



LESSONS LEARNT
LL Number 3
MBMMC

Date Submitted: 22 Oct 12

Situation
A member was issued with grievances which took 8 weeks to determine, while the member was denied his basic rights, lack of fairness and transparency, and was expose to unconstitutional actions.
Reference
Club Constitution, Members Rights, Section 63 onwards. Grievances and Complaints, Section 239 onwards.
Result
<p>The member had 4 grievances submitted against him. The Executive did not hear the grievances within the fourteen (14) days stipulated, and subjected the member to various unconstitutional actions, including denying him the right to a presumption of innocence, raising punishments to be administered against him, standing the member down without just cause, and conducting the process in secret or closed meetings while never advising the membership of the progress of the grievances.</p> <p>In the end the member called for a Special General Meeting to be held to provide him with the first opportunity to be heard and give his account of the grievances.</p> <p>The member put his case forward regarding the grievances and the Service members voted that 3 of the grievances were not in fact grievances, and the fourth grievance was held to be unwarranted.</p>
Previous Results
<p style="color: red;">Previous grievances have also been dealt with in a very poor manner. The relevant Executive must abide by the Constitution, to resolve grievances in a timely and fair manner. Both 'timeliness' and 'fairness' have been missing from previous grievance processes.</p>

AUTHORITY FOR RELEASE

National President	MUCHO
National Secretary	STOKER