

CYPRUS

TRADE UNIONS

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CHAPTER 117.

TRADE UNIONS.

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A LAW TO MAKE BETTER PROVISION FOR THE REGISTRATION
 AND CONTROL OF TRADE UNIONS.

PART I.

PRELIMINARY.

Short title.

1. This Law may be cited as the Trade Unions Law.

Interpreta-
 tion.

2. In this Law—

“committee of management” means the body by whatever name called to which the central management of the affairs of a trade union is entrusted and includes the secretary and treasurer of any trade union ;

“officer” when used with reference to a trade union, includes any member of the committee of management or the committee of any branch thereof, but does not include an auditor ;

“register” means the register of trade unions kept and maintained by the Registrar under section 6 of this Law ;

“registered trade union” means a trade union registered under this Law ;

“Registrar” means the person for the time being appointed by the Governor under section 3 of this Law by name or by office to be or to act as Registrar of Trade Unions ;

“trade dispute” means any dispute between employers and workmen, or between workmen and workmen, which is connected with the employment or non-employment or the terms of the employment, or with the conditions of labour, of any person ;

“trade union” means any combination whether temporary or permanent, the principal objects of which are, under its constitution, the regulation of the relations between workmen and employers, or between workmen and workmen, or between employers and employers whether such combination would or would not, if this Law had not been enacted, have been deemed to have been an unlawful combination by reason of some one or more of its objects being in

restraint of trade and shall include any federation of two or more trade unions or any body of persons established for the co-ordination of the activities of any trade union or branch thereof :

Provided that nothing in this Law shall—

(a) affect—

(i) any agreement between partners as to their own business or any trading agreement between employers,

(ii) any agreement between an employer and those employed by him as to such employment,

(iii) any agreement in consideration of the sale of the goodwill of a business or of instruction in any profession, trade or handicraft ; or

(b) preclude any trade union from providing benefits for its members ;

“ workman ” means any person who has entered into or works under a contract with an employer whether the contract be by way of manual labour, clerical work, or otherwise, be expressed or implied, oral or in writing, and whether it be a contract of service or of apprenticeship or a contract personally to execute any work or labour.

PART II.

APPOINTMENT OF REGISTRAR AND OTHER OFFICERS.

3. (1) The Governor shall appoint a Registrar of Trade Unions who shall be responsible for the due performance of the duties and functions assigned to him as Registrar under this Law.

Appointment of Registrar and other officers.

(2) The Governor may appoint such other officers as may, from time to time, be required for the purposes of this Law.

4. An annual report on the work of the Registrar and any other officers appointed under this Law shall be furnished to the Administrative Secretary by the Registrar.

Report to be furnished by Registrar.

5. No suit shall lie against any person appointed under section 3 of this Law for anything done or omitted to be done by him in good faith without negligence and in intended exercise of any power or performance of any duty provided or imposed by this Law.

Protection of Registrar and officers.

PART III.

REGISTRATION.

Register of
trade unions.

6. (1) The Registrar shall keep and maintain in such form as may be prescribed, a register of trade unions in which shall be entered the prescribed particulars relating to any registered trade union and any branch thereof, and any alteration or change which may from time to time be effected in the name, rules, officers or committee of management thereof or in the situation of the registered head and branch offices thereof, and all such other matters as may be required to be entered therein under this Law.

(2) A certified copy of any entry in the register shall be conclusive proof of the facts specified therein as on the date of such certified copy.

Trade
Union with
membership
restricted to
persons in
the civil
employment
of Crown.

7. (1) Notwithstanding anything in this Part of this Law, any trade union whose membership is restricted to persons in the civil employment of the Crown may within thirty days after its establishment, or in the case of an already established trade union, within thirty days after the commencement of this Law, apply to the Governor for a certificate of exemption, and, as from the date of the application the provisions of section 8 of this Law shall not apply to the trade union unless the Governor rejects the application.

(2) If, on considering the application, the Governor is of the opinion that the Registrar would have been justified in registering the trade union under section 10 of this Law if an application for registration had been made, he may grant a certificate of exemption from registration, and, thereupon, all the provisions of this Law relating to registered trade unions shall apply to the trade union so exempted :

Provided that at any time after the grant of a certificate of exemption, the Governor may, if he thinks fit, declare the certificate to be cancelled.

(3) If the Governor rejects the application the provisions of section 8 of this Law shall apply to the trade union as if the date of the rejection had been the date of the establishment of the union.

Trade unions
to register.

8. (1) Upon the establishment of a trade union, it shall be the duty of the committee of management or the directing authority, by whatever name it may be called, of such union, to make application for registration within

thirty days after the date of the establishment of such union or dissolve the union. Any person who fails to comply with the requirements of this section shall be guilty of an offence and shall be liable on conviction to a fine not exceeding twenty-five pounds, and to an additional fine of the like amount for each week during which the omission continues.

(2) When a fine is jointly and severally incurred under this section by any number of persons, every such person shall be liable to pay the whole fine unless the Court otherwise directs.

(3) The Registrar may, if he thinks fit, from time to time, grant an extension of the period specified in subsection (1) of this section, provided that such period shall not, in any particular case, be so extended as to exceed a period of two months in the aggregate.

9. (1) Every application for registration of a trade union shall be made to the Registrar in the prescribed form and shall be signed by at least seven members of the union, any of whom may be officers thereof. Application
for
registration.

(2) Every application for registration shall be accompanied by the prescribed fee.

(3) Every application for registration shall be accompanied by two copies of the rules of the trade union signed by the applicants, a list of members showing the trade or calling and the age and address of each, and a statement of the following particulars, namely—

- (a) the names, occupations and addresses of the members making the application ;
- (b) the name of the trade union and the address of its head office and of the office of any branch thereof ; and
- (c) the titles, names, ages, addresses and occupations of the officers of the trade union.

10. The Registrar, if he is satisfied that the applicants have been duly authorised to apply for registration and that the trade union applying for registration has complied with the provisions of this Law and of the Regulations made thereunder, and that the objects, rules and constitution of the union do not conflict with any of such provisions and are not unlawful, shall, subject to the provisions of section 14 Registration.

of this Law, register the trade union and rules, together with any branch thereof, in the prescribed manner :

Provided that if any one of the objects of such trade union is unlawful, the registration of the trade union shall be void.

Certificate of registration.

11. The Registrar, on registering a trade union under section 10 of this Law, shall issue to the trade union a certificate of registration in the prescribed form, and such certificate, unless proved to have been cancelled or withdrawn, shall be conclusive evidence for all purposes that the trade union has been duly registered under this Law.

Power of Registrar to call for further particulars.

12. The Registrar may investigate or call for further information for the purpose of satisfying himself that any application complies with the provisions of this Law or that the trade union is entitled to registration under this Law.

Power of Registrar to require alteration of name.

13. If the name under which a trade union is proposed to be registered is identical with that by which any other existing trade union has been registered or, in the opinion of the Registrar, so nearly resembles such name as to be likely to deceive or mislead the public or the members of either trade union, the Registrar shall require the persons applying for registration to alter the name of the trade union stated in the application, and shall refuse to register the trade union until such alteration has been made.

Power of Registrar to refuse registration.

14. The Registrar may refuse to register as a trade union, a combination which does not conform to the declared primary purposes of a trade union as set out in this Law, or which is primarily an organisation embracing more classes of trades of workers than one without suitable provision in its constitution for the protection and promotion of their respective sectional industrial interests.

Grounds of refusal of registration to be given.

15. When the Registrar refuses to register a trade union he shall forthwith inform the applicants in writing of the grounds of his refusal.

Right of appeal to Supreme Court.

16. (1) An appeal shall lie to the Supreme Court from a refusal of the Registrar to register a trade union and on such appeal the Supreme Court may make any such order as it thinks proper, including any directions as to the costs of the appeal. Any such order of the Supreme Court shall be final.

(2) The Supreme Court may make rules governing such appeals, providing for the method of giving evidence, prescribing the time within which such appeals shall be brought, the fees to be paid, the procedure to be followed and the manner of notifying the Registrar of the appeal.

(3) The Registrar shall be entitled to be heard on any appeal.

17. (1) No certificate of registration of a trade union shall be withdrawn or cancelled otherwise than by the Registrar and in the following cases—

Withdrawal
or cancella-
tion of
certificate.

(a) at the request of the trade union to be evidenced in such manner as the Registrar shall from time to time direct ;

(b) on proof to the Registrar's satisfaction that a certificate of registration has been obtained by fraud or mistake, or that the registration of the trade union has become void under section 10 of this Law, or that such trade union has wilfully and after notice from the Registrar, violated any of the provisions of this Law, or has ceased to exist ;

(c) if the Registrar is satisfied that the trade union is used for an unlawful purpose or a purpose not authorised by this Law and the rules of the trade union or that the funds of the trade union are expended in an unlawful manner or on an unlawful object or on an object not authorised by this Law and the rules of the trade union.

(2) Not less than one month's previous notice in writing, specifying briefly the ground of any proposed withdrawal or cancelling of a certificate of registration shall (unless where the same is shown to have become void under section 10 of this Law, or has ceased to exist in which cases it shall be the duty of the Registrar to cancel the same forthwith) be given by the Registrar to a trade union before the certificate of registration of the same can be withdrawn or cancelled (except at its request).

(3) An appeal from the decision of the Registrar under this section shall lie to the Supreme Court subject to the same conditions as are provided for an appeal against the refusal of the Registrar to register a trade union, and the Supreme Court may make rules providing for the same matters for

which rules may be made in respect of such appeal. The decision of the Supreme Court shall be final.

(4) The certificate of registration of a trade union, when withdrawn or cancelled, shall forthwith be returned to the Registrar.

Consequences of failure to register or of cancellation of registration.

18. (1) If any trade union fails to apply for registration within the time stipulated by this Law, or if the registration of any trade union is refused, withdrawn, cancelled, or becomes void under section 10 of this Law, or if its certificate of exemption from registration is declared cancelled, then—

- (a) the trade union shall not enjoy any of the rights, immunities or privileges of a registered trade union, but without prejudice to any liabilities incurred or to be incurred by the trade union which may be enforced against the union and its assets ;
- (b) the trade union shall be dissolved and its funds shall be disposed of in accordance with the rules of the union ;
- (c) no person shall, except for the purpose of defending proceedings against the union or dissolving the union and disposing of its funds in accordance with the rules, take any part in its management or organisation, or act or purport to act on behalf of the union or as an officer of the union.

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(2) Any trade union operating without having applied for registration within the time stipulated by this Law, or operating after its registration has been refused, withdrawn, cancelled, or become void under section 10 of this Law, or after its certificate of exemption from registration has been declared cancelled, and any person taking any part in its management or organisation, or acting or purporting to act on behalf of such union or as an officer thereof, shall be guilty of an offence and shall be liable on conviction to a fine not exceeding twenty-five pounds, and to an additional fine of the like amount for each week during which the offence continues.

PART IV.

CONSTITUTION.

19. (1) The rules of every registered trade union shall provide for all the matters specified in the First Schedule to this Law, and shall be printed.

Rules.
First
Schedule.

(2) A copy of the rules for the time being in force of any registered trade union shall be prominently exhibited at the registered head and any branch offices thereof and shall be furnished by the secretary of such trade union to any person on demand on payment of a sum not exceeding fifty mils.

(3) A copy of every new rule and of every alteration made in the rules of a registered trade union shall be sent to the Registrar within seven days of the making of such rule or alteration and shall be registered by the Registrar on payment of the prescribed fee. Every alteration shall take effect from the date of registration unless some later date is specified in the rules.

(4) The rules of a registered trade union shall not be altered so that they cease to contain provisions in respect of the several matters in the Schedule.

20. (1) Every registered trade union shall have a registered head office to which all communications and notices may be addressed. Registered office.

(2) Notice of the situation of such registered office and of any branch offices or any change thereof shall be given to the Registrar and shall be registered by him, and the trade union shall not be deemed to have complied with the provisions of this Law until such notice has been given.

(3) Every trade union which—

(a) operates without having a registered office, or without giving notice of the situation of its registered head and any branch offices as hereinbefore required ; or

(b) operates at any place to which its registered head or branch offices may have been removed, without having given notice of the change in the situation thereof to the Registrar,

shall, on conviction, be liable to a fine not exceeding two pounds for every day during which it is so in operation, and every officer of any such trade union shall be liable to be convicted and fined a like amount in respect of the same offence.

21. Only persons actually engaged in, or working at, a trade or calling to which the union relates shall be admitted to membership of such union : Limitation of membership.

Provided that—

- (a) no officers of a trade union shall be disqualified from membership only because, on account of their acting as officers of a trade union, they cannot actually work at the trade or calling to which the union relates ;
- (b) no person shall be disqualified from membership on account of temporary unemployment, if otherwise qualified to be a member.

Age limit
for member-
ship.

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22. (1) No person under the age of eighteen shall be a member of a trade union.

(2) No member of a trade union under the age of twenty-one shall be a member of the committee of management of the trade union or the committee of any branch thereof.

Notification
of change of
officers, etc.

23. Notice of all changes of officers or of the title of any officer shall be prominently exhibited in the registered head and any branch offices of every registered trade union, and shall, within seven days after the change, be sent to the Registrar by such trade union together with the prescribed fee, and the Registrar shall thereupon correct the register accordingly.

Change of
name.

24. Any registered trade union may, with the approval in writing of the Registrar, change its name by the consent of not less than two-thirds of the total number of its members. No change of name shall affect any right or obligation of the trade union or of any member thereof, and any pending legal proceedings may be continued by or against the trade union or any officer who may sue or be sued on behalf of such trade union notwithstanding its new name.

Registration
of change of
name.

25. Notice of every change of name signed by the secretary and by seven members of the registered trade union changing its name, and accompanied by a statement on oath made before a Registrar of a District Court by such secretary that the provisions of this Law with regard to change of name have been complied with, shall be sent with the prescribed fee to the Registrar, and shall be registered by him and until such change of name is so registered the same shall not take effect.

26. Any two or more registered trade unions may, if in the case of each or every such trade union, on a ballot being taken, the votes of at least two-thirds of the members entitled to vote thereat are recorded in favour of the proposal, apply to the Registrar for permission to become amalgamated together as one trade union with or without any dissolution or division of the funds of such trade unions or either or any of them; but no amalgamation shall prejudice any right of a creditor of either or any union party thereto.

Amalgama-
tion.

27. (1) Application for permission to amalgamate under section 26 of this Law shall be signed by the secretary and by seven members of each and every registered trade union which is a party thereto and shall be forwarded to the Registrar together with two copies of the rules of the proposed trade union, and shall indicate—

Notice of
amalgama-
tion.

(a) the names of the trade unions desiring to amalgamate;

(b) the number of members in each such trade union entitled to vote and the result of the ballot in each such trade union;

(c) the arrangements proposed in regard to funds.

(2) If the Registrar is satisfied that the provisions of section 26 of this Law have been complied with, that the arrangements as to funds are satisfactory, and that the trade union which it is proposed to form is a combination which would satisfy in all respects the requirements of this Law, he shall, subject to the provisions of subsection (7) of this section, notify the secretaries of the trade unions making the application that the proposed amalgamation may proceed.

(3) An application to register the trade union formed by the amalgamation of any two or more registered trade unions shall be made in accordance with the provisions of subsections (1) and (3) of section 9 of this Law, and shall be accompanied by the prescribed fee, and the Registrar upon being satisfied that the application is in order shall register such trade union.

(4) An application made under the last preceding subsection shall be deemed to be in order if it departs in no essential particular from the application made under subsection (1) of this section.

(5) When the Registrar refuses to entertain an application for permission to amalgamate or to register the trade union formed by the amalgamation of any two or more registered trade unions he shall forthwith inform the applicants in writing of the grounds of his refusal.

(6) Any person aggrieved by the refusal of the Registrar to entertain an application for permission to amalgamate or to register the trade union formed by the amalgamation of any two or more registered trade unions may appeal against such refusal to the Supreme Court subject to the same conditions as are provided for an appeal against the refusal of the Registrar to register a trade union, and the Supreme Court may make rules providing for the same matters for which rules may be made in respect of such appeal. The decision of the Supreme Court shall be final.

(7) Where trade unions applying for permission to amalgamate represent more than one trade or calling no amalgamation shall be proceeded with without the sanction of the Governor in Council.

Notification
of dissolu-
tion.

28. When a registered trade union or any branch thereof is dissolved, notice of the dissolution signed by the secretary of the trade union or branch or evidenced in such other manner as the Registrar may direct shall, within fourteen days of the dissolution, be sent to the Registrar and shall be registered by him if he is satisfied that the dissolution has been effected in accordance with the rules of the trade union; and the dissolution shall have effect from the date of such registration.

PART V.

FUNDS AND ACCOUNTS.

Application
of funds.

29. The funds of a registered trade union may, subject to the rules thereof and to the provisions of section 30 of this Law, be expended only for the following objects—

- (a) the payment of salaries, allowances and expenses to officers of the trade union;
- (b) the payment of expenses for the administration of the trade union, including audit of the accounts of the funds of the trade union;
- (c) the prosecution or defence of any legal proceeding to which the trade union or any member

- thereof is a party, when such prosecution or defence is undertaken for the purpose of securing or protecting any rights of the trade union as such or any rights arising out of the relations of any member with his employer or with a person whom the member employs ;
- (d) the conduct of trade disputes on behalf of the trade union or any member thereof ;
 - (e) the compensation of members for loss arising out of trade disputes ;
 - (f) allowances to members or their dependants on account of death, old age, sickness, accidents, or unemployment of such members ;
 - (g) for the purchase or lease of any building or land, not exceeding three donums in extent, required for the purposes of the trade union ; and
 - (h) any other object which by notification in the *Gazette* the Governor may declare to be an object for which such funds may be expended.

30. (1) The funds of a trade union shall not be applied, either directly or in conjunction with any other trade union, association or body, or otherwise indirectly, in the furtherance of any political object, other than the political objects hereinafter in this section specified, and unless the furtherance of those objects has been approved as an object of the union by a resolution for the time being in force passed on a ballot of the members of the union taken in accordance with the provisions of this section for the purpose by a majority of the members voting ; and where such a resolution is in force, unless rules to be approved by the Registrar are in force providing—

Restriction
on applica-
tion of funds
for political
purposes.

- (a) that any payments in the furtherance of those objects are to be made out of a separate fund (in this Law referred to as “the political fund”);
- (b) that a member who is exempt (in the manner hereinafter specified) from the obligation to contribute to the political fund of the union shall not be excluded from any benefits of the union, or placed in any respect either directly or indirectly under any disability or at any disadvantage as compared with other members

of the union (except in relation to the control or management of the political fund) by reason of his being so exempt, and that contribution to the political fund of the union shall not be made a condition for admission to the union :

Provided that nothing in this subsection contained shall be deemed to apply to the use of the funds of a trade union in connection with the holding of political meetings of any kind, or on the distribution of political literature or political documents of any kind if the main purpose of the meetings or of the distribution of the literature or documents is the furtherance of objects which are lawful under the provisions of this Law.

(2) If any member of a trade union alleges that he is aggrieved by a breach of any rule made in pursuance of this section, he may complain to the Registrar, and the Registrar after giving the complainant and any representative of the union an opportunity of being heard, may, if he considers that such a breach has been committed, make such order for remedying the breach as he thinks just under the circumstances ; and any such order of the Registrar shall be binding and conclusive on all parties without appeal and shall not be removable into any Court of law, or restrainable by injunction, and on being recorded in the Supreme Court Registry may be enforced as if it had been an order of the Supreme Court.

(3) The political objects to which this section applies are the expenditure of money—

- (a) on the payment of any expenses incurred either directly or indirectly by a candidate or prospective candidate for election to a municipal council before, during or after the election in connection with his candidature or election ; or
- (b) on the holding of any meeting or the distribution of any literature or documents in support of any such candidate or prospective candidate ; or
- (c) in connection with the registration of electors or the selection of a candidate for a municipal council ; or
- (d) for the reimbursement of any loss of emoluments by any member of a trade union directly attributable to his membership of a municipal council ; or

(e) on the holding of political meetings of any kind, or on the distribution of political literature or political documents of any kind.

(4) A resolution under this section approving political objects as an object of the union shall take effect as if it were a rule of the union and may be rescinded in the same manner and subject to the same provisions as such rule.

(5) The provisions of this section as to the application of the funds of a union for political purposes shall apply to a union which is in whole or in part an association or combination of other unions as if the individual members of the component unions were members of that union and not the unions; but nothing in this section shall prevent any such component union from collecting from any of their members who are not exempt, on behalf of the association or combination, any contributions to the political fund of the association or combination.

(6) A ballot for the purposes of this section shall be taken in accordance with rules of the union to be approved for the purpose by the Registrar, but the Registrar shall not approve any such rules unless he is satisfied that every member has an equal right, and, if reasonably possible, a fair opportunity of voting, and that the secrecy of the ballot is properly secured.

31. (1) It shall not be lawful to require any trade union member to make any contribution to the political fund of a trade union unless, before he is first required to make such a contribution, he has delivered at the registered office of the trade union, notice in writing in the form set out in the Second Schedule to this Law of his willingness to contribute to that fund and has not withdrawn the notice; and every member of a trade union who has not delivered such a notice as aforesaid, or who having delivered such a notice, has withdrawn it, shall be deemed for the purposes of section 30 of this Law to be a member who is exempt from the obligation to contribute to the political fund of the union, and references in that section to a member who is so exempt shall be construed accordingly.

Contribution by members to political funds.

Second Schedule.

For the purposes of this subsection, a notice may be delivered personally or by an authorised agent and any notice shall be deemed to have been delivered at the

registered office of a trade union if it has been sent by post properly addressed to that office.

(2) All contributions to the political fund of a trade union from the members of the trade union who are liable to contribute to that fund shall be levied and made separately from any contributions to the other funds of the trade union and no assets of the trade union other than the amount raised by such a separate levy as aforesaid, shall be carried to that fund, and no assets of a trade union other than those forming part of the political fund shall be directly or indirectly applied or charged in furtherance of any political object to which section 30 of this Law applies; and any charge in contravention of this subsection shall be void.

Injunction
to restrain
misuse of
funds.

32. An injunction restraining any unauthorised or unlawful expenditure of the funds of a trade union may be granted on the application of any person having a sufficient interest in the relief sought, or of the Attorney-General.

Treasurer
to render
accounts.

33. (1) Every treasurer of a registered trade union or any branch thereof and every other officer thereof who is responsible for the accounts of the union or branch or for the collection, disbursement, custody or control of the funds or moneys thereof, shall, upon resigning or vacating his office and at least once in every year at such time as may be specified by the rules of the union and at any other times at which he may be required to do so by a resolution of the members of the union or by the rules thereof, render to the union and its members a just and true account of all moneys received and paid by him during the period which has elapsed since the date of his assuming office, or if he has previously rendered an account, since the last date upon which he rendered such account, and of the balance remaining in his hands, at the time of rendering such account and of all bonds, securities or other property of the trade union entrusted to his custody or under his control.

(2) The union shall cause every account rendered under the provisions of the last preceding subsection to be audited by some fit and proper person selected or approved by the Registrar.

(3) After the account has been audited, the treasurer or other officer referred to in subsection (1) of this section

shall forthwith hand over to the trade union, if required to do so, such balance as appears to be due from him, and also, if so required, all bonds, securities, effects, books, papers and property of the union in his hands or custody, or otherwise under his control.

34. (1) A duly audited general statement of the receipts, funds, effects and expenditure of every trade union and any branch thereof registered under this Law shall be transmitted to the Registrar before the 31st day of January in every year, and shall show fully the assets and liabilities at the preceding 31st day of December, and the receipts and expenditure during the year preceding the date to which it is made out, of the trade union and any branch; and shall show separately the expenditure in respect of the several objects of the trade union, and shall be prepared and made out in such form, and shall comprise such particulars, as the Registrar may from time to time require; and every member of, and depositor in, any such trade union shall be entitled to receive, on application to the treasurer or secretary of that trade union or branch, a copy of such general statement, without making any payment for the same.

Annual returns to be prepared as Registrar may direct.

Together with such general statement there shall be sent to the Registrar a copy of the auditors' report and a copy of all alterations of rules and new rules and a statement of changes of officers made by the trade union and any branch thereof during the year preceding the date up to which the general statement is made out, and a copy of the rules of the trade union as they exist at that date.

(2) Every trade union and any branch thereof which fail to comply with or act in contravention of this section, and also every officer of the trade union or branch so failing, shall each be guilty of an offence and shall on conviction be liable to a fine not exceeding twenty-five pounds for each offence and to an additional fine of the like amount for each week during which the contravention continues.

(3) Every person who wilfully makes or orders to be made any false entry in or any omission from any such general statement, or in or from the return of such copies of rules or alterations of rules, shall be liable to a fine not exceeding fifty pounds for each offence or to imprisonment not exceeding three months or to both.

Registrar
may call for
accounts.

35. In addition to the provisions of this Law relating to the rendering of accounts, the Registrar may at any time call upon the treasurer, committee of management or other proper officer of a registered trade union to render detailed accounts of the funds of the trade union or any branch thereof in respect of any particular period ; such accounts shall show in detail such information as the Registrar may require.

Inspection of
accounts and
documents.

36. The account books, list of members and other documents of a registered trade union shall be open to inspection by the Registrar or any person authorised by him at any time and by any officer or member of the trade union at such times as may be provided for in the rules of the trade union.

PART VI.

RIGHTS AND LIABILITIES OF TRADE UNIONS.

Disabilities
of un-
registered
trade unions.

37. A trade union shall not enjoy any of the rights, immunities or privileges conferred by this Law until it is registered under this Law.

Power of
trade union
to hold
property,
etc.

38. A registered trade union shall, subject to the provisions of this Law and its rules, have power to hold property in the name by which it is registered, to enter into contracts, to institute and defend suits and other legal proceedings and to do all things necessary for the purpose of its constitution and objects.

Trade union
not criminal.

39. The purposes of any registered trade union shall not by reason merely that they are in restraint of trade, be deemed to be unlawful, so as to render any member of such trade union liable to criminal prosecution for conspiracy or otherwise.

Trade union
not unlawful
for civil
purposes.

40. The purposes of any registered trade union shall not by reason merely that they are in restraint of trade, be unlawful so as to render void or voidable any agreement or trust.

Conspiracy
in relation
to trade
disputes.

41. (1) An agreement or combination of two or more persons to do or procure to be done any act in contemplation or furtherance of a trade dispute shall not be triable as a conspiracy if such act committed by one person would not be punishable as a crime.

(2) An act done in pursuance of an agreement or combination by two or more persons shall, if done in contemplation or furtherance of a trade dispute, not be actionable unless the act, if done without any such agreement or combination, would be actionable.

(3) Nothing in this section shall exempt from punishment any person guilty of a conspiracy for which a punishment is awarded by any Law.

(4) Nothing in this section shall affect the law relating to riot, unlawful assembly, breach of the peace or sedition or any offence against the State or the Sovereign.

(5) A crime for the purposes of this section means an offence for the commission of which the offender is liable to be imprisoned either absolutely or at the discretion of the Court as an alternative for some other punishment.

(6) Where a person is convicted of any such agreement or combination as aforesaid to do or procure to be done an act which is punishable on summary conviction, and is sentenced to imprisonment, the imprisonment shall not exceed three months, or such longer time, if any, as may have been prescribed by law for the punishment of the said act when committed by one person.

42. An act done by a person in contemplation or furtherance of a trade dispute shall not be actionable on the ground only that such act induces some other person to break a contract of employment or that it is an interference with the trade, business, or employment of some other person, or with the right of some other person to dispose of his capital or of his labour as he wills.

Immunity
from civil
suit in
certain cases

43. Nothing in this Law shall enable any Court to entertain any legal proceeding instituted with the object of directly enforcing or recovering damages for the breach of any of the following agreements, namely—

Trade union
agreements,
when not
enforceable.

(a) any agreement between members of a trade union as such, concerning the conditions on which any members for the time being of such trade union shall or shall not sell their goods, transact business, employ or be employed ;

(b) any agreement for the payment by any person of any subscription or penalty to a trade union ;

- (c) any agreement for the application of the funds of a trade union—
- (i) to provide benefits to members, or
 - (ii) to furnish contributions to any employer or workman not a member of such trade union, in consideration of such employer or workman acting in conformity with the rules or resolutions of such trade union, or
 - (iii) to discharge any fine imposed upon any person by sentence of a Court of law ;
- (d) any agreement made between one trade union and another ; or
- (e) any bond to secure the performance of any of the above-mentioned agreements.

Nothing in this section shall be deemed to constitute any of the above-mentioned agreements unlawful.

Prohibition
of actions of
tort against
trade unions

44. (1) An action against a registered trade union, or against any members or officers thereof on behalf of themselves and all other members of the trade union in respect of any tortious act alleged to have been committed by or on behalf of the trade union, shall not be entertained by any Court.

(2) Nothing in this section shall affect the liability of a trade union or any officer thereof to be sued in any Court touching or concerning the property or rights of a trade union, except in respect of any tortious act committed by or on behalf of the union in contemplation or in furtherance of a trade dispute.

Peaceful
picketing.

45. It shall be lawful for one or more persons, acting on behalf of a registered trade union in contemplation or furtherance of a trade dispute, to attend at or near a place where a person works or carries on business if they so attend merely for the purpose of peacefully obtaining or communicating information, or of peacefully persuading any person to work or abstain from working.

Intimida-
tion or
annoyance.

46. Every person who, with a view to compel any other person to abstain from doing or to do any act which such other person has a legal right to do or abstain from doing, wrongfully and without legal authority—

- (a) uses violence to or intimidates such other person or his wife or children, or injures his property ; or
- (b) persistently follows such other person about from place to place ; or
- (c) hides any tools, clothes or other property owned or used by such other person, or deprives him of or hinders him in the use thereof ; or
- (d) watches or besets the house or other place where such other person resides or works or carries on business or happens to be or the approach to such house or place ; or
- (e) follows such other person with two or more other persons in a disorderly manner in or through any street or road,

shall be guilty of an offence punishable with a fine not exceeding fifty pounds or with imprisonment for a term not exceeding six months, or with both.

47. In any civil or criminal proceedings in which a registered trade union is a party such trade union may appear in such proceedings by any one of its officers or by an advocate.

Representa-
tion of trade
union in
proceedings.

PART VII.

OFFENCES AND PENALTIES.

48. If an officer, member or other person, being or representing himself to be a member of a trade union registered under this Law, or the nominee, executor, administrator or assignee of a member thereof, or any person whatsoever, by false representation or imposition, obtains possession of any moneys, securities, books, papers or other effects of such trade union, or, having the same in his possession, wilfully withholds or fraudulently misapplies the same, or wilfully applies any part of the same to purposes other than those expressed or directed in the rules of such trade union, or any part thereof, a Judge of a District Court, upon a complaint made by any person on behalf of such trade union or by the Registrar may by summary order, order such officer, member or other person to deliver up all such moneys, securities, books, papers or other effects to the trade union or to repay the amount of money applied improperly, and to

Withholding
or misapply-
ing trade
union effects.

pay, if the Judge of the District Court thinks fit, a further sum of money not exceeding fifty pounds together with costs not exceeding five pounds ; and in default of such delivery of effects or repayment of such amount of money or payment of such fine and costs, the Judge of the District Court may order the person so convicted to be imprisoned for any term not exceeding six months :

Provided that—

- (a) nothing herein contained shall prevent the said trade union from otherwise proceeding against the party aforesaid ; and
- (b) no person shall be otherwise proceeded against if a conviction shall have been previously obtained for the same offence under the provisions of this Law.

Supplying
false
information
regarding
trade unions.

49. Any person who, with intent to deceive, gives to any member of a registered trade union or to any person intending or applying to become a member of such trade union any document purporting to be a copy of the rules of the trade union or of any alterations thereto which he knows, or has reason to believe, is not a correct copy of such rules or alterations as are for the time being in force, or any person who, with the like intent, gives a copy of any rules of an unregistered trade union to any person on the pretence that such rules are the rules of a registered trade union, shall be guilty of an offence and shall on conviction be liable to a fine not exceeding twenty pounds or to imprisonment for a term not exceeding three months, or to both such fine and imprisonment.

Failure to
give notice,
etc.

50. If default is made on the part of any registered trade union in doing any act, in giving any notice or in sending any statement, return or other document as required by this Law or by the Regulations made thereunder, or by the rules of the trade union every officer or other person bound by the rules of the trade union or under the provisions of this Law or the Regulations made thereunder to do such act, or to give such notice, or to send such statement, return or document, or, if there is no such officer or person, every member of the committee of management of that registered trade union shall severally be guilty of an offence and shall on conviction be liable to a fine not exceeding twenty-five

pounds and to an additional fine of the like amount for each week during which the default continues.

51. No prosecution shall be instituted under this Law except by, or at the instance of, or with the written consent of, the Attorney-General. Limitation
of prosecu-
tions.

PART VIII.

REGULATIONS.

52. (1) The Governor in Council may from time to time make Regulations for the better carrying this Law into effect. Regulations.

(2) In particular and without prejudice to the generality of the powers conferred by subsection (1) of this section, the Governor in Council may make Regulations for or in respect of all or any of the following matters—

- (a) the seal, if any, to be used by the Registrar for the purpose of registration under this Law ;
- (b) all matters stated or required in this Law to be prescribed ;
- (c) the manner in which, and qualifications of persons by whom, the accounts of registered trade unions may be audited ;
- (d) the conditions subject to which inspection of the documents required by this Law or any Regulations made thereunder to be kept by the Registrar shall be allowed, the making of copies of any entries therein and the fees which shall be chargeable in respect of such inspection and the making of copies ;
- (e) the manner in which trade union funds may be invested ;
- (f) the books and registers to be kept for the purposes of this Law and the forms thereof ;
- (g) the submission to the Registrar of a list of the members of a trade union.

PART IX.

GENERAL.

53. The fact that any trade union or any branch thereof has been registered, the fact that the certificate of registration of any registered trade union has been withdrawn or cancelled, the fact that any change of name Notification
in *Gazette*.

or amalgamation affecting any registered trade union has been registered, and the fact that any registered trade union or any branch thereof has been dissolved shall be notified by the Registrar in the *Gazette*.

Service of
legal process.

54. Every summons, notice or other document required to be served on a trade union or any branch thereof in any civil or criminal proceeding shall be deemed to be duly served if it is delivered at the registered office of the trade union or branch thereof :

Provided that such service is otherwise in compliance with the requirements of any other Law.

Trade union
not a club.
Cap. 113.

55. The Companies Law shall not apply to any trade union and the registration of any trade union under those Laws shall be void.

Trade union
not a club.
Cap. 112.

56. The Clubs (Registration) Law shall not apply to any registered trade union.

Savings.

57. (a) Every trade union standing registered under the Law hereby repealed* shall be deemed to have been registered under this Law and the rules of such trade union shall, so far as they are not inconsistent with the provisions of this Law, continue in force until altered, substituted or revoked by rules to be made under this Law ;

(b) all Regulations made under the Law hereby repealed* and in force at the time of the commencement of this Law, shall, in so far as they are not inconsistent with the provisions of this Law, be deemed to have been made under this Law and shall continue in force until altered, substituted or revoked by regulations made under this Law ;

(c) all appointments and orders made, notifications and notices issued, and suits and other proceedings instituted or deemed to have been made, issued or instituted under the Law hereby repealed* shall, so far as may be deemed to have been respectively made, issued and instituted under this Law ;

(d) where in any Law reference is made to a trade union registered under the Law hereby repealed* such reference shall be deemed to apply to a trade union registered or deemed to have been registered under this Law.

The Trade Unions and Trade Disputes Law, 1941, was repealed by this Law.

FIRST SCHEDULE.

(Section 19.)

MATTERS FOR WHICH PROVISION MUST BE MADE IN THE RULES OF EVERY REGISTERED TRADE UNION.

1. The name of the trade union, the head office, any branch offices and any other place of meeting for the business of the trade union, and the trade or calling to which the trade union relates.

2. The whole of the objects for which the trade union is to be established, the purposes for which the funds thereof shall be applicable, the conditions under which any member thereof may become entitled to any benefit assured thereby, the subscriptions and dues if any to be paid by any member and the form of receipt to be given to members therefor, and the fines and forfeitures to be imposed on any member.

3. The manner of making, altering, amending and rescinding rules.

4. The appointment or election of committees of management, secretaries, treasurers and other officers of the trade union from among the members of the trade union, and the removal thereof.

5. (1) The restricting of the appointment or election to committees of management, of secretaries, treasurers and other officers of the trade union to persons who are not the holders of an appointment or office in any other trade union.

(2) For the purposes of this paragraph the expression "trade union" ^{2 of 3/54.} does not include any federation of two or more trade unions or any body of persons established for the co-ordination of the activities of any trade union or branch thereof.

6. A provision for the keeping of full and accurate accounts by the treasurer for all moneys received or collected and expended for and on behalf of the trade union or its members.

7. The custody and investment of the funds and other property of the trade union, and the designation of the officer or officers responsible therefor.

8. The rendering of accounts, the audit of accounts and the annual presentation of an audited statement of accounts to a conference of members or of delegates.

9. The holding of an annual or more frequent periodical conference of members or of delegates.

10. The keeping and maintenance of a membership roll, and the inspection thereof by members.

11. The inspection of the books and records of the trade union by any person having an interest in the funds of the trade union.

12. The manner of dissolution of the trade union and the disposal of the funds thereof available at the time of dissolution.

13. The taking of any decisions by secret ballot.

14. The manner of establishing and dissolving any branch of the trade union and the manner in which any such branch and the accounts thereof shall be administered.

SECOND SCHEDULE.*(Section 31.)*

FORM OF POLITICAL FUND CONTRIBUTION.

Notice.

Name of trade union

Name of member's branch (if any)

Political Fund (Contribution Notice).

I hereby give notice that I am willing and agree to contribute to the Political Fund of the Union and I understand that I shall, in consequence, be liable to contribute to that Fund and shall continue to be so liable unless I deliver at the registered office of the union a written notice of withdrawal.

Address

Membership number (if any)

day of , 19 .