



MAKES  
THE MOST  
OF  
MUSIC

# UNION SEATS REGULATIONS

Senā

## UNION SEATS REGULATIONS SENA

Right of nomination for the three 'union seats' in the Board of Affiliates, consisting of seven section representatives of the Performers' Section, according to the organizations recognized by these regulations.

Every four years (the term of office of a member of the Board of Affiliates and also the period during which all members have been electable, in other words a complete governance cycle), the section representatives of the Performers' Section within the Board of Affiliates shall be responsible for determining whether the organizations which have registered for this right of nomination still meet the criteria set out below.

If it is established that fewer than three organizations meet the criteria, then in the following period of four years the biggest organization will be entitled to nominate candidates for the majority of the union seats; If it is established that more than three organizations meet the criteria, then in the following period of four years the two biggest organizations will each be entitled to nominate candidates for their 'own' seat and the other organisations will have a joint right of nomination for one seat.

### Criteria:

Organizations which want to qualify for rights of nomination must meet the criteria set out below and, within the limits of their obligations to their members, must loyally cooperate with an audit based on these criteria by an independent party (such as a civil law notary or an accountant) appointed every four years by the section representatives of the performers' section within the Board of Affiliates:

- 1 The organization must be an association with members who pay membership fees.
- 2 The organization's object must be to represent the interests of its members as performing musicians, as evidenced by the organization's articles of association.
- 3 The organization must be representative of the profession, that is, it must represent a minimum number of performers based in the Netherlands who are members or affiliates of Sena in the capacity of performer.

- 4 The organization must represent at least 400 individual members who pay membership fees and are also registered with Sena as affiliates or members; at least 200 of these members must have the status of an affiliate of Sena.
- 5 The organization must have sufficient income to be able to perform its tasks adequately, among other things to ensure the organization's continuity (Sena is entitled to inspect the organization's annual reports and annual financial statements).
- 6 The organization must have an office for the preparation of policy and the operational definition of policy.

The criteria will be reviewed every four years on the basis of – among other things – a membership list in a format prescribed by Sena and containing the names and addresses of the organization's members, which is to be submitted to an independent body designated by Sena. These data will be handled confidentially by the independent body appointed by Sena.

These criteria may be adapted every four years by the section representatives of the performers' section, within the Board of Affiliates, after and subject to approval of any amendments by the Supervisory Board and adoption by the Board of Affiliates.

As of 2012 these criteria also apply to the founding organizations NTB (Dutch Musicians' Union) and FNV KIEM (Dutch Trade Union Confederation – Arts, Information and Media), (or the relevant legal successor(s)).