



CONSTITUTION

OF THE

NIGERIA UNION OF JOURNALISTS

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PREAMBLE

We, Members of Nigeria Union of Journalists, having firmly and solemnly resolved:

- To practice in accordance with the highest professional standards;
- To provide for ourselves a constitution for the purpose of promoting good leadership and welfare of members on the principles of freedom of expression, rule of law and social justice;

Do hereby make, enact and give to ourselves this constitution which shall be supreme and binding on all organs, officers and members of the union.

This constitution takes effect from this 1st day of November 2005.

ARTICLE 1

Name and Registered Office:

- i. The name of the organisation shall be Nigeria Union of Journalists (NUJ) herein after referred to as “The Union” which shall be the only registered body for all practicing journalists in Nigeria.
- ii. The registered office of the Union shall be situated at Area 11, Garki, Abuja, or such other place as may be decided by the National Conference.

ARTICLE 2

Objectives:

The objectives of the union shall be:

- i. To safeguard the freedom of the press and the freedom of Journalists to engage in legitimate professional activities;
- ii. To collect, preserve and publish such statistical and other information as may be useful for professional purposes;
- iii. To encourage the participation of members in decision-making processes in the Union and at their places of work in particular and the society in general;
- iv. To protect and advance the socio-economic interests of the society and such other objectives as are lawful and are consistent with the spirit and practice of journalism;
- v. To ensure adequate training and education of members;
- vi. To negotiate conditions of service and establish welfare schemes for members
- vii. To ensure strict adherence to the Union's code of Ethics as approved by the NEC or the National/Special National Conference;
- viii. To collaborate with organisations with similar objectives to defend the rights of Nigerian citizens and society at large

ARTICLE 3

Membership

1. A person shall not be a member of the Union, except if registered by the Registration Council.

2. In addition to the provision in Article 3(i), a person shall also possess either a Higher National Diploma (HND) or a degree or its equivalent in Journalism or Mass Communication obtained from recognized institutions, with a working experience of not less than 12 months in a recognized media establishment.

Provided that:

Persons with qualifications in other disciplines from recognized institutions and who have obtained Postgraduate Diploma (PGD) or Masters Degree in Journalism or Mass Communication or any relevant Certificate in the profession or have passed the prescribed professional examination of the Union; and persons who have practiced Journalism in recognized media establishments for not less than five years as at 31st December, 1992, shall be qualified to be registered as members.

- 3(a) For the purpose of this Article, the Union shall periodically publish a list of recognized institutions offering training in Mass Communication or Journalism

- 3(b) To qualify to practice Journalism, all persons shall be registered by the Registration Council made up of distinguished members to be set up by the NEC of the Union.

- 3(c) An Examination Council shall be established by the Union to conduct prescribed professional examination. It shall consist of 15 members.
- 4(i) Associate membership shall be accorded any registered journalist who opts for another profession.
- 4(ii) Any journalist who moves out of the profession after seven years of active practice shall be accorded his length of service period in the profession, if such a person decides to return to journalism practice.
- 4(iii) A non-Nigerian journalist practicing in the country shall be accorded associate membership on production of an accreditation card of membership of journalists' organisation from his country of origin. Such an associate member shall have right to attend and speak at meetings of the union, but shall not vote or be voted for. The Union shall however have the right to exclude such a person from meetings where matters of National Security are to be discussed.
- 4(iv) A Nigerian Journalist in the employment of foreign-based media shall be entitled to full membership of the Union.
5. To be registered as a professional Journalist, a member would have satisfied the provisions of Article 3(i), (2) and (3) of this constitution. In addition, each applicant shall be expected to complete an application form and swear to an oath of allegiance to the Constitution and Code of Professional and Ethical Conduct.
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6. The Registration of any Journalist may be revoked at any time by the Registration Council if it is found that the

information provided in the application form is false, or if such Journalist is found guilty of any professional misconduct or if found to have been convicted of any criminal offence. The Registration Council shall be funded by NUJ and other stakeholders.

7. When a candidate's application is rejected by the Registration Council, there shall be a right of appeal to the National Executive Council (NEC), which shall have the final ruling.
8. The Registration Council shall certify all registered Journalists.
9. No person shall be deprived of membership of the Union on grounds of sex, religious persuasion, political beliefs or ethnic origin.

ARTICLE 4

Finance:

1. (i) All registered members of the Union shall pay an annual professional fee as follows:
1 – 10 years of practice: ₦5,000.00 in one installment
11 years and above: ₦10,000.00 in not more than two installments
- (ii) Professional Fees shall be remitted separately to the National Secretariat, State Councils and Chapels of the union respectively.

- (iii) A Nigerian Journalist working for a foreign-based media establishment shall remit his professional fees to the National Secretariat.
- 2 (i) Any member whose professional fee has not been fully paid shall be disqualified from acting as a delegate or representative of a Chapel at any meeting of the Union or from benefiting from the Union in any manner and from representing the Union in any other meeting.
- (ii) Associate Members and Freelancers shall pay an annual professional fee of N10,000.00 or as may be fixed by the National Executive Council. This category of members can vote but cannot be voted for.
- 3 (i) An unemployed member shall be exempted from payment of fees/dues or levies for the duration of his/her unemployment.
- 4 (i) The professional fees of the Union shall be allocated as follows:
- 1. Chapel - 20%
 - 2. State Council - 25%
 - 3. Zonal Secretariat - 10%
 - 4. National Secretariat - 35%
 - 5. Nigeria Labour Congress - 10%
- (ii) There shall be a yearly comprehensive Statement of Account submitted by the National Treasurer through the National Executive Council to the State Councils and Chapels.
 - (iii) The funds and property of all units of the Union shall be the property of the national Secretariat, and nothing in

these articles shall prejudice the right of the NEC to institute proceedings to recover any money due to or other property of the union.

- (iv) All property acquired for the Union in whatever custody and of whatever nature shall belong to the Union, and the National Secretariat shall have a final say on any Union property or money in all Councils.
- (v) The National Executive Council shall have powers to employ the funds of the union in pursuit of the objectives and programmes of the union.
- (vi) The funds and property of the union shall be applied towards attaining the objectives of the Union as defined in Article 2 of this Constitution.
- (vii) The main sources of funds for the Union shall be dues paid through the professional fees system, subscription, levies, donations, proceeds from economic and social activities.

5. The National Executive Council shall have powers to raise loans for funding activities of the Union after approval by two third (2/3) votes

- (i) The NEC shall approve State and Chapel projects when it has to guarantee the loans raised for such projects.

6. The Bankers of the union shall be any registered financial institution approved by the NEC. State Council and

Chapel congresses shall have similar powers to appoint their Bankers.

7. The CWC shall present to NEC for approval financial guidelines, which shall provide for an annual budget, levels of financial approval and regular auditing of expenditure.

ARTICLES 5

ORGANS OF THE UNION

- a. The Nigeria Union of Journalists shall be organized at the National, Zonal, State and Chapel levels:

1. There shall be eight zones, namely: A, B, C, D, E, F, G and H

2. Each Zone shall be made of the following States:

- A. - Sokoto, Zamfara, Kebbi, Katsina, Kano, Jigawa, with headquarters at Kano.

- B. - Kwara, Kogi, Oyo, Osun,. Ondo and Ekiti with headquarters at Ibadan

- C. - Anambra, Enugu, Abia, Ebonyi, Imo, with headquarters at Enugu

- D. - Kaduna, Benue, Plateau, Nasarawa with headquarters at Jos

- ~~E. - Adamawa, Taraba, Borno, Yobe, Gombe and Bauchi with headquarters at Gombe.~~

- F. - Cross River, Akwa Ibom, Rivers, Bayelsa, Edo, Delta with headquarters at Port Harcourt
- G. - Ogun and Lagos with headquarters at Abeokuta
- H. - FCT and Niger with headquarters in Minna

B. NATIONAL CONFERENCE

1. The National Conference shall be the supreme authority of the Union.
2. The Conference shall be composed of all registered members who are in good financial standing.
3. The Conference shall be held every three (3) years at venues to be decided by the NEC for the purpose of:
 - i. Receiving and reviewing reports and accounts
 - ii. Revising the Constitution if and when necessary
 - iii. Deciding questions of general policy raised upon notice by any member, Chapel or Council to the National Executive Council through the National Secretary of the Union.
 - iv. To elect National Officers of the Union.
- ~~4. i. A special Conference may however be held at~~
such time and place as NEC may decide.

- ii. However, by a resolution of two-thirds (2/3) of Councils submitted to the National Secretary three (3) months in advance, a Special Conference shall be convened.
 - iii. In determining two-thirds (2/3) of State Councils in the case of a fraction, the next whole figure shall be deemed to be the deciding number.
- 5.
- i. The Special Conference shall be composed of CWC Members, Chairmen and Secretaries of Councils and five delegates to be elected at State Congress if there shall be no elections (as in Article 5 (16) (i).
 - ii. if there is going to be elections, the composition of the normal National Conference shall apply.
6. Each Congress of the union shall constitute a constituency for the purpose of registering delegates to the normal conference of the union, but not applicable to 5(i) above.
7. To be eligible for registration as a delegate, a candidate must be a member of the union who is in good financial standing as in Article 4(2)(i) and must have been involved in the affairs of Union at Chapel and State Council levels ~~for five consecutive years preceding his/her nomination.~~
8. Only members of the union in good financial standing Article 4(2)(i) shall have the right to participate at the National Conference.
9. The names of registered delegate(s) shall be forwarded to the National Secretary of the Union by the State Secretaries

who shall collect them from the Chapels. Each State Council shall forward its list to reach the National Secretariat not later than two months before the conference.

10. i. There shall be a Credentials Committee which shall examine the good financial standing of each registered delegate before the conference and the name of any delegate not in good financial standing shall be withdrawn from the list of delegates.
- ii. The Credentials Committee, shall also have powers to screen candidates for elections into national offices of the Union.
- iii. The Credentials Committee shall act independently of the National President, National Secretary and any other National or State officer of the Union.
- iv. Membership of the Credentials Committee shall be drawn from among members of the Union in good financial standing who have no intention to vie for offices in the said elections.
- ~~v. In the event of a member of the Committee withdrawing after the Committee had been inaugurated, his State Council shall find a replacement.~~
- vi. State Councils and Chapels shall adopt the relevant provisions of this Article and apply them as they affect State Council/Chapel delegates within 21 days.

11. The Central Working Committee of the Union shall have the power to deal summarily with any complaint arising from elections of State/Chapel delegates within 21 days.
12. Motions of the National/Special Conference shall be final on all issues.
13.
 - i. Motions from State Councils/Chapels on matters affecting the Union for discussion at the delegates' conference must be in the hands of the National Secretary not later than eight weeks before the date of the conference.
 - ii. State Councils shall be provided with the agenda and a complete list of such motions not later than two (2) weeks before the National Conference.
14. The National Conference and the Council and Chapel Congresses shall adopt rules and procedures to guide the various conferences, as the first item after the formal opening ceremony.
15.
 - i. Chapels shall register members to represent the ~~state at the National Conference.~~
 - ii. Registered members and Chairmen and Secretaries of the State Council shall form the delegation of a State Council to the Conference.
 - iii. All members of the National Conference shall be responsible for their transport, feeding and accommodation.

- iv. In all cases, only complete payment of professional fees form the basis of qualification for the Conference.
- 16.
- a. The National President shall preside over the Conference and shall have a casting vote in the event of a tie on any question.
 - b. The elections of National Officers shall in the event of a contest be by secret ballot.
 - c. The National Conference shall elect the following National Officers:
 - i. National President
 - ii. Deputy National President
 - iii. 8 Zonal Vice Presidents (one from each zone)
 - iv. National Treasurer
 - v. National Financial Secretary
 - vi. National Internal Auditor
 - vii. Two National Trustees
 - viii. 8 Zonal Secretaries (one from each zone)
17. Subject to the provisions of this constitution, the Conference, ~~NEC, CWC, State Councils and Chapels shall have power to~~ make byelaws. Such laws shall be subject to normal approval by necessary organs of the Union. In the case of Chapels, by the State Councils which shall forward the same to the National Secretariat, in the case of State Councils, by the NEC and in the case of the NEC, it shall be the National Conference.

C. NATIONAL EXECUTIVE COUNCIL

1. There shall be a National Executive Council (NEC) of the Nigeria Union of Journalists which shall be charged with the general control and superintendence over the policy and property of the union.
2. The powers of the NEC shall without prejudice to the existence of State Councils and Chapels be nationwide. It shall be accountable to the National Conference.
3. The NEC shall be composed of all the members of the CWC and Chairmen and Secretaries of State Councils.
4. The NEC shall meet at least three times in a year
5. The NEC shall have powers to invite /summon any person or persons to attend its meetings for specific issues or programmes undertaken by it. Such persons shall have no voting rights.
6. The NEC shall meet at such time and place as may be convenient and at each regular meeting, two third (2/3) of its members shall form a quorum, while 3/5 shall be the ~~quorum at emergency NEC meetings.~~

7. The NEC shall have powers to engage such Secretarial assistance as may be desirable
8. NEC shall have power to interpret the Constitution and to determine any question where the constitution may be silent.
9. Any NEC member may resign in writing, addressed to the National President or the National Secretary.

10. a. The NEC shall appoint a National Secretary for the Union
- b. No candidate shall be appointed to the substantive post of National Secretary unless he possesses demonstrated experience, knowledge and ability in Union affairs and journalism and an appropriate level of education shall apply to other appointed senior staff.

D. **CENTRAL WORKING COMMITTEE**

The Central Working Committee shall be composed of the following officers who shall function as follows:

1. **The National President:** Shall be responsible for the general supervision of the union. He shall preside at meetings..
2. **The Deputy National President:** Shall in the absence of the National President preside at meetings and ~~perform such other duties as may be allotted to him by~~ the National President. He shall at all times assist the National President in discharge of his responsibilities and perform such other duties as may be assigned to him by the CWC.
3. **The Zonal Vice Presidents:** Shall assist the National President in coordinating the activities of the union in their respective zones and perform such duties as may be assigned to them by the CWC.

4. **Zonal Secretaries:** Attend to Zonal Secretariat duties and ensure smooth operations of the Zonal Secretariats.
5. **The National Treasurer:** Shall ensure that all Union Funds are banked.
6. **The National Financial Secretary:** Shall ensure that all financial transactions are properly documented and kept in line with the financial guidelines that shall be approved by NEC from time to time.
7. **The National Internal Auditor:** Shall be responsible for the auditing of the accounts of the Union at least twice a year. He shall ensure that all Union expenditure conform with the financial guidelines and the approved budget which shall be submitted to the NEC for verification and adoption.
8. **The National Trustees:** The funds and property of ~~the union shall be held in trust by the National Trustees.~~
9. **Ex-Officio Members:** The CWC shall appoint eight (8) ex-officio members, one from each zone, from past State and national officers. Similarly, the National President shall appoint to (2) ex-officio officers while the President of the Nigerian Guild of Editors, National Chairman of NAWOJ and National Chairman of SWAN are automatic members of the CWC as ex-officio members.
10. Where vacancy exists in the CWC in respect of national officers who have no elected assistants, NEC

shall fill the vacancy in acting capacity for a period of not more than six (6) months which is renewable.

11. A member of the CWC shall be removed from office upon a 2/3 majority vote of the NEC while the CWC shall be removed from office on 2/3 majority vote of Special/National Conference. Where the CWC is removed, a caretaker committee shall be elected to run the union for not more than six months.
 12. The CWC shall meet monthly.
 13. There shall be an NUJ Advisory Council. This will comprise of all past National Presidents and National Secretaries of the Union. The Council will meet at the discretion of the sitting President who will chair the meeting. The council will advise the Union on ~~important national issues.~~
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14. Any NUJ award by any Chapel or Council must be strictly cleared by the National Secretariat. Any default would attract appropriate sanction.
15.
 - i. There shall be an award committee made up of senior members of the union.
 - ii. A maximum of three awards for Chapels, five for State and six for zones.

E. NATIONAL SECRETARIAT

1. The National Secretariat shall be composed of the following:
 - i. National President

- ii. Deputy National President
 - iii. National Secretary
 - iv. Deputy National Secretary
 - v. Assistant National Secretaries and Heads of Departments
- 2.
- i. The National Secretary shall be full time employee of the Union.
 - ii. He shall be responsible to the National President and NEC
 - iii. He shall attend all meetings of the CWC, NEC and ~~National Conference and shall keep accurate records.~~
 - iv. He shall be in charge of all paid staff of the Union, attend to other Secretariat duties and ensure smooth operations at the National Secretariat.
 - v. He shall report to the National President, CWC, NEC and the National Conference on the affairs and developments within the Union and organisations which are of interest to the Union.
 - vi. He shall together with the other national officers ensure that the affairs of the Union are carried out in accordance with the provisions of this constitution and the laws of the land.
 - vii. He shall with the Treasurer, Financial Secretary and Internal Auditor, prepare and file the annual returns of the union to the appropriate authorities at the appropriate time.

- viii. He shall ensure that the books and records of the union are available for inspection by any appropriate authority.
3. In the absence of the National Secretary, the Deputy National Secretary shall perform his duties.
4. The post of National Secretary on becoming vacant shall be advertised and filled after necessary interview.
5. The National Secretary, Deputy National Secretary, Assistant National Secretaries and other department heads, subject to ~~good behaviour shall hold office until the normal age or~~ voluntary retirement and shall be pensionable.
6. Assistant National Secretaries shall head various sections of the National Secretariat and perform other duties as may be assigned to them by the Union.
7. The National Secretary of the Union shall be required to give at least three (3) months resignation notice to the NEC after which such resignation shall become effective. The same shall apply to other senior employees of the union. The National Secretary's appointment can be dismissed, terminated or retired from office by 2/3 votes if found wanting.

F. STATE COUNCILS

1. a. There shall be State Conferences every three (3) years;
- b. Members to the State Conference shall be drawn from Chapels within the particular state and such members

must be in good financial standing as in Article 4(2)(i).

c. The Conference shall elect officers of the Council who shall constitute the State Working Committee (SWC)

d. Officers of the state Council shall be:

- i. Chairman
 - ii. Vice Chairman
 - iii. State Secretary
 - iv. Assistant State Secretary
 - v. ~~Treasurer~~
 - vi. Financial Secretary
 - vii. Internal Auditor
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e. The SWC shall appoint two ex-officio members who must have been past chapel/state officers. Similarly, the state Chairmen of NAWOJ and SWAN shall be automatic members of SWC as ex-officio members.

f. Election of officers at a state conference shall be by secret ballot on one man vote basis.

2 a. The State Executive Council shall be comprised of members of the SEC and Chairmen and Secretaries of all Chapels in the State.

b. The SEC shall perform similar functions as NEC at the State Council level. SWC shall perform similar functions as the CWC at the State Council level.

3. (i) The State Secretary in consultation with the

Chairman shall report to the National Secretary on the administration of the union in the state and shall file regularly at the end of every quarter the report of activities in the council. He shall supervise staff of the secretariat and report on them to the National Secretariat.

(ii) He, with other officers shall ensure effective Union organization in the state. In performing such duties, he shall consult the SWC.

(iii) In the absence of the state secretary, the Assistant Secretary shall perform his duties.

(iv) The state secretary shall file within 24 hours with the national secretariat notice of any dispute in the state and advise on what action shall be taken.

4 (i) The State Councils shall base their rules and regulations on those of NEC, but where such rules and regulations conflict, NEC rules shall supercede.

(ii) All State Officers shall perform such duties assigned to their counterparts at the national level.

5. All State Officers other than NEC members may resign in writing to their respective State Council Chairmen or Secretaries.

6. Where a vacancy exists in the SWC either by resignation, death or otherwise before the State Conference, the vacancy shall be filled through bye-election within a period of three (3) months.

7. The State Congress shall meet monthly. The SWC shall have powers to call emergency congress meetings.
8. Where the SWC fails to summon the monthly congress, a special congress may be summoned by a resolution supported by two-thirds (2/3) of member chapels.

G. CHAPELS

1. A Chapel of the Union shall be formed in an establishment where there are ten (10) or more members. However, where ~~there are less than ten (10) in an establishment, such~~ members shall be free to form a joint Chapel and where there is only one such establishment, members shall be free to join the Correspondents Chapel.
2. Members working outside the location of their establishments shall form a Correspondents Chapel in accordance with Article 5(G)(1) above.
3. The Chapel shall be responsible for maintaining and extending Union organisation in the work place to ensure that union agreements are observed and for safeguarding members' interest generally.
4. The Chapel shall report regularly to the State Council and shall immediately inform the Council and the National Secretariat about any dispute with its employer.
5. State Working Committee members shall have the right to attend and speak at all meetings of all Chapels.

7. Two or more Chapels with identical interests may federate as in Article 5(G)(i)
8. A Chapel shall have the following officers:
 - i. Chairman
 - ii. Vice Chairman
 - iii. Secretary
 - iv. Treasurer
 - v. Financial Secretary
 - vi. Auditor

They shall perform duties as their counterparts at the State level.

Any vacancy in the Chapel executive shall be filled through a bye-election within a period of 30 days.

ARTICLE 6:

Elections:

1. (i) A Candidate for election into any of the National and State offices shall be nominated and sponsored by two financial members of his Council or Chapel filling a prescribed form. This form with two passport photographs of the candidate and his **curriculum vitae** with photocopies of credentials shall be forwarded to the National Secretary to reach him not later than three (3) months in the case of national offices and 6 weeks for state council offices before the date of the elections.

- (ii) Election into Chapel offices shall be conducted within a period of 30 days after the tenure of the last executive in accordance with Article 6(1)(i) above.
2. In the case of national elections, the National Secretary shall publish and circulate the list of all contesting candidates and their curriculum vitae to all State Councils, six weeks before the date of the elections.
 3. If a nominated candidate dies, becomes bankrupt or convicted of a criminal case before the date of elections, the ~~nominators shall still have the right to nominate a new~~ candidate or in the case of a candidate withdrawing and leaving a seat uncontested, fresh nominations shall be accepted.
 4. Nominations received after the published closing date, but not as a result of a situation under rule (three) of Article 6 shall not be accepted.
 5. Elections shall be held during a session of the National Conference in case of National Offices and at State Conferences in the case of State Offices and elections results announced immediately. This rule shall apply to Chapels.
 6. In all cases, elections shall be by secret ballot and shall be supervised by officials from the National Secretariat assisted by a team selected by the National Secretary who shall be from outside the union in the case of National Officers and shall be officials of the National Secretariat or person(s) nominated or appointed by the National Secretariat in case of elections to the offices of states. While the SWC shall supervise Chapel elections.

7. (i) Only those who have been actively involved in the practice of Journalism for a period of five years and are in good financial standing in the Union shall be eligible to contest for offices in the Chapel. For the State Council offices, such candidates must have been in active service for seven years, in good financial standing and must have been an officer in a Chapel. To be elected National Officer, a candidate shall have practiced for not less than ten (10) years, and has been involved as an officer of the ~~Union by attendance of meetings shall be elected to an~~ Office of the union. Similarly, members holding elective offices in any other Professional Association shall not be eligible to contest elections in Union offices. Only members who have paid fully their professional fees will be considered to be in good financial standing.
- (ii) For this purpose, to qualify, a person must have attended at least 50% of meetings of the state Council and Chapel within the period between Conferences backed up with records of previous Union Activities in the case of transfer. Immediately the names of the contestants are published, members shall have right to raise objections before the National Secretariat publishes the final list of contestants.
8. If any officer retires or becomes unemployed, he shall be allowed to continue in office for six months after which if he is still unemployed and his case is not of such that the Union is fighting for his re-instatement, he shall cease to hold office and the post shall be filled through a bye-election. However, this rule shall not apply in cases of acts of misconduct and criminal offences.

9. An elected officer of the union who may have to be away for a period of two years, shall resign his office. The vacant office shall be filled in accordance with Article 6(8) of this Constitution.
10. No member of the union shall hold any particular office for more than two terms of three years each.
- ~~11. Every journalist from Reporter to Editor in the print Media or Manager, Director or Controller of News in an Electronic Media, Director of Information in the State and Federal Ministries of Information are eligible to contest for any office in the Union.~~

ARTICLE 7

Code of Professional and Ethical Conduct

1. There shall be a code of professional and ethical conduct to be approved by the National Conference. The code shall set internationally acceptable standards of professional practice, ethical and good behaviour.

ARTICLE 8

Discipline:

1. a. There shall be an established Ethics and Disciplinary Committee in each State Council to handle complaints of professional and or ethical misconduct of journalists in the respective State Councils.

- b. There shall be an established Appellate Committee on Ethics and Discipline set up by NEC of the union to handle appeals emanating from findings of the State Council Ethics Committees.
- c. ~~The Ethics and Disciplinary Committee which shall be a five-man Standing committee shall be appointed~~ for a period equal to the tenure of the Executive that appointed them except otherwise directed by NEC. However, members of the committee may be removed by NEC if found wanting. The committee shall ensure total adherence.
- d. For the purpose of this Article, the Ethics Committee shall enforce the Code of Conduct of the union.
- e. Subject to the provisions of this article, the committee shall, following a complaint notice by any person, have the power to:
 - (i) Inquire and procure all such evidence (written or oral) and examine all such persons and witnesses as the committee may deem fit;
 - (ii) Summon any such person(s) for the hearing of the complaint or produce any document or other things in relating to the complaint;
 - (iii) Consider and deal with any matter referred to it in the absence of any party who has been duly summoned before it;

- (iv) In respect of section (e)(ii) above, the phrase “summoned” shall mean when a summons is dispatched to the alleged erring member and it is signed for in the absence of the alleged erring member by his servant, agent or privy ~~or dispatched by courier or registered post to~~ his known address.
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2. Procedure

- i. Where a complaint has been made against a particular Journalist, the journalist shall be notified of such a complaint in writing and given at least 21 (twenty-one) days notice within which he shall prepare his defence and appear before the committee.
- ii. Where the complaint is on a member of the committee, he shall not sit in the hearing of the complaint by the committee.
- iii. The NEC may institute legal proceedings in the name of the Union against any member or officer who is suspected to have embezzled the funds or of falsifying the books or accounts of the union and may appoint special auditors to examine the books of any chapel or state council to investigate its working.
- iv. The NEC shall have power to call for the minutes and account books of a State Council at any time for the purpose of the inspection or investigation, when the NEC strongly suspects the Council based on concrete information or data.

- v. The NEC shall have powers to summon any member before any committee appointed by the Council or by the union. A member who fails to do so after ~~receiving notice in writing from the National~~ Secretary, may, unless he shows proper excuse, be guilty of conduct detrimental to the interest of the union. A member summoned to appear under this rule shall be entitled to reasonable refund of the expenses incurred by him in attending and or any loss of income he/she may have sustained except where the member is an appellant or his appeal is dismissed as frivolous in which case it may decide that his claim for expenses or loss of income is not allowed.
- vi. No member or Chapel in a complaint under this rule shall complain to the management of a newspaper or other publication, radio, television, News Agency, ministry of information or any establishment where a member is employed or take such matter to court or tribunal.

3. **Penalty:**

- a. Where a Journalist is found liable by the Committee for professional and or ethical misconduct, it shall have powers to reprimand, suspend as a member of the union for a period not exceeding twelve (12) months or recommend him to NEC for expulsion.
- b. The guilty Journalist shall however, have the right to appeal to the Appellate Ethics and Disciplinary Committee within fourteen (14) days of the findings of the State Ethics Committee.

- c. i. The NEC shall have powers to suspend from ~~office or from suspend from the performance of~~ duties any officer or committee member of the CWC, State Council or Chapel for any dereliction of duty proved to the satisfaction of duties may be held before the NEC by any member, Chapel or State Council to which the officer or committee member belongs which shall investigate the case and collect all the facts for the information of the NEC
- ii. Each State Executive Council shall have similar powers as (a) above provided the decision to suspend or dismiss any State Officer from Office is ratified by general meeting and such action shall immediately be communicated o the National Secretary.
- iii. The Officer/Committee member against whom a complaint is made shall be given fourteen (14) days notice in writing by the National Secretary (as the Case may be) of the hearing of the complaint by the NEC. He shall be entitled to be present at such hearing.
- d. A National Officer shall be suspended upon a recorded vote of no confidence of two-thirds (2/3) of all councils. A National Officer shall be suspended by two-thirds (2./3) votes of members of the NEC but in all cases, an officer shall be given sufficient chance to defend any allegation made against him before the vote of no confidence shall be recorded. The same system shall apply to State and Chapel officers in accordance with rules in this Article

- e. A black book shall be kept by the Union for periodic publication of names of members found guilty of professional misconduct.

ARTICLE 9

Industrial Relations:

- 1 The National President and the National Secretary, acting on behalf of the NEC and CWC and in consultation with Chapels and State Councils shall exclusively have powers to order the withdrawal of any member or members from work, in compliance with provisions of the law, and to take such steps or conduct such negotiations or accept such altered conditions of employment as may be necessitated thereby.
- 2 The NEC shall by a 2/3 majority of the votes, authorize or order a strike by the entire membership of the union in pursuit of a matter that affects the welfare of its members at the National level while SEC shall assume the powers of NEC at the State and Chapel levels under similar circumstances in the case of a state or establishment.
- 3 In the event of the withdrawal of any member from work in accordance with these rules, a special monthly payment which shall in no case exceed the member's previous monthly salary, shall be made to the member for a period not exceeding six (6) months after the date of such withdrawal at the discretion of the NEC.
- ~~4 The conditions for withdrawal may apply to members whose employment is affected by any dispute.~~

- 5 Should a member be victimized for being an officer or a member of the union, or for defending a professional or Union interest or resisting the imposition of unjust conditions, or for refusing to perform work, which in the opinion of the NEC, is incompatible with the honour and the interest of the profession, the NEC shall authorize such payment to him/her as it deems necessary. Application for such grants shall be made by the member to his chapel which shall thoroughly investigate each case, make such recommendation to the state and to the NEC as the circumstances require.
- 6 A member who is instructed to perform duties which are incompatible with professional ethics and interest shall if possible consult the Chapel Chairman or Secretary. If the situation is that the instruction is general they shall report to the SEC for necessary action. In the event of a member refusing to carry out such instructions, no other member shall undertake to do the work. Any member who acts contrary to this provision shall be dealt with in accordance with Article 8(3)(a).
- 7 However, in the event of the union winning a case for which a member has withdrawn his service and has full wages for the period paid by his employer, he/she shall refund to the Union one-third (1/3) of what the Union paid him/her during the withdrawal and where the Union has to engage the services of a lawyer to pursue his/her case, he/she shall pay back the full wages paid.
- 8 A member wishing to change his/her place of work shall before accepting an appointment, ascertain from his/her Chapel Secretary, the State Secretary or the National Secretary, the schedule of wages paid in the area and whether

there is any objection to the office in question. He shall not accept, or offer to accept, any remuneration lower than rates provided. A member who contravenes this clause shall be liable to be dealt with for anti-Union activities as in Article 8(3).

- 9 In the case where a member accepts, or is believed to have accepted, a post at a wage less than that provided in the schedule for the area it shall be the duty of any member to report that fact to the chapel secretary who in return shall immediately inform the state secretary and then the National Secretary. In such cases, the National Secretariat or NEC may take such action as it may deem proper to secure compliance with the schedule or the withdrawal of the offender.
- 10 No Chapel or State Council shall initiate or conduct with any employer any negotiation affecting wages without having consulted and received the approval of the National Secretariat. This clause shall not be held to limit the rights of the Chapel to secure the observance of Union agreements in the establishment.
- 11 Agreement governing service conditions shall not be signed by a member until they have been approved by the National Secretariat.
- 12 It shall be the duty of any member to inform the State Secretary of the amount of his salary if requested at any time ~~and such information shall be regarded as confidential.~~
- 13 The Union shall declare vacant, a post in which a member's appointment has been terminated without information to it on why such action has been taken against the member. The post

shall remain vacant until investigation about the rationale of the employer's action has been carried out. If the employers action is just, it shall allow the post to be filled and any member so interested shall be able to take appointment. But where the Union feels that its member has been wrongly dismissed or removed from a post, it shall take necessary steps to ensure re-instatement of the officer.

- 14
- i. Subject to the provisions of the law of the land, members of the Union shall not take part in a strike or interfere with the flow of goods and services in their undertaking without the express approval of the NEC. In addition, no strike shall be allowed except the majority of the members have in a secret ballot voted in favour of the strike.
 - ii. In deciding whether to authorize or not to authorize any form of industrial action, the NEC shall be guided by the advice of the Chapels and the State Councils and the provision of the law. However, nothing in this Constitution shall prevent officers of the National Secretariat full time or elected officers from immediate intervention in any professional matter affecting an individual group of members or a whole chapel directly under the law with reference to Chapels or State Councils. This shall be to apprehend professional crisis.

ARTICLE 10

Affiliations:

1. a. The Union shall not affiliate to or withdraw its affiliation to anybody until the proposal to do so has been submitted to NEC, which shall take a final decision on it. But its affiliation to the Central Labour Organisation of the country shall be automatic and without restraint.
- b. The Union shall take notice and deem Nigeria Association of Women Journalists (NAWOJ), the Sports Writers Association of Nigeria (SWAN), and the Nigerian Guild of Editors (NGE), etc as its affiliates.
- c. It shall affiliate to West African Journalists Association (WAJA), Union of African Journalists (UAJ), International Organisation of Journalists (IOJ), International Federation of Journalists (IFJ) and other relevant professional organisations.
- d. It shall be free to collaborate with relevant human rights organisations for the purpose of holding democracy, freedom of the press and human rights.
- e. No one shall represent the Union on any organisation unless he is a member or an official nominated by the NEC.

ARTICLE 11

Benefits:

1. The Union may honour members who have made outstanding contribution to the upliftment of the Union and Journalism profession. The criteria for each award shall be decided by NEC.
2.
 - a. The personal representative or rightful relation of a deceased member shall be entitled to a death benefit to be fixed by his chapel. Additional benefit shall be paid by the SWC, CWC, NEC.
 - b. In any case, no payment shall be made in the absence of convincing proof of death.
3. **Allowances and Bonuses:**
All national Officers shall be paid monthly allowances as may be determined by NEC while State Council Chairmen and Secretaries shall be paid monthly allowances as may be determined by the State Executive Council (SEC).

ARTICLE 12

Conditions of Service for paid staff:

The Union shall draw up for its paid staff, conditions of service which are no less favourable than those obtainable in the profession ~~in the public sector and such that will enhance the integrity and the~~ prestige of the staff. This shall include retirement benefits to be paid to the officials which shall not be less favourable than those payable in the public service of the federation.

ARTICLE 13

Amendments o the Constitution:

1. Resolution for constitutional amendments shall be adopted by two-thirds (2/3) majority votes of the delegates attending the National Conference, provided they form a quorum. Proposals for amendments to the constitution may be made by State Councils and the NEC only at intervals of five years except where:
 - i. such amendments are consequential upon a decision at a National Conference.
 - ii. Such amendments are made on any matter or policy which are declared by any National Conference to be a matter of urgency, provided that due notice is given as required. Proposals to amend the Constitution shall be regarded as notices of motions to the National Conference.

ARTICLE 14

Dissolution:

1. The Union shall not be dissolved except by a resolution of the National Conference supported by at least 80 percent of the delegates present and voting.
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2. In the event of dissolution as provided for in the constitution and the law of the land, the assets and liabilities of the Union shall be divided among the members in equal shares or according to their rates of contributions to the Union or the assets may be donated to charity.

This Constitution takes effect from 1st Day of November 2005

