not less than 21 days prior to the date of the meeting.
- (ii) Provide notice by noticeboard, email or postal notice, or MERAS publications.
- (iii) Provide a meeting agenda to NRC members at least 7 working days prior to meeting

12. SPECIAL GENERAL MEETINGS

(a) A Special General Meetings may be called by a request of 50 members or by the National Representative Council

(b) Notice of Special General Meetings shall specify the nature of the business to be transacted and no other business shall be transacted.

(c) Unless the business for which the meeting is called is urgent, notice of the meeting will be communicated at least 10 days prior to the meeting

13. COMMITTEE MEETINGS

The NRC will determine a schedule of committee meetings during any year to receive updates and progress the workplan of the NRC.

14. VOTING

(a) Decisions at all meetings are preferably by consensus in the first instance and failing consensus by majority vote.

(b) All members of National Representative Council shall be entitled to vote at a National Representative Council Annual General Meeting.

(c) At all meetings where voting is required it shall be by voice, show of hands or secret ballot. The person chairing the meeting shall, unless

there is a request for a secret ballot, put any issue to be decided by voice in the first instance. If they are uncertain of the outcome or on request the issue will be decided on a show of hands.

(d) On the request of any two persons the issue will be decided by secret ballot.

(e) The meeting may appoint scrutineers.

15. QUORUM

A quorum for any National Representative Council meeting, AGM or SGM of National Representative Council is 75% of the NRC members and must include Chair or Deputy Chair.

16. POTENTIAL CONFLICT OF INTEREST

At the beginning on each meeting, members should declare any potential conflict of interest they have to any items that are on the agenda.

17. ALTERATION TO THE RULES

(a) These rules may be altered, added to, rescinded or otherwise amended by a resolution passed by a majority of the National Representative Council at an Annual General Meeting or a Special General Meeting of which 10 days notice has been given of the proposed changes.

(b) The notice shall include the purpose of the proposed alteration, addition, recession or other amendment.

(c) Duplicate copies of any changes shall be delivered to the Registrar of Incorporated Societies in accordance with the provisions of the Incorporated Societies Act 1908.

(d) No addition, alteration or recession to the rules shall be approved if it affects the non-profit aims or the winding up clause.

18. BY-LAWS

MERAS may, from time to time, by resolution at annual general meetings, make, amend or rescind by-laws, not inconsistent with this Constitution, governing procedure at meetings and publication of reports thereof.

19. GENERAL

If a dispute arises at any time in respect of a matter which is not provided for in this Constitution or any doubt exists as to the interpretation of the rules, or any other dispute arises pertaining to MERAS, its property or interests it shall be referred to the National Representative Council which shall resolve it.

20. WINDING UP

MERAS may be wound up in the manner prescribed by Section 24 of the Incorporated Societies Act 1908, and its amendments. Twenty-one days' notice of the required general meetings shall be called by advertisement inserted in one or more of the major newspapers in the four main centres. Every member at the meeting(s) shall on a show of hands or a poll have one vote. The matter shall be determined on a simple majority.

21. DISPOSAL OF SURPLUS FUNDS

If, upon the winding up of MERAS, there remains after the satisfaction of all its liabilities, any property or funds, they shall be given or transferred to 'the College' or to some other charitable organisation in New Zealand that has similar objectives.

"This is the document marked "A" referred to in the annexed declaration ofmade atthis.....day of.....2019 before me."

Signed.....

**REGISTERED OFFICE OF MERAS:
376 Manchester Street
Christchurch
Postal address: PO Box 21-106
Edgware
Christchurch 8143**

Appendix A RATIFICATION PROCEDURES FOR THE DHB MECA and any other COLLECTIVE EMPLOYMENT AGREEMENTS AND VARIATIONS THEREOF

In the case of negotiations relating to the DHB MECA and any other Collective Employment Agreements:

- (a) MERAS shall notify the MERAS members by email or post, through its officers, of the voting process to ratify any Agreement which may be by workplace, postal or electronic voting
- (b) Members must be notified of the ratification process at least seven days before that process commences
- (c) A majority vote of those members (50% plus 1) who have authorised MERAS to represent them in these MECA / CEA negotiations, and who vote, shall be sufficient to ratify the Agreement in respect of all members to whom it relates
- (d) A process for 'special votes' will be provided for members unable / unavailable to vote during the notified voting period.

Appendix B MERAS WORKPLACE REPRESENTATIVES

(a) Representatives are nominated and elected or endorsed by MERAS members of the workplace to fairly represent the interests of MERAS members. The number of representatives is based on employed MERAS member numbers in the workplace:

0.6 to 1.2 FTE MERAS rep for approximately every 15 members. This will be dependent on the configuration of ward, unit or group of employed midwives.

The workplace representative shall:

- 1. Encourage MERAS membership.
- 2. Communicate MERAS activities to workplace members.
- 3. In collaboration with MERAS staff, support members to address workplace issues.
- 4. Participate in workplace activities to represent MERAS members.
- 5. Work with MERAS staff in responding to proposed changes in the workplace or providing feedback on consultation documents.