

Relief Manager is paid by Dow Corning. Payments will be made quarterly. In April, July, October and January.



16.Alteration to the Constitution

Any alteration to this Constitution may only be made with the approval of:

- a)An Annual General Meeting, providing that not less than one month's notice of the proposed alteration is given in writing to the Secretary.
- b)An Extraordinary General Meeting called in accordance with rule 11 a) or 11 b).

There shall be one vote per Member present at the meeting. Voting will be by 2/3rds (two thirds) majority.

No voting to amend the Constitution shall take place unless a minimum of 20 Members is present.

17.Dissolution

Dissolution of the Association shall be agreed at the A.G.M. Or at an Extraordinary General Meeting called in accordance with rule 11 a) or 11 b).

Approval of dissolution shall be by 2/3rds (two thirds) majority.

If it is decided to discontinue the work of the Association, after payment of expenses and liabilities, any money remaining shall be donated to charities agreed by the Members by a simple majority.

18.Date of Adoption of and Amendments to the Constitution

Original Constitution	Amendments
September 1983	December 1983
	September 1984
	February 1988
	September 1991
	November 1995
	September 2002
	September 2012
	September 2013

The most recent constitutional amendments that was approved by voters came in the September 2013 AGM, when voters approved a change to item 8 Subscriptions changing the month of payment from October to January.

The other approved alteration was to item 15 (b) adding Relief Manager is paid by Dow Corning and payments will be made quarterly. In April, July, October and January.



1. Title

The name of the Association is DOW CORNING RETIREES' ASSOCIATION, hereinafter referred to as 'the Association'.

2. Objectives

To promote communication, sport, recreation, welfare and social activities.

3. Membership

Membership shall be available to:-

a) Retirees from the Barry factory and those in receipt of a pension from Albright & Wilson Ltd., Midland Silicones Ltd., or Dow Corning Ltd. whether directly from those Companies or from a company administering their pension funds.

b) Husbands, wives or partners of retirees.

c) Widows and widowers of retirees.

d) Retirees from Albright & Wilson Ltd. & Midland Silicones Ltd.

The representative to attend the Trustee Pension Fund Committee meetings as an observer must be a Member of the Association and his/her selection ratified at a properly constituted Members' meeting.

4. Register of Membership

The register of Members will be kept by the Membership Secretary.

5. Membership Cards

A membership card will be issued to each individual Member whose subscriptions are up-to-date.

6. Cancellation of Membership

Membership shall be cancelled in the event of non-payment of subscriptions after two reminders have been sent in addition to the annual notice requesting payment.

7. Restoration of Membership

If a membership has lapsed through non-payment of subscriptions or for any other reason the membership can be reinstated on payment by the Member of a fee of £3 towards administration costs.

8. Subscriptions

There shall be a membership fee, paid annually in advance, on the 1st January. The amount of the subscription shall be decided at the Annual General Meeting to be effective from the 1st January.

9. Annual General Meeting

a) The Annual General Meeting will be held at 2:00 p.m. on the first Monday in September, or on such approximate date as shall be convenient for the use of Dow Corning facilities.

b) Each Member present at the meeting shall be entitled to one vote. Voting will be by simple majority.

10. Meetings

a) Quarterly meetings shall be held on the first Monday in December, March and June or on such approximate date as shall be convenient for the use of Dow Corning facilities. Additional meetings may be arranged as decided by the Officers of the Association.

b) Each Member present at the meeting shall be entitled to one vote. Voting will be by simple majority.

11. Extraordinary General Meeting

An Extraordinary General Meeting may be called by:

a) The Management Committee, providing that not less than one month's notice of the matter to be discussed is given to all Members in writing.

b) The Secretary, on receipt of a notice signed by not less than thirty Members, giving not less than one month's notice requesting the meeting, together with a written statement of the matter to be discussed.

Each Member present at the meeting shall be entitled to one vote. Voting will be by simple majority, except for alteration of the Constitution.

12. Officers

The Association Officers shall consist of Chairman / Chairperson, Secretary and Treasurer. They shall be elected at the A.G.M. for a term of one year. At least two of the Officers must be ex-employees of Dow Corning Ltd. Midland Silicones Ltd. or Albright & Wilson Ltd.

13. Management Committee

The Management Committee shall consist of four Members elected at the A.G.M. for a term of one year, and one liaison Member nominated by Dow Corning Ltd. management. The Management Committee, hereinafter referred to as 'the Committee', shall:

a) Consider itself as having a quorum if two Officers and two Members are present.

b) Have the power to co-opt Members of the Association as it may deem necessary.

c) Have the authority to set up sub-committees and to delegate to those sub-committees such power and responsibilities as is deemed necessary, also to disband these sub-committees as required.

d) Be responsible for carrying out the objectives of the Association by managing its affairs in a right and proper manner.

e) Not having the power to dispose of the Association funds except for normal expenditure.

14. Finance

a) Lloyds TSB Bank Plc is to be used for Association funds.

b) All cheque's must be signed by the Treasurer and countersigned by either the Chairman or Secretary.

c) The Treasurer is responsible for the receipt of all monies belonging to the Association and will keep a record of all transactions, and will prepare an annual statement of Income and Expenditure and Balance Sheet for approval at the A.G.M.

d) An independent audit of the accounts shall be carried out annually.

15. Payments to Officers, Committee Members and Shop Helpers

a) Subject to the approval of Members of the Association, honoraria payments may be made to the Officers and members of Committees. The amount of such payments shall be recommended by the Officers to the Members at the A.G.M. and voted by a show of hands.

b) Subject to the approval of Members of the Association, fixed amounts may be paid to helpers at the Site shop, as a contribution towards lunch and travel expenses.