



**ATU**  
**AHANANG TRADE UNION**  
**BUILDING BETTER WORKPLACES**

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**CONSTITUTION 2025**

**Building Better Workplaces**

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## **1. NAME**

The name of the organization shall be Ahanang Trade Union, hereinafter referred to as 'the union'.

## **2. SCOPE**

The Union shall represent employees in the following sectors and / industries but not limited to:

- Fast-Moving Consumer Goods ((FMCG)- Retail, Wholesale, Transport and Logistics, Warehousing and Distribution, Hospitality and Customer Support Services),
- Construction, Mining and Energy / Fuel,
- Security Industry &
- Cleaning Industry.

## **3. HEAD OFFICE**

The head office of the Union shall be located at a place as determined by the Executive Committee from time to time.

## **4. LEGAL STATUS**

The Union shall be a non-profit, voluntary, and independent organization with perpetual succession and the right to institute legal proceedings against the organization in its own home.

## **5. OBJECTIVES**

The objectives of the Union shall include:

- To build better working relationships and / working environments.
- To promote and protect the rights and interests of workers.
- To represent members in disputes, negotiations and proceedings, including but not limited to Disciplinary Inquiries, CCMA, Labour Court, and Bargaining Councils.
- To engage employers and relevant legal bodies for fair working conditions and wages.
- To educate and empower members on Labour rights and workplace practices.
- To promote unity, solidarity and mutual support among workers.

## **6. MEMBERSHIP**

### **1.1 Eligibility**

Membership is open to any employee working in a sector recognised by the Union who supports its goals and its Constitution.

### 1.2 Rights of Members

Members shall have the right to:

- Vote in meetings and elections.
- Be elected to any position within the Union.
- Receive representation and support from the Union.
- Extend Labour advice to immediate and extended family members at a discounted amount.

### 1.3 Termination of Membership

Membership may be terminated through:

- Resignation in writing (30-day notice period)
- Expulsion by the Executive Committee for conduct detrimental to the Union, after a fair hearing.

## 7. STRUCTURE

The Union shall be consistent of the following structures:

- General Membership
- Branch Committees
- Executive Committee
- General Congress

## 8. EXECUTIVE COMMITTEE

### 1.4 Composition

The Executive Committee shall be consistent of:

- Chairperson
- Deputy Chairperson
- Secretary
- Treasurer
- 3 Additional Members (who will be recruited once the acquires 500 member)

### 1.5 Duties

- Manage the daily affairs of the Union
- Execute policies and decisions taken by the General Congress
- Approve budgets and oversee Financial Management

### 1.6 Term

Each Member shall serve for a term of 3 years and may be eligible for re-election.

## 9. GENERAL CONGRESS

### 1.7 Composition and Powers

The highest decision-making body, made up of all members or elected delegates.

### 1.8 Functions

- Elect the Executive Committee.
- Review and amend the Constitution

- Set Union policies and programs

#### 1.9 Meetings

The General Congress shall convene every 3 years. Special Congresses may be called by the Executive Committee or by at least one-third of the membership.

### **10. FINANCES**

#### 1.10 Income

Income will be derived from:

- Membership Fees
- Donations, grants, and fundraising.

#### 1.11 Banking and Records

- The Union shall keep a bank account in its name.
- All financial transactions must be authorized by at least two Executive Members.

### **11. DISCIPLINARY MEASURES**

Members or Officials may be disciplined for misconduct, with the right to a fair hearing and appeal.

### **12. DISSOLUTION**

In the event of dissolution:

- The decision must be supported by at least two-thirds of members at a special General Congress.
- After all debts are settled, the remaining assets shall be donated to another organization with similar objectives.

### **13. AMENDMENTS**

This Constitution may be amended by a two-thirds majority of members present at the General Congress.