RULES

of

THE PRINTING AND ALLIED TRADES EMPLOYERS' ASSOCIATION OF WESTERN AUSTRALIA (UNION OF EMPLOYERS)

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1 - NAME OF ASSOCIATION

The Association shall be known as "The Printing and Allied Trades Employers' Association of Western Australia (Union of Employers)".

2 - OFFICE

The office of the Association shall be at Patea Centre, Burswood Road, Victoria Park, or such other place in the State as the Executive Committee may from time to time determine.

3 - OBJECTS

The objects of the Association are as follows:

(a) To encourage and foster a feeling of friendship and friendly intercourse between employers in the industry to devise ways and means for bettering the conditions and advancing the interests of the industry and to develop a spirit of co-operation and reciprocity in all matters of mutual interest to members.

(b) To promote and further the interests of the industry and foster the Graphic Arts.

(c) To facilitate the functioning within the Association of groups of members with similar interests for the furtherance of the interests of such groups provided that no group shall take any action contrary to the interests of the industry as a whole or of any part thereof.

(d) To take united action on any matter affecting the well-being of the industry or any member of the Association.

(e) To effect the thorough organization of employers in the industry with a view to improving the condition of the industry in every proper and lawful manner; to encourage a high standard of proficiency in the industry; to maintain among its members a just and equitable method of conducting the industry; to meet when considered desirable for the discussion and dissemination of reliable information relative to the best methods of conducting business from the standpoint of practical experience and of approved business ethics.
(f) To secure the co-operation of all employers in the industry or in trades otherwise related to or connected with the industry in eliminating dishonourable, unjust and unreasonable competition and the evils flowing therefrom; to make the relationship of the entire industry harmonious and to correct such further evils as may from time to time exist in the industry.

(g) To promote and protect the interests of the Association and its members generally in any manner legally possible and in particular to regulate and stabilise prices of goods, services and things purchased by or from or supplied to or by members.

(h) To assist in spreading a wider knowledge of cost accounting and costing systems and of the methods of determining a proper remuneration for services rendered to the end that competition may be honourable just and reasonable and otherwise to secure such end.

(i) To adopt a standard scale of hourly rates of production costs and of prices for work.

(j) To inquire into any breaches of the rules or breaches of agreements which may have been entered into by the Association with its members and to decide such matters and to enforce any such decisions in such manner as may be decided.

(k) To establish and maintain a statistical bureau for the collection and dissemination of information of any kind that may be of value to members and in particular to maintain a credit bureau for the collection and dissemination of credit information; to keep on record for the use of all members information regarding the credit and the methods of buyers that may be of value to members.

(l) To act as an organization of employers and/or industrial union of employers under any Federal and/or State Arbitration Act.

(m) To take such action as may be deemed necessary in regard to legislation both Federal and/or State in watching, promoting and furthering the legitimate interests of the industry.

(n) To submit to a Federal or State industrial tribunal any industrial matter in which the Association and/or any member is a party or is concerned or interested and to be represented before such tribunal on the hearing and determination of any such matter; to prosecute or defend any suits applications and proceedings before any court or tribunal whatsoever as may be deemed necessary or expedient in the interests of the Association or its members or any of them and to represent the employers in all branches of the industry before courts, boards, conciliation committees and other tribunals or any other bodies and at conferences with trades unions and other bodies of employers or employees.

(o) To undertake by conciliation or arbitration the settlement of disputes between members or between members and others arising out of the conduct of the industry.

(p) To affiliate or enter into alliance with any other association, company or chamber anywhere in the Commonwealth having objects similar to or calculated to benefit the members of the Association.
(q) To become a member of any Federal association of employers engaged in the industry.

(r) To create committees for the purpose of watching, promoting and furthering the legitimate interests of the industry by the publication of literature and other means.

(s) To promote, form, subsidise, establish or assist in any manner clubs, schools, classes or institutions for the purpose of training and educating employees of any member or persons likely to become employees in the industry and to give instruction and advice through instructors or lecturers or by correspondence or otherwise in all branches of the industry and in accounting, financial, commercial or any other branch of knowledge or learning.

(t) To raise funds by means of subscriptions from and/or levies on members by investment and otherwise and to impose fines on members for all the purposes and objects of the Association in such amounts and in such manner as is provided for in these rules.

(u) To do all such things as may appear to be incidental or conducive to the attainment of these objects or any of them.

(v) Generally to take all such steps and proceedings and to do all such acts and things as to the Association may seem proper for the advancement and promotion of the interests of the members and of the industry.

(w) To adopt any additional objects from time to time.

4.

The funds of the Association shall be applicable for all of the aforesaid purposes and for the management of the Association.

5 - INTERPRETATION

In the interpretation of this constitution and these rules the following words and expressions shall have the meanings hereinafter specified unless the context requires otherwise:

(a) "Associate member" means any person, firm or company admitted under these rules to associate membership of the Association.

(b) "Association" means The Printing and Allied Trades Employers' Association of Western Australia.

(c) "Authorised representative" means the person or persons appointed by any member to attend meetings of the Association, receive and answer correspondence from the Association and to cast the vote for the member in any matter concerning which a vote of members is required.

(d) "Clear days" means that the same are to be reckoned exclusive of both the first and of the last day.
(e) "Executive Committee" means the Executive Committee of the Association as provided for in these rules.

(f) "Executive Council" means the Executive Council of the Federation.

(g) "Group" means a group of members with similar interests constituted as a group by the Executive Committee in accordance with these rules.

(h) "Industry" means the Printing Industry and includes any trade, industry, business or undertaking in or allied with the business of letterpress printers, lithographic printers and/or platemakers, photo-engravers, photogravure printers, tinplate printers, mesh stencil printers, book-binders, manufacturing stationers, paper rulers, typesetters, stereotypers, electrotypers, cardboard box makers, carton makers, corrugated board and/or container makers, fibreboard container makers, paper bag manufacturers, toilet paper manufacturers, paper pattern manufacturers, paper and paper board processors, printing ink makers and/or any other allied trade business or undertaking.

(i) "Member" means any person, firm or company admitted under these rules to full membership of the Association but shall not include an Associate or Honorary Member. "Country Member" is a member admitted under this definition whose sole place of business is outside a radius of 15 miles of the G.P.O. Perth. "Consumer Member" means a member admitted under this definition who performs work normally performed by the industry when such work is an adjunct to or incidental to some other work performed by that member and does not compete with members in the industry generally.

(j) "Month" means a calendar month.

(k) "Office" means the registered office for the time being of the Association.

(l) "President" means the President of the Association or in his absence or inability to act a Vice-President.

(m) "Secretary" means the Secretary of the Association and includes any other person from time to time acting as the Secretary by the authority or the Executive Committee.

(n) "State" means the State of Western Australia.

(o) Words importing persons shall include firms, partnerships, companies and corporations (statutory or otherwise) and unincorporated bodies and vice versa.

(p) Words importing the masculine gender shall include the feminine and neuter gender and vice versa.

(q) Words importing the singular number shall where the context permits include the plural and vice versa.

6 - MEMBERSHIP

(a) Any person, firm or company carrying on business in the State of Western Australia as an employer in the industry as defined by these Rules shall be
eligible to apply for membership of the Association. Provided that any person, firm or company carrying on business as an employer in the State principally or solely as a paper merchant, printers' furnishers, ink merchant, machinery merchant or service engineer and not otherwise eligible to apply for membership, shall be eligible to apply only for associate membership of the Association.

(b) A person shall not be a member of the Association who is not an employer (except in the capacity of an Honorary Member or a member who or whose personal representative is entitled to some financial benefit or financial assistance under the rules of the Association while not being an employer).

(c) Every member of the Association shall be also a member of The Printing and Allied Trades Employers' Federation of Australia.

7 - APPLICATION FOR MEMBERSHIP

(a) Applications for membership of the Association shall be in writing in such form as the Executive Committee may from time to time approve and must bear the signatures of a proposer and a seconder who shall be authorised representatives of different members. Applications for membership must bear the correct name and address of the applicant, the name of his authorised representative or representatives and a description of the nature of the business carried on by him and his signature. Such applications shall be submitted to the Executive Committee which may approve the application, may defer consideration of it from time to time or may reject it without giving any reason for so doing. If the application is approved by the Executive Committee notice in writing of the application shall be given to all members and unless any objection is raised in writing by any member within fourteen days of the date of such notice the applicant shall be admitted to membership and shall be a member as from the payment of his first subscription. If any member objects to the admission of an applicant under this rule and duly gives notice of such objection as herein provided the Executive Committee may withdraw its approval or may submit the application to a General Meeting of the Association and if four-fifths of the members present and voting at that meeting vote in favour of the admission of the applicant (but not otherwise) the applicant shall be admitted to membership and shall be a member as from the payment of his first subscription.

(b) If an applicant for membership is duly approved for admission to membership he shall forthwith be informed accordingly by the Secretary who shall furnish him with a copy of the Constitution and Rules of the Association and of The Printing and Allied Trades Employers' Federation of Australia, together with all amendments thereto as at the date of his admission.

8 - ASSOCIATE MEMBERSHIP

No associate member shall -

(i) be eligible for election to any office in the Association; or

(ii) nominate or second the nomination of any candidate for election to any office; or

(iii) have power to vote upon any matter except as provided in Rule 9.
9 - APPLICATION FOR ASSOCIATE MEMBERSHIP

(a) Applications for associate membership of the Association shall be in writing in such form as the Executive Committee may from time to time approve and must bear the signatures of a proposer and seconder who shall be authorized representatives of different members or associate members. Applications for associate membership must bear the correct name and address of the applicant, the name of his authorized representative or representatives and a description of the nature of the business carried on by him and his signature. Such applications shall be submitted to the Executive Committee which may approve the application, may defer consideration of it from time to time or may reject it without giving any reason for so doing. If the application is approved by the Executive Committee notice in writing of the application shall be given to all members and associate members and unless any objection is raised in writing within fourteen days of the date of such notice the applicant shall be admitted to associate membership and shall be an associate member as from the payment of his first subscription. If any member or associate member objects to the admission of an applicant under this rule and duly gives notice of such objection as herein provided the Executive Committee may withdraw its approval or may submit the application to a General Meeting of the Association and if four-fifths of the members and associate members present and voting at that meeting vote in favour of the admission of the applicant (but not otherwise) the applicant shall be admitted to associate membership and shall be an associate member as from the payment of his first subscription.

(b) If an applicant for associate membership is duly approved for admission to associate membership he shall forthwith be informed accordingly by the Secretary who shall furnish him with a copy of the Constitution and Rules of the Association together with all amendments thereto as at the date of his admission.

(c) The provisions of Rule 14 shall, with the necessary changes, apply to the termination of membership of an associate member of the Association.

10 - REPRESENTATION

(a) The authorized representatives of any member may attend all general meetings and take part in all discussions thereat.

(b) When more than one authorized representative of the one member is present at a meeting only one of them shall have the right to vote on any question and they shall prior to the commencement of the meeting notify the Secretary of the name of the one who shall exercise the vote. In default of such notification the chairman shall appoint which one of them shall exercise the vote. The same provisions shall apply with the necessary changes to the authorized representatives of any associate member voting pursuant to rule 9 upon an application for associate membership.

11 - HONORARY COMMITTEE MAN

Any retiring Committeeman who has rendered long and valuable service on the Executive Committee may be appointed an Honorary Committeeman for life, or for a
year, or for a term of years, on the recommendation of the Executive Committee. He shall be appointed at a General Meeting of the Association, and the affirmative vote of three-fifths of the members present shall be necessary for appointment. Such Honorary Committeeman shall have all the privileges of an elected Committeeman, except the power to vote.

12 - HONORARY MEMBERS

Visitors from other States or abroad, or persons distinguished in the Industry, may be admitted as Honorary Members by the Executive Committee for such period as the Executive Committee may decide. A separate list of such Honorary Members shall be kept. They shall take no part in the proceedings of the Association.

13 - ACTIONS OF MEMBERS

(a) Except it be taken in the normal course of his business no member or group shall take any action concerning any tariff, taxation, industrial or other matter which in the opinion of the Executive Committee affects the industry as a whole or any part thereof without reference to and the prior approval of the Executive Committee. Nothing contained in this sub-clause shall affect any inconsistent obligation of any member under the Conciliation and Arbitration Act or any other Act of the Commonwealth Parliament or the Parliament of the State of Western Australia.

(b) Every member shall forthwith inform the Secretary of any industrial dispute or situation or any question, dispute or difficulty of which notification is bound to be given to an industrial authority in accordance with the said Acts.

14 - TERMINATION OF MEMBERSHIP

Membership of any member shall be terminable in accordance with the following provisions:

(a) No member shall discontinue his membership from the Association without giving three (3) months' notice in writing to the Secretary and such notice should be accompanied by payment in advance of all subscriptions, levies, fees and dues of whatever description which may be then due and owing by the member. (Disallowed - see Order No 1479 of 1996 of 28th November 1996)

(b) Upon any member failing to pay any levy or subscription within the periods mentioned in these rules the Secretary may make a final demand for payment thereof by writing under his hand and in default of such payment within a period of one month from the date thereof membership shall cease and determine.

(c) Any member transgressing any of the rules of the Association or in the opinion of the Executive Committee acting in any way contrary to the interests of the Association shall be liable to expulsion from the Association in the discretion of the Executive Committee. Provided that the Executive Committee shall not resolve that any member shall be expelled on any such ground unless such
member shall have been charged in writing under the hand of the Secretary at least fourteen days previously with a breach of the rules or with the commission of an action contrary to the interests of the Association and shall have been afforded the opportunity of appearing before the Executive Committee for the purpose of answering such charge.

(d) The membership of any member shall also terminate -

(i) in the case of an individual on the making of a sequestration order against him or the execution by him of a deed of assignment or arrangement for the benefit of creditors;

(ii) in the case of a firm on the dissolution thereof (otherwise than in consequence of a change in the membership thereof) or upon the making of a sequestration order or the execution of a deed of assignment or arrangement for the benefit of creditors against or by the firm or any member thereof;

(iii) in the case of a company upon the notification in the Government Gazette of the liquidation thereof (except for the purposes of reconstruction).

(e) Any member who withdraws from membership or whose membership is otherwise terminated pursuant to these rules shall cease to have any claim or interest of any nature whatsoever to or in any of the funds or assets of the Association or against any member of the Executive Committee or officer of the Association.

(f) Where the business of any member is transferred, assigned or transmitted to or in any way taken over by any successor or any assignee or transmitee (hereinafter called "the Successor" of a member) the Executive Committee of the Association in its discretion and upon such evidence as it thinks fit may unless the successor shall have otherwise requested determine that the successor shall continue as a member of the Association in the name of the successor. The production of the minute of the Executive Committee containing such determination or an entry in the Register of Members that such a determination has been made shall be effectual for all purposes as evidence of membership as if the successor had applied for membership and become a member in accordance with these rules.

15 - SUBSCRIPTIONS

(a) Every member shall pay an annual subscription as determined by an Annual General Meeting or Special General Meeting called (inter alia) for that purpose and such meeting may fix different rates of subscription for members carrying on business in different districts or areas provided that the maximum subscription for members shall not exceed $2,500 and the minimum shall be not less than $20 except in the case of country members for whom the minimum subscription shall be not less than $10. The aforesaid subscriptions shall be payable in two moieties or in such other manner as may be determined from time to time by the Executive Committee and within 30 days of being levied.

(b) Every associate member shall pay an annual subscription of $30 or such other amount not exceeding $150 as may from time to time be determined by an Annual General Meeting or a Special General Meeting called (inter alia) for that purpose.
(c) Any member or associate member failing to pay his subscription within twelve months from the due date thereof shall ipso facto be disqualified from taking part in any proceedings of the Association or from receiving any service or benefit and shall be liable to pay as interest an additional ten per centum of the amount unpaid.

(d) The subscriptions payable by a member shall be reduced by an amount equal to the subscriptions payable by such member to The Printing and Allied Trades Employers' Federation of Australia for the then current year. If the subscriptions payable by a member to The Printing and Allied Trades Employers' Federation of Australia exceed the subscriptions payable by such member to the Association for a particular year then that member shall not be required to pay any subscriptions to the Association.

16 - LEVIES

The Executive Committee may at any time make a levy upon the members for contribution to the funds of the Association for the purposes thereof or upon the members of a group to cover the expenses of such group in addition to the subscriptions provided for by these rules and any such levy shall become due and payable immediately after the making thereof. No member shall be required to pay in levies in any one year an amount which exceeds the amount of that member's subscription for the same year. Any member failing to pay any levy within two months of written notice of his liability to pay the same shall ipso facto be disqualified from taking part in any proceedings of the Association or from receiving any service or benefit from it and shall be liable to pay as interest an additional ten per centum of the amount unpaid.

17 - PLACES AND TIMES OF MEETINGS

The Executive Committee or the President may decide the place where and the time at which the annual or any special general meeting shall be held.

18 - ANNUAL MEETING

There shall be held annually not later than the seventeenth day of May in each year a General Meeting of the Association of which seven days' notice and of the business to be transacted thereat shall be given to all members and associate members. At such meeting a report on the affairs of the Association during the preceding year shall be submitted by the Executive Committee together with a duly audited balance sheet covering the twelve months immediately preceding the previous 31st December. The Auditor for the ensuing year shall be appointed in accordance with rule 36 and any business may be transacted which in the opinion of the chairman is expedient.

19 - SPECIAL GENERAL MEETING

A Special General Meeting shall be called by the Secretary as promptly as possible at the request of the President or the Executive Committee or on a requisition signed by at least twenty members. At least forty-eight hours' notice shall be given thereof to all
members and associate members and no business shall be transacted at any such meeting except that for which the meeting has been called. Should there not be a quorum present within thirty minutes after the time for which the meeting is called the meeting shall lapse.

20 - RESOLUTIONS BINDING ON ALL MEMBERS

All resolutions passed or adopted at a General Meeting of the Association shall be conclusive and binding on all members.

21 - CHAIRMAN

The President shall take the chair at all meetings of the Association and Committees thereof, and in the event of the absence of the President and Vice-President, those present shall elect a chairman.

22 - QUORUM

The Quorum at a General Meeting shall be 8 members, at a Special General Meeting 15 members, and at an Executive Committee Meeting 5 members.

23 - VOTING

(a) Every question submitted to any general meeting shall be decided in the first instance by a vote of the members present in which case every member present shall have one vote and in the case of an equality of votes the chairman shall both on a show of hands and at a poll or ballot have a casting vote in addition to the vote to which he may be entitled as a member. At any general meeting unless a poll or ballot is demanded by twenty-five per centum of the members present a declaration by the chairman that a resolution has been carried or carried by a particular majority or lost or not carried by a particular majority and an entry to that effect in the minute book of the Association shall be conclusive evidence of the fact.

(b) If a poll or ballot is demanded as aforesaid it shall be taken in such manner and at such time and place as the meeting shall declare or in default of such declaration as the President shall appoint either at once or after an interval or adjournment or otherwise and the result of the poll or ballot shall be deemed to be the resolution of the meeting at which the poll or ballot was demanded. The demand of a poll or ballot may be withdrawn.

(c) When a poll, ballot or secret ballot of the Association is held, a member shall be entitled to the following number of votes:

<table>
<thead>
<tr>
<th>Number of Employees</th>
<th>Number of Votes</th>
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<tbody>
<tr>
<td>Not more than 50</td>
<td>1 vote</td>
</tr>
<tr>
<td>From 51 to 150</td>
<td>2 votes</td>
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<tr>
<td>From 151 to 250</td>
<td>3 votes</td>
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Where the number of employees employed by the member in the industry in Western Australia on the previous 30th June and declared by the member was -
From 251 to 450 4 votes
From 451 to 750 5 votes
Over 750 5 votes plus 1 vote for every additional 300 employees

24 - EXECUTIVE COMMITTEE

(1) The Executive Committee shall consist of:

(a) 14 persons elected annually to be members of the Executive Committee in these Rules referred to as the "elected members" thereof;

(b) all persons who for the time being are honorary Committee members appointed as provided in Rule 11.

(2) Three of the elected members of the Executive Committee (individually known respectively as the President, the Vice-President and the Honorary Treasurer) shall be elected annually as provided in Rule 24G to be "the Officers of the Association". Each of the remainder of the elected members of the Executive Committee (eleven in number) shall be called "a Committee member" notwithstanding that in law by virtue of the definition in Section 6 of the Industrial Arbitration Act, 1912-1968, he holds an office in the Association.

(3) (a) No person shall be eligible for election as an elected member of the Executive Committee unless he is a proprietor of or a partner in or the general manager of a firm or a director or the general manager of a company which is a member of the Association and is an authorised representative of that member.

(b) No more than one authorised representative of a member of the Association shall at the same time be an elected member of the Executive Committee.

(c) An authorised representative of a consumer member of the Association shall not be eligible to be an elected member of the Executive Committee.

(4) (a) 12 members of the Executive Committee shall be elected by and from among the members of the Association whose places of business are situated within a radius of fifteen miles of the General Post Office, Perth, such members being known as Metropolitan Members and such Committee members being known as Metropolitan Committee members.

(b) Two members of the Executive Committee shall be elected by and from among the members of the Association whose places of business are situated outside a radius of fifteen miles of the General Post Office, Perth, such members being known as Country Members and such Committee members being known as Country Committee members.

(5) In the event of a casual vacancy occurring in the office of member of the Executive Committee (whether the office be that of an officer of the Association or that of Committee member) during the year the remaining members of the
Executive Committee may appoint some person, who would be eligible for election to fill that vacancy, to the Executive Committee.

**24A - APPOINTMENT, POWERS AND DUTIES OF RETURNING OFFICER AND SCRUTINEERS**

(1) At an ordinary meeting of the Executive Committee held not later than June of each year the Executive Committee shall appoint a Returning Officer, who need not necessarily be a member of the Association, for the conduct of all elections for office that may be held throughout the ensuing year and at the same time and in the same manner it shall appoint Scrutineers not exceeding four to represent the candidates at all such elections.

(2) The Returning Officer shall:

(a) receive all nominations for election lodged in accordance with Rule 24B (1) and deal with them as provided in sub-rules (6), (7) and (8) of that Rule;

(b) conduct any election required to be held under these Rules and do, perform and carry out all those acts, matters and things which necessarily must be done, performed or carried out by the Returning Officer in order to comply fully with the requirements of these Rules as to elections for office.

(3) The Returning Officer shall have full power and authority:

(a) to charge the credit of the Association for the purpose of procuring the printing of ballot papers, providing ballot boxes or other receptacles for the reception of completed ballot papers and meeting any other expenses reasonably incurred by him in conducting an election under these Rules and generally for the purpose of carrying out the duties of his office; and

(b) to take such action and give such directions as he considers reasonably necessary to prevent the occurrence of irregularities in or in connection with any election under these Rules and any ballot taken for the purpose thereof and if, in his opinion, the procedure laid down in these Rules as to the conduct of an election thereunder is in any particular instance in any way defective or inoperable to institute such other or additional procedure as he or the Executive Committee shall think fit; and

(c) to take such steps as he may deem reasonably necessary to ensure that all nomination papers, ballot papers, envelopes, lists of members, reports and certificates as to the result of a ballot and all other documents used in connection with or relative to each election under these Rules will be preserved and kept at the registered office of the Association in safe custody for a period of at least one year after the completion of the election or otherwise as provided by the Industrial Arbitration Act 1912-1968; and

(d) to appoint such deputies, poll clerks, or others as he may consider necessary or desirable to assist him in conducting any such election.

(4) Scrutineers:
In any such election each candidate duly nominated shall be entitled to appoint by writing under his signature any member of the Association to act as Scrutineer on his behalf at the election and the candidate may so appoint any member (other than another candidate) in substitution for or in place of such person.

All Scrutineers shall so far as is possible, in the case of a ballot be entitled to observe the admission and counting of votes and the conduct of and determination of the ballot by lot and the declaration of the poll. In every case the Scrutineer shall observe any direction given by the Returning Officer and the Returning Officer shall take all reasonable steps by notification or otherwise to enable each Scrutineer to exercise his rights but no election shall be vitiated by reason of the fact that a Scrutineer does not in fact exercise any or all of such rights if he had reasonable opportunity so to do. A Scrutineer shall do all things necessary so that the conduct of the election shall conform to the Rules and so that the secrecy of the ballot shall be preserved.

24B - NOMINATION FOR ELECTION TO EXECUTIVE COMMITTEE

(1) On or before 30th June each year the Returning Officer shall dispatch by post to each member of the Association a nomination form for election to the Executive Committee and such nomination shall state that it is to be returned to the Returning Officer by hand or by post at any time before 4 p.m. on a date to be stated (being "the time when nominations close") such date to be not less than 14 nor more than 28 days after the date of despatch of the nomination forms.

(2) No more than one authorized representative of a member of the Association shall at the same time be eligible for nomination.

(3) A nomination shall not be a valid nomination:

(a) unless the candidate is an authorised representative of a member of the Association or a member in his own right;

(b) unless the candidate has signified by his signature to the statement of assent that he is willing to be nominated;

(c) unless it is signed by at least one member of the Association entitled to vote as the nominator;

(d) unless a signed consent is provided by a director of the company where the member represented by the candidate is a company;

(e) unless the nominator and the candidate both are or represent metropolitan members in the case of nominations for the office of Metropolitan Committeeman and the nominator and the candidate both are or represent country members in the case of nominations for the office of Country Committeeman;
(f) if the candidate is the authorized representative of the same member as any other candidate represents. In which case both nominations shall be declared invalid.

(4) It shall be the responsibility of each member to ensure that no more than one of its authorised representatives shall accept nomination.

(5) As soon as practicable after the time when nominations close the Secretary shall deliver to the Returning Officer a true and correct list of the members of the Association who were members at the time when nominations close and such list shall include the names and addresses of such members as shown on the Register of Members and shall clearly show which members are Metropolitan members and which are Country members.

(6) Upon receipt of the list of members the Returning Officer shall examine all nominations received by him and shall reject any which he considers not to be valid and he shall advise in writing any candidate whose nomination he has rejected of the reason for such rejection.

(7) If there are only 12 (or a lesser number than 12) valid nominations for the offices of Metropolitan Committeemen or if there is only one or two valid nominations for the offices of Country Committeemen the Returning Officer shall issue his certificate of that fact and declare each of the candidates submitting a nomination duly elected to the office for which he is a candidate.

(8) If there is not any or less than 12 valid nominations for the offices of Metropolitan Committeemen or not any, or only one, valid nomination for the offices of Country Committeemen the Returning Officer shall issue his certificate of that fact and declare that a casual vacancy exists or a number of casual vacancies exist (as the case may be) in the office or offices according to the number of valid nominations submitted.

(9) (a) If there are more than twelve valid nominations for the offices of Metropolitan Committeemen, the Returning Officer shall conduct an election for offices in accordance with the provisions of Rule 24C hereof amongst Metropolitan members.

(b) If there are more than two valid nominations for the offices of Country Committeemen the Returning Officer shall conduct an election for offices in accordance with the provisions of Rule 24C hereof amongst Country members.

24C - ELECTION TO EXECUTIVE COMMITTEE

(1) An election for office as a member of the Executive Committee held under these Rules shall be by secret ballot conducted as provided in this and the next three Rules.

(2) Only the metropolitan members on the list mentioned in Rule 24B (5) shall be entitled to vote at an election for office as a Metropolitan Committeeman and only the country members on the same list shall be entitled to vote at an election for office as a Country Committeeman.
(3) The Returning Officer shall fix a date and time on that date as the time when the ballot closes and such date shall be not less than fourteen days nor more than twenty-eight days from the day on which he posts such ballot papers.

**24D - BALLOT PAPERS AND ISSUE THEREOF**

(1) The Returning Officer shall ascertain from the Secretary the number of votes to which each member is entitled in accordance with Rule 23 (c) and shall cause to be printed, written or otherwise reproduced in legible form ballot papers in sufficient number to provide each member entitled to vote with one ballot paper for each vote which such member is entitled to cast pursuant to Rule 23 (c) and shall obtain from the person printing, writing or otherwise reproducing the ballot papers a certificate as to the total number so printed, written or otherwise reproduced.

(2) On each ballot paper shall appear a reference to the office in respect of which the election is being held and at which the ballot paper is to be used and also the names of all candidates for election to the office set out in alphabetical order according to the initial of each candidate's surname and also such voting instructions as the Returning Officer shall consider requisite, but nothing else.

(3) The Returning Officer shall procure a ballot box or a sufficient number of ballot boxes as a receptacle or receptacles for the ballot papers used in the casting of votes at each ballot and he shall take all necessary steps to ensure that from the time when the ballot papers are issued until the time when the ballot closes, each ballot box is securely sealed so that it cannot be opened without the seal being broken.

Alternatively, the Returning Officer may instead of procuring such ballot box or ballot boxes rent a post office box, either in his own name or that of the Association and in that event he shall take all necessary measures to ensure that from the time when any ballot paper is issued until the time when the ballot closes such post office box remains securely locked and all keys issued therefor remain in his sole possession or custody.

(4) Ballot papers shall be issued to all Metropolitan members or all Country members (as the case requires) entitled to vote in such number to provide each member entitled to vote with one ballot paper for each vote which such member is entitled to cast pursuant to Rule 23(c).

(5) Ballot papers shall be issued to each member entitled to receive them by being forwarded by prepaid post in a sealed envelope addressed to the member at the address shown in the Register of Members.

(6) The Returning Officer shall before issuing a ballot paper first place his initials or other private mark on either the face or the back of the ballot paper.

(7) The Returning Officer shall at the same time as he issues a ballot paper also issue to each member entitled to receive the ballot paper the following:

   (a) a written notice advising the purpose for which the ballot is being held and also the time when the ballot closes and the method by which used ballot papers should be returned to the Returning Officer;
two unsealed envelopes, on the face of one of which shall be printed or written the words "Ballot Paper" and on the face of the other shall be printed or written the words "Returning Officer" followed by his address for the purposes of the election. In the event of the Returning Officer renting a post office box the address on the said other envelope shall be the post office box number followed by the name of the Post Office.

If at any time before the time when the ballot closes a member entitled to vote attends in person before the Returning Officer and satisfies him that he has by mistake or by accident wrongly marked or in some other way spoilt a ballot paper issued to him he may on giving up the spoilt ballot paper receive from the Returning Officer another ballot paper in its place and the Returning Officer shall then and there destroy the wrongly marked or spoilt ballot paper.

24E - VOTING AT ELECTIONS

(1) A member entitled to vote at an election for office under these Rules who desires to cast his vote in a ballot taken in connection with the election shall do so in the following manner:

(a) he shall strike out on the ballot paper the name or names of the candidate or candidates for whom he does not desire to vote leaving not struck out the names of no more or no less candidates than are sufficient to fill the vacancies on the Executive Committee shown on the ballot paper; and then

(b) he shall place the ballot paper or ballot papers in the envelope marked "Ballot Paper" issued to him (or in another envelope similarly marked) and he shall securely seal such envelope; and then

(c) he shall place the envelope containing the ballot paper in the other envelope addressed to the Returning Officer (or in another envelope similarly addressed) and he shall securely seal it and then either himself or by someone having his authority to do so he shall -

(i) post the envelope addressed to the Returning Officer so sealed by pre-paid letter post at such time as shall allow sufficient time for the envelope to reach the Returning Officer in the ordinary course of post before the time when the ballot closes; or

(ii) deliver the envelope addressed to the Returning Officer so sealed to the Returning Officer personally before the time when the ballot closes; or

(iii) deposit the envelope addressed to the Returning Officer so sealed in any ballot box provided for the purpose of the ballot.

(2) Every envelope marked "Ballot Paper" which comes into the hands of the Returning Officer and every envelope not so marked but which the Returning Officer has reason to believe contains or might contain a ballot paper shall forthwith upon receipt by him be deposited in any ballot box provided for the purpose of the ballot.
24F - COUNT OF BALLOT

(1) The result of the ballot shall be ascertained by a scrutiny of the ballot papers which shall come into the hands of the Returning Officer and by a count of the votes cast by such ballot papers.

(2) The scrutiny and count shall commence as soon as practicable after the time when the ballot closes and shall continue without interruption until the count has been completed.

(3) Whether or not a vote cast by a ballot paper is informal shall be determined by the Returning Officer and he shall so mark and reject any ballot paper which casts an informal vote and record the number of informal votes. A vote shall be informal:

(a) if cast by a ballot paper which has not been initialled or marked by the Returning Officer as prescribed in Rule 24D;

(b) if the ballot paper by which it is cast is marked in any other manner than in accordance with Rule 24E or the voting instructions endorsed on the ballot paper;

(c) if the ballot paper has on it any mark or writing not authorized by these Rules which in the opinion of the Returning Officer would enable the member casting the vote to be identified;

(d) if the ballot paper does not clearly indicate the vote of the member purporting to cast the vote.

(4) A vote shall not be informal otherwise than for any of the reasons mentioned in this Rule and shall be given effect to according to the intention of the member casting the vote in so far as that intention is clear.

(5) (a) Of the candidates for election to the offices of Metropolitan Committeeman the candidate who receives the greatest number of votes shall be entitled to be declared duly elected to one of such offices and of the remainder of such candidates the candidate who receives more votes than any other of such remaining candidates shall be entitled to be declared elected to another of such offices and so on until in all 12 candidates have so become entitled to be declared so elected.

(b) Of the candidates for election to the offices of Country Committeeman the candidate who receives the greatest number of votes shall be entitled to be declared duly elected to one of such offices and of the remainder of such candidates the candidate who receives more votes than any other one of such remainder shall be entitled to be declared duly elected to the other office of Country Committeeman.

(6) Where the number of votes cast for any two or more candidates for any office is the same and there is no other candidate having a greater number of votes and it is necessary to determine which of such candidates is the successful candidate and entitled to be declared elected the Returning Officer shall so determine the matter by lot in such manner as he thinks fit and shall issue his certificate accordingly.
At the conclusion of the count the Returning Officer shall make and shall himself keep a record of the number of all votes counted and the particulars of the numbers cast in favour of each candidate and shall certify as to the identity of the candidates who have been successful.

Within seven days after the time when the ballot closes the Returning Officer shall declare the result of the ballot and that the successful candidates have been duly elected.

The candidates so declared duly elected shall assume office in place of the retiring members of the Executive Committee on the first day of January of the following year and subject to these Rules shall remain in office for one year thereafter.

24G - ELECTION OF OFFICERS OF THE ASSOCIATION

(1) Within seven days after the Returning Officer makes a declaration pursuant to Sub-rules (7) and (8) of Rule 24B or pursuant to Sub-rules (5) and (6) of Rule 24F he shall deliver by hand or forward by post to each member of the Executive Committee constituted by reason of the said declarations (in this Rule referred to as "the newly elected Executive Committee") a written invitation to nominate for election to one or more of the offices of Officer of the Association and therewith shall deliver or forward a nomination form in respect of each of such offices together with a notification of the time when nominations close which time shall be not less than seven days or more than 14 days from the date when he so delivers or forwards the said invitation.

(2) The said invitation shall indicate:

(a) that a nomination will not be a valid nomination -

   (i) unless the nomination is in the hands of the Returning Officer before the time when nominations close; and

   (ii) unless the candidate is a member of the newly elected Executive Committee; and

   (iii) unless the nomination is in writing and signed by either the candidate or someone on his behalf or (in the latter case) unless the consent of the candidate to nominate is in the hands of the Returning Officer before the time when nominations close; and

   (iv) unless the nomination is signed by at least one other member of the newly elected Executive Committee as the nominator; and

   (v) if the candidate is an authorised representative of a member of the Association (not being a member in his own right) unless the member or (where the member is a company) a director of the member consent in writing to the nomination and such consent is in the hands of the Returning Officer before the time when nominations close.
(b) the address of the Returning Officer to which nominations and consents are to be forwarded.

(3) The Returning Officer shall inspect each nomination and consent received by him and shall satisfy himself as far as he reasonably can as to the validity or otherwise of the nomination.

(4) If there is only one valid nomination in respect of any office of Officer of the Association the Returning Officer shall at the first meeting of the newly elected Executive Committee held after the time when nominations close declare the candidate lodging the nomination duly elected to that office.

(5) If there is not any valid nomination in respect of any office of Officer of the Association the Returning Officer shall at the meeting of the newly elected Executive Committee mentioned in sub-rule (4) of this Rule declare that a casual vacancy exists in that office.

(6) If there is more than one nomination in respect of any office of Officer of the Association the identity of the candidate therefor to be declared elected to that office shall be determined by an election for office by secret ballot of the members of the newly elected Executive Committee.

(7) At an election held pursuant to this Rule each member of the newly elected Executive Committee shall have one vote in respect of each office in respect of which the election is held.

(8) Subject as provided in this Rule the provisions of Rule 24C (except sub-rule (2) thereof) and those of Rules 24D, 24E and 24F shall mutatis mutandis apply to an election held pursuant to this Rule.

(9) The result of an election held pursuant to this Rule shall be declared by the Returning Officer within 7 days after the date when the ballot closes and the Returning Officer shall issue his certificate as to such result to the President.

(10) (a) If any member of the newly elected Executive Committee is a candidate for more than one office of Officer of the Association and becomes entitled to be declared elected to more than one of such offices the Returning Officer shall declare the candidate to be elected to the most or more important of the offices to which the candidate is entitled to be declared elected and thereupon the candidate shall lose his entitlement to be so declared in respect of the other or others of such offices notwithstanding the result of the ballot.

(b) Where a candidate loses his entitlement to be declared elected to an office pursuant to paragraph (a) of this sub-rule then of the remaining candidates for that office that remaining candidate who receives more votes than any other of such remaining candidates shall be entitled to be declared elected to the office and if he has already become entitled to be declared elected to another office of Officer of the Association the provisions of paragraph (a) of this sub-rule shall apply.

(c) For the purposes of this sub-rule the office of President shall be deemed the most important of the offices of Officer of the Association, that of Vice-President the next important and that of Honorary Treasurer the least important.
25 - VACATION OF OFFICE
A member of the Executive Committee shall vacate office in the following cases:

(a) If he cease to be eligible to be a member of the Executive Committee.
(b) If he become bankrupt or insolvent or makes an assignment for the benefit of his creditors or compromises with them.
(c) If the member company of which he is an authorized representative go into liquidation except for the purposes of reconstruction.
(d) If he become of unsound mind or incapable of acting.
(e) If he resign his position as a member of the Executive Committee.
(f) If he be absent without leave for three consecutive meetings.

26 - REMOVAL OF EXECUTIVE COMMITTEE AND OFFICE-BEARERS
The Executive Committee or any member thereof or any office-bearer of the Association may at any time be removed on the vote taken by poll or ballot of three-fourths of such of the members of the Association as are present and vote at a special general meeting called for the purpose.

27 - MEETINGS OF EXECUTIVE COMMITTEE
(a) The Executive Committee shall meet as often as required for the transaction of business. At the direction of the President or request of at least five members of the Executive Committee a Special meeting of the Executive Committee shall be called by the Secretary.
(b) Excepting Honorary Committeemen every member of the Executive Committee shall have one vote and in the event of any equality of votes the Chairman for the time being shall have a casting vote in addition to his ordinary vote.

28 - LEAVE OF ABSENCE
The Executive Committee may grant leave of absence to any of its members.

29 - POWERS OF EXECUTIVE COMMITTEE
The management and control of the business of the Association including the control of its property and funds and the application and disposal thereof shall subject always to the direction and control of the Association in general meeting be vested in the Executive Committee which shall be the Committee of Management of the Association which in addition to the powers and authorities by these rules especially conferred upon
it may exercise all such powers and do all such things as may be exercised or done by
the Association and are not hereby or by statute expressly directed or required to be
exercised or done by the Association in general meeting and without in any way limiting
the generality of the foregoing powers the following powers namely power:

(a) To make such provision for the successful attainment of the objects of the
Association as the means of the Association permit and as the Executive
Committee thinks fit.

(b) To take such steps as may be necessary to carry out any resolution which may be
passed at a general meeting of the Association.

(c) To deal with all matters which shall further the interests of members in
accordance with these rules.

(d) To establish such groups of members with similar interests as the Executive
Committee thinks fit to function within the Association subject to the approval
of the Executive Committee.

(e) To call meetings of groups of members either as single groups or in such
combination of groups or of members with similar interests as the Executive
Committee shall deem fit.

(f) To deal with all complaints of breaches of the rules, regulations, agreements,
resolutions and decisions of the Association or of the Executive Committee.

(g) To appoint representatives of the Association on wages boards, apprenticeship
trade advisory committees, boards of reference and similar bodies.

(h) To raise or borrow money in the name or otherwise on behalf of the Association
as it may from time to time think expedient and to secure the repayment thereof
or the fulfilment or discharge of any liability, guarantee or obligation of or
undertaking by the Association in such manner and upon such terms and
conditions as it thinks fit and in particular by the issue of bills or notes by
mortgage or charge of or on any of the property or assets of the Association both
present and future.

(i) To appoint under contract or otherwise consultants and agents for temporary or
special services as it may from time to time think fit and to determine their
powers and duties and fix their salaries or emoluments.

(j) To institute, conduct, defend, compound or abandon any legal proceedings by or
against the Association or its officers or otherwise concerning the affairs of the
Association and also to compound and allow time for payment or satisfaction of
any debts due and of any claims or demands by or against the Association.

(k) To draw, accept, make, endorse, transfer, discount, guarantee and negotiate such
bills of exchange and promissory notes and give such indemnities and guarantees
and enter into such other obligations as may seem to it expedient for the
purposes of the Association.

(l) To invest and deal with any moneys of the Association not immediately required
for the purpose thereof upon such securities and in such manner as it may think
fit and from time to time to vary or realise such investments.
To entrust to and confer upon any member of the Executive Committee or any Committee thereof or any officer of the Association such of the powers exercisable by the Executive Committee under these rules as it may think fit and from time to time to revoke, withdraw, alter or vary all or any of such powers and to appoint special Committees from amongst its own number or otherwise to examine and inquire into the matter in connection with the objects or business of the Association with power to take action therein and to appoint members of the Association to act with any such special committees and dissolve such special committees whenever it may think proper and generally to determine the constitution and regulation of the procedure of any committee whether special or appointed under these rules.

From time to time to make and to alter, vary and rescind such by-laws for the carrying out of these rules to put into effect the powers and authorities thereby vested in the Executive Committee and for regulating the conduct and proceedings of the Association and of the meetings of the Executive Committee and generally to provide for all such matters and things relating to the management of the property of the Association and the conduct of its business as are not inconsistent with or repugnant to these rules or required to be done by the Association in general meeting.

To bring any industrial disputes, claims or matters before the Commonwealth Conciliation and Arbitration Commission or any committee, board or other tribunal whatsoever appointed under the Conciliation and Arbitration Act 1904-1952, the Western Australian Shops and Factories Act 1920-1947 or any Acts amending the said acts or made in substitution thereof or under any other Act of Parliament of the Commonwealth or the State of Western Australia.

To give assistance to any member of the Association charged with a breach of any law, regulation or award affecting such member.

On behalf of the Association or any members thereof to make and take legal steps to enforce any claims or demands relating to industrial matters upon any organization or industrial or trade union of employers or employees or upon any individual employers or employees.

To enter into industrial agreements with any trade or industrial union or association of employers or employees.

To confer with such other Associations or committees thereof in such manner as may be deemed necessary or desirable and for the purpose of taking joint action in connection with any matter of mutual interest to such other Association and the Association to represent or be represented by any such other Association as the Executive Committee may deem advisable.

30 - MODE OF CONTROL OF PROPERTY AND INVESTMENT OF FUNDS

The funds of the Association shall be placed in such bank or banks as the Executive Committee may from time to time determine in the name of "The Printing and Allied Trades Employers' Association of Western Australia (Union of Employers)". to be operated on by the President, Honorary Treasurer and the Secretary (or any two of the
aforementioned) of the Association. Any surplus funds may be invested in securities approved by the Executive Committee. No part of the funds or the property of the Association shall be paid or applied in connection with or to aid or assist any person engaged in any strike or lock-out in the State of Western Australia.

31 - COURT REPRESENTATION

The Executive Committee may authorize any person to represent and appear on behalf of the Association in any Court in any proceedings concerning the Association or any member thereof in which it or he is interested.

32 - HONORARY TREASURER

The Honorary Treasurer shall see that a faithful record is kept of the receipts and expenditure of the Association by means of proper books of account. No payment shall be made from the funds of the Association either for ordinary or extraordinary purposes without the authority of the Honorary Treasurer or that of the Executive Committee. The Honorary Treasurer shall submit to each Annual General Meeting duly audited statements of accounts for the financial year of the Association.

33 - SECRETARY

A Secretary shall be appointed by the Executive Committee for such period at such salary and on such conditions as may from time to time be determined by it. He shall act under the general direction of the President.

34 - DUTIES OF SECRETARY

(a) The Secretary for the time being, shall be the registered officer of the Association for all purposes within the scope of the Association for which a registered officer may be required.

(b) He shall see that a faithful record is kept of the business transacted at all meetings of the Association or any committee or group thereof and use his best endeavours to secure additional members of the Association and shall collect all subscriptions and other moneys due to the Association, issue all necessary notices and prepare and furnish all returns required by the Registrar of Industrial Unions of the Western Australian Industrial Commission or to be given by or on behalf of the Association under any Act of Parliament. He shall have full charge and management of the staff of the Association.

(c) The Secretary for the time being shall ex-officio be the Secretary of any group constituted at any time.

(d) When authorized so to do by the Executive Committee he shall on behalf of the Association bring or defend or cause to be brought or defended any action, prosecution or complaint in any court of law or arbitration or otherwise touching or concerning any property or any right or claim to property of the Association or touching or concerning any industrial matter in which the Association or any member may be concerned or interested and in particular to sue for or institute
proceedings in respect of arrears of contributions, subscriptions, fees, levies, fines or any other moneys payable by members to the Association.

(c) He shall draw up the Annual Report for the approval of the Executive Committee and a list of attendances of members at general and special meetings and generally carry out the duties assigned to him by the Association through the President.

35 - REGISTER OF MEMBERS

The Secretary shall keep a Register of Members in which shall be recorded the name and address of every member and associate member of the Association and such other particulars as the Executive Committee may from time to time direct. The Register shall in every instance indicate whether a person, firm or company is a member or an associate member. An entry in the Register shall be evidence of membership or associate membership (as the case may be) of the Association. The Register shall be purged by striking off members in arrears of dues for such period as is provided in the rules not exceeding 12 months but without freeing such persons from arrears due. (Disallowed - see Order No 1479 of 1996 of 28th November 1996)

36 - AUDITOR

An Auditor shall be appointed at the Annual General Meeting and any casual vacancy occurring in the office of Auditor shall be filled by the Executive Committee. A retiring Auditor shall be eligible for re-election. The duties of Auditor shall be to examine the books and accounts of the Association and report on same at the end of each financial year and at any other time when requested by the Executive Committee.

37 - INSPECTION OF BOOKS

The Executive Committee may from time to time determine to what extent and at what times and places and under what conditions and regulations the accounts and books of the Association or any of them shall be open to the inspection of members and no member shall have any right of inspection respecting any book, account or document of the Association except as provided by these rules or authorized by the Executive Committee or by a resolution of the Association in general meeting.

38 - SEAL

The seal of the Association shall be kept in the custody of the Secretary at the office. It shall be used only by the authority of the Executive Committee and in the presence of a member of the Executive Committee and of the Secretary or such other person as the Executive Committee may appoint for that purpose and the member of the Executive Committee and Secretary or other person as aforesaid shall sign every instrument to which it is so affixed in their presence.

39 - SCALE OF PRICES AND STANDARD COSTS
Standard hourly cost rates and a scale of prices for work may from time to time be adopted by the Association for the guidance of members.

40 - INDEMNIFICATION OF MEMBERS AND OFFICE-BEARERS

Every member, secretary, trustee and other officer of the Association shall be indemnified against and it shall be the Association's duty out of its funds to pay all costs, losses, charges and expenses which any such member, secretary, trustee or other officer may incur or become liable for by reason of any contract entered into or act or deed done by him as such member, secretary, trustee or other officer in the discharge of his duties and any such member, secretary, trustee or other officer entitled to such indemnity shall on the establishment of his claim therefor have a lien on the property of the Association for the amount thereof.

41 - MEMBERS NOT PARTNERS

The members and associate members of this Association are not partners.

42 - ALTERATION OF RULES

No new rule shall be made nor shall any part of the constitution or any of the rules herein contained or hereafter to be made be altered, amended or rescinded unless by a majority of such of the members as are present and vote at an ordinary general meeting or a special general meeting called for that purpose by the Secretary at the request of the Executive Committee or on a requisition signed by at least twenty members and of which seven days' notice in writing shall have been given to all members containing the substance of all proposed amendments and a notice stating the time, place and objects of the meeting having been published in a newspaper circulating in the State not less than seven days prior to the meeting and a copy of such notice having been placed in a conspicuous place outside the Association's office for the same period.

43 - NOTICES

A notice may be given by the Association to any member either personally or by post to the address last known to the Association. Where a notice is sent by post, service of the notice shall be deemed to be effected by properly addressing, prepaying and posting the letter containing the notice and to have been effected at the time at which the letter would be delivered in the ordinary course of post.

44 - DISSOLUTION OF THE ASSOCIATION

For the dissolution of the Association the affirmative vote of three-fourths of such of the members as are present and vote shall be requisite such vote to be taken by poll or ballot at a special general meeting called for that purpose and of which seven days' notice in writing shall have been given to all such members stating the object of such meeting or
should the number of members at any time fall below twenty-five the Association shall then be defunct.

**45 - DISPOSAL OF FUNDS**

Upon the dissolution of the Association or should it become defunct as provided by the above rule the meeting deciding upon such dissolution or the remaining members of the Association may after providing for payment of all debts then due provide for the disposal of funds then in hand in such way as they may think fit.