MEMBER INFORMATION / 01

Your Dues. Your Vote. Your Union.

PENGASSAN and the proposed new union: a comparison for members

Distinguished Comrades,

We present to you the differences between PENGASSAN and the new union so that you can be well informed about what sets us apart. This is the beginning of a new chapter, and we believe many more chapters of great achievement will be written together.

AREA	PENGASSAN	PROPOSED NEW UNION
National voting	Selected delegates vote at the National Delegates Conference (NDC).	All members vote directly for national officers, without a delegate electorate.
Conference	National Delegates Conference (NDC).	A **National Conference (NC)**, with participation and voting by all members in person or remotely.
President	The Deputy President transitions to President, rather than a separate presidential election at the NDC.	The President is elected directly by all members.
Deputy President	Elected by delegates; a delegate vote of confidence is expected before transition to President.	The Deputy President is elected directly by all members.
Other national officers	Other Central Working Committee (CWC) members are elected by delegates.	All national officers are elected directly by all members.

What this means for you: You would choose national leaders directly and participate in conference decisions. Election credibility would still depend on effective safeguards and implementation.

MEMBER INFORMATION / 02

Elections and Branch Autonomy

Direct participation, predictable dates and timely transitions

AREA	PENGASSAN	PROPOSED NEW UNION
Election timing	National elections take place during the NDC.	All members vote before the National Conference. Swearing-in takes place at the conference.
Electronic voting	Zonal and national elections use physical meetings. Branch elections may be physical or electronic.	Electronic voting at Zonal (Regional), national, branch and chapter levels. Swearing-in takes place at the relevant conferences.
Branch conference dates	Branches request permission from the National Secretariat to hold a Branch Delegates Conference (BDC).	Branches determine their Triennial Branch Conference dates and notify the National Secretariat.
Conference deadline	BDC dates are not fixed.	Branch conferences must take place no later than 14 days before the substantive Branch Executive Committee (BECOM) completes its tenure.
Tenure	Four years.	Three years.
Electoral committee	Zonal Assistant Secretaries or other officers act as returning officers for branch elections.	Zonal (Regional) officers and nominated branch officers serve on electoral committees. Branch electoral committee members cannot be candidates in the elections they administer.

What this means for you: A clearer timetable for choosing your branch leaders, a shorter term of office and rules separating candidates from those administering their election.

MEMBER INFORMATION / 03

Structure and Representation

A proposed six-region framework and broader branch participation

AREA	PENGASSAN	PROPOSED NEW UNION
National organs	CWC includes zonal chairmen and secretaries. NEC comprises CWC, all ZECOM officers, the Women Commission Treasurer and PRO, and branch chairmen.	**National Administrative Council (NAC)**: national officers only, excluding Zonal (Regional) officers. **National Working Committee (NWC)**: NAC; Zonal (Regional) chairmen and secretaries; Women Committee Treasurer and PRO; forum chairmen and secretaries; branch chairmen and secretaries.
Zonal (Regional), branch and chapter organs	ZECOM: all zonal officers. BECOM: all branch officers. CECOM: all chapter officers.	RECOM: Zonal (Regional) officers. BECOM: all branch officers. CECOM: all chapter officers.
Geographical coverage	Four zones: Warri, Lagos, Port Harcourt and Kaduna.	**Six regions**: North-West, North-Central, North-East, South-West, South-East and South-South.
Women representation	Women Commission.	Women Committee.
General Secretary	An employee of the union.	A union member elected by conference members.

What this means for you: The six-region proposal seeks to broaden geographical inclusion and give branch secretaries a place alongside chairmen in the proposed NWC.

MEMBER INFORMATION / 04

Dues and Member Safeguards

Lower proposed dues and stronger participation in branch decisions

AREA	PENGASSAN	PROPOSED NEW UNION
Check-off dues	**2.75%** of monthly basic salary or **1.125%** of consolidated monthly salary.	**2.5%** of monthly basic salary or 1% of consolidated monthly salary.
Foundation levy	A **foundation levy** is added to check-off dues.	Remove the additional foundation levy. Members decide their own foundation contributions. Solidarity support for members and external stakeholders is included in the proposed dues allocation.
Company mergers	A merger results in a Caretaker Committee (CTC).	Hold elections within three months. For two merging companies, a four-person CTC comprises their branch chairmen and secretaries. Equal representation applies where more than two companies merge.
Removal of branch officers	BECOM members may remove branch executive members, except the branch chairman and secretary.	BECOM may remove any branch executive member, including the chairman and secretary.
Dissolution of branch executives	CWC can dissolve branch and chapter executives without a vote by the affected Branch Congress.	NAC may dissolve a Branch Executive Committee only with approval by the national governing body and a vote at Branch Congress involving all members.

What this means for you: At a monthly basic salary of N100,000, the stated rate would fall from N2,750 to N2,500: N250 less per month. Basic and consolidated rates are alternatives, not combined deductions.

Explore the vision. Ask questions. Express interest.
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