



# Association of Labour Providers

## Membership Regulations

*For adoption by the Member's Council on the 13<sup>th</sup> May 2015. To be read in conjunction with the ALP Articles of Association and replacing the ALP Constitution.*

1. The "Association of Labour Providers" and "ALP" are trading names of the "Association of Labour Providers Limited" (the Company).
2. Any labour provider is entitled to become a member of the ALP on payment of the appropriate subscription, and written agreement to be bound by the Articles of Association, and any Regulations or codes of practice established or endorsed by the Members' Council.
3. The Company shall, at the discretion of the Directors, admit as an ALP associate member any organisation that does not provide labour but which is otherwise interested in the business of labour providers. Associates shall be entitled to participate in the affairs of ALP as decided by the Members' Council but will not have voting rights to appoint Council Members.
4. The Company shall, at the absolute discretion of the Directors, refuse to admit any organisation as an ALP member. Such organisations may subsequently put their case in writing to the Company Chairman and ultimately the Members Council.
5. An ALP member may resign at any time but will not be entitled to any refund of subscription. Membership of the ALP will automatically lapse if a subscription is not paid within three months of the date of the request for payment. Suspension of membership will not entitle a member to refund of subscription fees.
6. The affairs of ALP shall be directed by the Members Council in accordance with the Articles of Association.
7. The Members' Council may draw up or endorse a Code or Codes of Practice which shall be optional or binding on members as determined.
8. Members operating in the Gangmasters & Labour Abuse Authority (GLAA) regulated sector are required to hold a GLAA licence.

Where the GLAA revokes a member's licence with immediate effect, membership of the ALP will automatically be suspended, including removal of member's details from the ALP website, until the GLAA confirms that the member may resume trading. If there is no resumption of trading in the regulated sector the labour provider will cease to be a member.

Where the GLAA revokes a member's licence but without immediate effect, membership of the ALP will continue during any appeals process. If the member successfully makes a new application to be licensed or is successful at appeal, membership will continue. If an appeal is unsuccessful and the member's licence remains revoked or the member chooses to cease trading in the regulated sector, the labour provider will cease to be a member.

Where a member does not hold a GLAA licence, they will be required to provide satisfactory evidence to the ALP regarding their operating procedures before their company details are visible on the list of members' details on the ALP website.

9. The Company shall, at the discretion of the Directors, suspend any organisation as an ALP member where their activity has the potential to bring the Company's name into disrepute. Such organisations may subsequently put their case in writing to the Company Chairman and ultimately the Members Council.
10. ALP shall hold an annual open Members Council meeting not later than five months after the end of each financial year to which all ALP members shall be invited. In convening such a meeting the Association shall give not less than 21 days' notice to members.
11. All ALP members will be entitled to propose appropriate officers to take up vacant positions on the Members Council providing they meet the requirements in the Articles of Association. Candidates will be elected at the annual open Members Council meeting by the ALP members present. Each ALP member business shall have one vote.