



Proposals from the VR Board for amendments to the union's laws

VR Annual General Meeting 25 March 2026

Blue text: New / revised wording
Red text: Text deleted from the article
Green text: Explanations

Proposal # 1

Article 20.4 – Ballots and List Arrangement

Current wording:

For board elections:

Candidates shall be listed on the ballot in random order. Voters must mark at least one and up to seven candidates. To maintain gender balance on the VR board, the candidate receiving the most votes shall take the 1st seat on the board, and the next seat shall be filled by the highest-voted candidate of the opposite gender, and so on. ...

Will be:

For board elections:

Candidates shall be listed on the ballot in random order. Voters must mark at least one and up to seven candidates. To maintain gender balance on the VR **main** board, the candidate receiving the most votes shall take the 1st seat on the board, and the next seat shall be filled by the highest-voted candidate **of the opposite gender, and so on.** **of a different gender and this gender rotation shall apply to the arrangement 7 full members.** ...

Explanation of proposal #1:

The VR board considers it important that the ordering of the union's board based on gender alternation reflects that registered genders are more than two. The ordering of full members would therefore be based on the number of votes, taking gender into account. The ordering would thus not be based on gender alone, but would ensure that individuals of the same gender can never occupy two consecutive seats, unless the gender of the candidates does not allow for an alternative. Here, only the election to the main board of the union is discussed; see proposal #2 regarding the alternate board.

Proposal # 2

Article 20.4 – Ballots and List Arrangement

Current wording:

On board elections:

Candidates shall be listed on the ballot in random order. Voters must mark at least one and up to seven candidates. To maintain gender balance on the VR board, the candidate receiving the most votes shall take the 1st seat on the board, and the next seat shall be filled by the highest-voted candidate of the

opposite gender, and so on. This gender rotation shall also apply to the arrangement of alternates. ...

Will be:

On board elections:

Candidates shall be listed on the ballot in random order. Voters must mark at least one and up to seven candidates. To maintain gender balance on the VR board, the candidate receiving the most votes shall take the 1st seat on the board, and the next seat shall be filled by the highest-voted candidate of the opposite gender, and so on. ~~This gender rotation shall also apply to the arrangement of alternates.~~ The election and ordering of alternate members shall be based solely on the number of votes, without regard to gender. ...

Explanation of proposal #2:

The VR board proposes that the ordering of alternate members on the board be based solely on the number of votes, without regard to gender.

There has been discussion within the board in recent years about the use of gender alternation in the union's board and whether the time has come to discontinue it. Gender alternation was approved at the Annual General Meeting in 2011 and applied to both full members and alternate members of the board. Towards the end of 2025, the board decided to maintain gender alternation in the board in order to ensure gender equality as far as possible. However, the board decided to discontinue gender alternation with regard to alternate members so that the number of votes alone determines their selection and order. Note that other wording in the article in the proposal remains unchanged according to the current wording.

Proposal # 3

Article 20.4 – Ballots and List Arrangement

Current wording:

On board elections:

Candidates shall be listed on the ballot in random order. Voters must mark at least one and up to seven candidates. To maintain gender balance on the VR board, the candidate receiving the most votes shall take the 1st seat on the board, and the next seat shall be filled by the highest-voted candidate of the opposite gender, and so on. This gender rotation shall also apply to the arrangement of alternates. The seven candidates receiving the most votes in accordance with the above are considered duly elected principal board members for a four-year term, and the next three are considered duly elected alternates for a two-year term.

Will be:

On board elections:

Candidates shall be listed on the ballot in random order. Voters must mark at least one and up to seven candidates. To maintain gender balance on the VR board, the candidate receiving the most votes shall take the 1st seat on the board, and the next seat shall be filled by the highest-voted candidate of the opposite gender, and so on. This gender rotation shall also apply to the arrangement of alternates. The seven candidates receiving the most votes in accordance with the above are considered duly elected principal board members for a four-year term. ~~, and the next three are considered duly elected alternates for a two-year term.~~ The next four shall be considered duly elected alternate members for two years, in accordance with the provisions on the election of alternate members.

Explanation of proposal #3:

The VR board proposes that the number of alternate members be increased from three to four. This proposal is due to changes to the length of the term of office of the board and alternate members, as the Annual General Meeting in 2024 approved extending the term of office of full members from two years to four years and of alternate members from one year to two years.

Note that other wording in the article in the proposal remains unchanged according to the current wording.

If all the above amendments are approved, Article 20.4 will change as follows:

Current wording:

On board elections:

Candidates shall be listed on the ballot in random order. Voters must mark at least one and up to seven candidates. To maintain gender balance on the VR board, the candidate receiving the most votes shall take the 1st seat on the board, and the next seat shall be filled by the highest-voted candidate of the opposite gender, and so on. This gender rotation shall also apply to the arrangement of alternates. The seven candidates receiving the most votes in accordance with the above are considered duly elected principal board members for a four-year term, and the next three are considered duly elected alternates for a two-year term.

Will be:

On board elections:

Candidates shall be listed on the ballot in random order. Voters must mark at least one and up to seven candidates. To maintain gender balance on the VR board, the candidate receiving the most votes shall take the 1st seat on the board, and the next seat shall be filled by the highest-voted candidate of the opposite gender, and so on. The election and ordering of alternate members shall be based solely on the number of votes, without regard to gender. The seven individuals who receive the most votes in accordance with the above rules on the election of full members shall be considered duly elected full members of the VR Board for four years. The next four shall be considered duly elected alternate members for two years, in accordance with the provisions on the election of alternate members.

Proposal #4

Article 10 – The Board

Current wording:

The union's board shall consist of 15 principal members and three alternates. ...

Will be:

The union's board shall consist of 15 principal members and ~~three~~ four alternates. ...

Proposal #5

20.1. On the election of the Leader and the board

Current wording:

The Leader shall be elected in an individual election every four years. Every other year, seven board members shall be elected for four-year terms, and three alternates for two-year terms, in an individual vote. ...

Will be:

The Leader shall be elected in an individual election every four years. Every other year, seven board members shall be elected for four-year terms, and ~~three~~ four alternates for two-year terms, in an individual vote. ...

Explanation of proposals #4 and #5:

The VR Legal Committee submitted to the VR board a proposal to amend Article 20.4 regarding ballots and ordering on the list so that the number of alternate members would be increased from three to four, see proposal #3. If the proposal is approved, corresponding amendments must be made to the articles that address the number of alternate members, Article 10 and Article 20.1.