

# 香港浸會大學教職員工會

## Hong Kong Baptist University Faculty and Staff Union

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### Newsletter (26)

#### **Our Regret at the Statement of the Communication and Public Relations Office [CPRO] on 14 December 2004**

December 17, 2004

Dear Colleagues,

We would like to draw your attention to the recent public statement (14 December 2004) issued by the CPRO in regard to the Constitution of our Union. The CPRO's statement mentions that our Constitution allows non-HKBU employees to be members of our Union, which is **not a correct interpretation of our Constitution**. In view of this, we have to explain and clarify the membership of our Union in this newsletter:

(Note: A full version of our Constitution is available on the home page [[www.buunion.org.hk](http://www.buunion.org.hk)] for public information)

1) Clause 3.1:

*Qualifications for membership*                      (a) *The Union is open to all persons employed by Hong Kong Baptist University.*

Note: This clause implies that all HKBU employees, including full-time staff, part-time staff, temporary staff, and contract staff, are eligible to be our Union member.

*Honorary membership*                      (c) *A voting member who retires from the Hong Kong Baptist University referred to in Rule 3.1(a) on account of age or ill-health (but not on any other grounds) may, subject to the decision of the Executive Committee, be appointed an honorary member who shall not have the right to vote but may participate in the benefits provided by the Union;*

Note: An Honorary member should possess our Union membership prior to his / her retirement. The Honorary membership is subject to the approval of the Executive Committee of the Union.

2) Clause 3.5:

*Members not in the trade*                      (a) *A member, except honorary member, who has ceased to be employed or engaged in the Hong Kong Baptist University referred to in Rule 3.1(a) and is employed permanently in a different trade, industry or occupation shall cease to be a*

*Temporary  
employment*

*(b) An unemployed member who has found temporary work in a different trade, industry or occupation may be permitted to retain his membership up to a **maximum period of six months** after obtaining the new job;*

Note: We believe that the six-month grace period mentioned in the Clause 3.5 is one of the major concerns of our University's Council. Therefore, we have to clarify the rationale behind this clause:

- a) The six-month grace period reduces the workload and administration procedures of membership renewal application for staff who would be re-employed by the University shortly after the expiry of his / her previous contract.
- b) In case there is labor dispute between an employee and the University, the extension of membership over the six-month grace period allows the Union to take care of the employee concerned and negotiate with the management on behalf of him / her.
- c) For ex-employees who are unable to find another job immediately after the cease of employment with HKBU, the grace period allows the Union to support him / her in his / her difficult time.

In our opinion, the rationales behind these clauses are fair and reasonable.

During the Council meeting, our Chairman of the Union said that he agreed to relay the University Council's proposal to the Union's Executive Committee did not imply his acceptance of the Council's viewpoints. We regret that the CPRO publicizes the captioned statement without verifying its understanding of our Constitution with us beforehand.

Executive Committee  
Hong Kong Baptist University Faculty and Staff Union