

CONSOLIDATED TEXT

As amended by the

Decision of the AFITU Congress no. 1132/2014 from December 6, 2014,
Decision of the AFITU Main Board no. 148/2016 from March 25, 2016, and
Decision of the AFITU Main Board no. 158/2017 from March 31, 2017

STATUTE OF ASSOCIATION OF FREE AND INDEPENDENT TRADE UNIONS

Association of Free and Independent Trade Unions was founded on July 2, 1996.
AFITU was entered in the Registry of Trade Unions under the number 12358.

I BASIC PROVISIONS

1. Legal capacity, name and registered address

Article 1

Association of Free and Independent Trade Unions is:

- Free, open, democratic, public, non-profit, interest organization of voluntarily associated members with the goal to promote, realize, improve and protect the rights of unions, members, employees and citizens, which rights are established by the Constitution, laws and collective agreement.
- Independent of the state authorities, political parties and employers,
- religiously neutral and
- is a union that uses all legitimate and legal means of union struggle.

Article 2

Full name of the Union is: *Asocijacija slobodnih i nezavisnih sindikata*, abbreviated name is: *ASNS*, and in international communication AFITU uses the name in English: Association of Free and Independent Trade Unions – AFITU (hereinafter referred to as: AFITU).

Article 3

Association of Free and Independent Trade Unions was formed for the territory of the Republic of Serbia and operates on the territory of the Republic of Serbia.

AFITU has properties of a legal entity with rights and responsibilities established by the Constitution and laws of the Republic of Serbia and this Statute.

Registered address is: Belgrade, Karadjordjeva 71.

Article 4

AFITU has a sign, a flag, a seal, and a stamp.

The AFITU sign is in the form of a yellow square, which contains seven white hexagons. On the right side of the square, there is the abbreviation “ASNS” written in Cyrillic, and below is the full name of the Association of Free and Independent Trade Unions.

The AFITU flag is in the form of a light blue rectangle, and contains the AFITU sign in the center.

The AFITU seal is elliptical in shape, 4.3 cm in diameter, and the abbreviation “ASNS” is located in the center of the seal, above is full name of the Association of Free and Independent Trade Unions, written semicircularly in Cyrillic, and below is the name in English.

The AFITU stamp is rectangular in shape, 6 cm in diameter, with the name of the Association of Free and Independent Trade Unions, written in Cyrillic, and below, in second row, there is: number, date and “Belgrade”.

2. Membership

Article 5

The AFITU is an organization of members, as follows: trade unions in the company/institution, branch unions, employees and other members, in accordance with the AFITU Statute (hereinafter: members).

Members exercise their rights and obligations within AFITU and based on their membership in AFITU.

Members’ mutual relations are governed by the principles of democracy, accountability and solidarity.

Article 6

AFITU may be a member of international trade union associations, and to cooperate with other trade unions in the country and abroad and international trade union organizations, on the principles of equality, reciprocity and solidarity, in accordance with this Statute, program, program documents, decisions and other acts of the AFITU bodies.

Article 7

AFITU members associate in order to achieve specific and common interests and other mutually harmonized and agreed common interests, especially in the field of labor law protection, collective bargaining, social dialogue and protection of civil and human rights.

Article 8

The decision to join AFITU is made by each member, accepting the AFITU Statute and its program principles.

Article 9

Membership in AFITU can be individual and collective.

Members of AFITU may be:

- employees;
- trade unions in companies and institutions, branch, professional and trade unions established for a particular territory; and
- organizations of farmers, pensioners, disabled workers, unemployed persons and civil society organizations.

Individual membership in AFITU is achieved by joining a union in a company/institution, or a branch union that is a member of AFITU, or by direct joining the AFITU.

Trade unions and civil society organizations become a collective member of AFITU by joining the AFITU.

Article 10

Membership in AFITU is voluntary.

One can become an individual member of AFITU by signing an AFITU application form.

By signing the AFITU application form, the member commits to accept and enforce the Statute and other general acts of AFITU, program, resolutions and other AFITU program documents, as well as decisions, conclusions, recommendations and other acts of the AFITU bodies.

By signing the AFITU application form, the member commits to pay regularly the union membership fee and to give consent to employer to calculate and pay the membership fee to the appropriate AFITU bank account and trade union in the company/institution bank account.

The appearance, content and form of the application form are determined by the AFITU Main Board. One can become a collective member based on a decision to join the AFITU.

Article 11

Each individual member of AFITU has a uniform membership card.

The membership card proves the membership of AFITU and based on it, the members exercise rights in accordance with the law, collective agreement, Statute, other general acts, agreements and contracts concluded by the AFITU.

Form and content of the membership card is decided by the AFITU Main Board.

When exercising trade union and other rights based on membership in AFITU, a member is required to present a membership card.

The membership card is the property of AFITU.

3. Rights and obligations of members

Article 12

AFITU member exercises his/her rights and obligations in accordance with the Statute and other AFITU acts.

The member is obliged to act according to the Statute, program documents, decisions of trade union bodies at all levels, to initiate and participate in trade union actions and to regularly pay union membership fee in the amount and manner determined by the AFITU Statute.

Article 13

Members have the right and obligation to participate equally in the work of AFITU; propose, elect and be elected as a representative in the AFITU bodies; make decisions; undertake initiatives, actions and projects; critically evaluate the work of the AFITU bodies; the right to labor law protection, assistance during the strike, and other rights in accordance with this Statute.

Members are independent while electing their representatives in trade union bodies and AFITU bodies.

4. Termination of membership

Article 14

Membership in the AFITU shall be terminated due to:

- disregard of the AFITU Statute and other general acts, programs, declarations and other AFITU documents;
- failure to comply with the decisions of the AFITU bodies;
- misuse of the name and damaging reputation of the AFITU;
- acting contrary to the interest of the AFITU;
- failure to pay membership fee for more than two months;
- improper use of membership fees and other funds of trade union;
- misuse of trade union assets;
- concluding of contracts harmful to the trade union and members;
- withdrawal; and
- exclusion from membership.

Article 15

Members may file a complaint against the decision on exclusion from AFITU to the Statutory Commission.

Final decision shall be made by the Main Board, based on the Statutory Commission decision.

Article 16

Withdrawal from AFITU membership is possible only as a withdrawal of an individual member.

In case of withdrawal from the AFITU, the member signs a withdrawal form, which enters into force within 30 days from the day of submitting the request for withdrawal or from the day of settlement of obligations.

Collective withdrawal from the AFITU is not possible.

Article 17

A member whose AFITU membership is terminated is obliged to return the membership card, all AFITU assets, to settle the membership fee and all financial and other obligations that he/she has taken over till the day of the withdrawal.

With the termination of AFITU membership, the rights in respect to the trade union, trade union assets and symbols, the employer and all other rights derived from the AFITU membership shall be terminated.

Article 18

Upon termination of membership, the AFITU will keep the paid union membership fee, donations, etc.

II AFITU GOALS AND OBJECTIVES

Article 19

AFITU goals and objectives are:

- open and democratic society and strengthening of the rule of law;
- economically and organizationally efficient and rational state;
- social market economy, equal opportunity society, social justice, civic security and intergenerational solidarity;
- solving social conflicts through social dialogue and social and economic councils at all levels;
- social dialogue in the company/institution;
- employment security, legal employment and social status of workers;
- respect for the dignity of work and the employee;
- special protection of women, young people, the elderly and the family;
- general improvement of safety and health at work;
- continuous growth of the living standard of all employees and citizens;
- regular payment of wages, pensions and all social benefits;
- division of the common trade union assets of former CTUS and CTUJ;
- freedom of trade union and political organizing;
- freedom of media; and
- active role of trade unions in politics.

III AFITU ORGANIZATION

Article 20

AFITU is unique and indivisible organization within which operate:

- Headquarters;
- trade unions in a company/institution;
- branch unions;
- provincial, city and municipal commissioner's offices;
- individual members; and
- collective members.

5. Headquarters

Article 21

Provincial, city and municipal AFITU boards, forums, councils and funds and AFITU Administrative and Professional Service operate within Headquarters.

6. AFITU bodies

Article 22

AFITU bodies are:

- Congress;
- Main Board;
- Presidentship;
- Supervisory Board; and
- Statutory Commission.

7. AFITU Congress

Article 23

The AFITU Congress (hereinafter: Congress) is the highest AFITU body.

It is composed of delegates of trade unions – AFITU members.

Members of the AFITU Main Board, Statutory Commission and Supervisory Board are delegates on the basis of the function, with all rights and obligations.

Article 24

Congress may be regular and extraordinary.

Regular Congress shall be held every for years.

Extraordinary Congress shall be held on the proposal of 1/3 of unions AFITU members or 2/3 of the branch unions or the AFITU Presidentship or the AFITU Main Board, based on the decision of the AFITU Main Board.

The Extraordinary Congress shall be convened by the AFITU Main Board.

The decision on the date, the venue, the agenda and the number of Congress delegates shall be made by the AFITU Main Board no later than 15 days before the Congress begins.

Article 25

The Congress:

- verifies the mandate of the Congress delegates;
- elects the working bodies of the Congress;

- adopts the Rules of Procedure on its work;
- adopts the AFITU Statute;
- adopts Statute amendments;
- adopts report on AFITU work;
- adopts the financial report of the Supervisory Board;
- adopts resolutions and other documents;
- elects and discharges the President, Vice-Presidents, Head Manager and Secretary General of the AFITU;
- discharges and elects AFITU Main Board Members, Supervisory Board and Statutory Commission;
- makes a decision on the formation of its special funds and companies; and
- determines the amount of union membership fee and its distribution.

Congress, by its decision, may, between the two congresses, transfer a part of the competencies referred to in Paragraph 1 Indents 5, 8, 11 and 12 of this article to the AFITU Main Board.

Congress competencies transferred to the AFITU Main Board referred to in Paragraph 1 Indent 5 of this article do not apply to Articles 2, 4, 22-25 and 33-36 of this Statute.

8. AFITU Main Board

Article 26

AFITU Main Board is the highest AFITU body between the two congresses.

Total number of AFITU Main Board members and each Branch Union members is determined by Decision of the AFITU Main Board, based on the total number of AFITU members and number of trade unions – Branch Union members that pay the membership fee.

AFITU Main Board is composed of members elected by the Congress, on the proposal of Branch Unions and AFITU Presidentship and members on the basis of the functions they perform.

Members of AFITU Main Board are verified by the Congress.

AFITU Main Board members on the basis of the function they perform are: AFITU President, AFITU Vice-Presidents, AFITU Head Manager, AFITU Secretary General, Branch Union Presidents, AFITU Women's Forum President, and AFITU Youth Forum President.

AFITU President is also the AFITU Main Board President, he/she manages the work of AFITU Main Board, convenes sessions and proposes the agenda.

In the event that the Branch Union significantly increases the number of members or paid membership fees or achieves specific activities that significantly contribute to the development, position or reputation of the AFITU, the AFITU Main Board may increase by decision the number of AFITU Main Board members from that Branch Union and AFITU Main Board as a whole.

AFITU Main Board Session shall be held at least once a year.

Article 27

AFITU Main Board:

- verifies new Main Board members who are not elected by the Congress;
- adopts the Rules of Procedure;
- decides on holding a Congress, the date and the venue of Congress;
- prepares and convenes a Congress and proposes a Congress agenda;
- decides on the method of election, number and structure of the Congress delegates;
- decides on method of election, number and structure of Main Board members and determines and proposes to the Congress candidates for the Main Board members;
- submits to the Congress a work report;
- proposes the AFITU Statute and Statute amendments to the Congress;
- proposes candidates for President, Vice-Presidents, Head Manager and Secretary General to the Congress;
- decides on the resignation and establishes an irrevocable resignation of the President, Vice-President, Head Manager and Secretary General;

- makes decisions on cooperation and confederation with other trade unions;
- makes decisions on membership in international trade unions and other organizations;
- makes decisions on cooperation with political parties and engaging in political and electoral alliances;
- appoints AFITU representatives to the state tripartite bodies;
- appoints negotiating teams for social dialogue, collective agreements and communication with the Government and other state bodies;
- appoints AFITU representatives in working bodies of the Government, ministries, local self-governments, etc.;
- gives consent to the conclusion of the General and Branch collective agreements and appoints the AFITU representative for signing of the General Collective Agreement;
- chooses Managing Boards of AFITU funds;
- makes a decision on organizing a general strike and gives consent to organize strikes of Branch Unions;
- brings the annual Work Plan and Financial Plan;
- adopts annual Report on AFITU work;
- adopts annual Financial report;
- dissolves Branch Union bodies upon request of the AFITU Presidentship;
- acting upon the transferred competencies of the Congress; and
- makes other decisions, conclusions, recommendations on trade union, economic, social and political issues of interest to AFITU members and citizens of Serbia.

AFITU Main Board decides based on transferred competencies with 2/3 majority of total number of members.

Rights, obligations and authorizations referred to in the Paragraph 1 Indents 12, 15, 16, 17, 18 and 20 of this Article may be transferred by the decision of the AFITU Main Board to the AFITU Presidentship.

9. AFITU Presidentship

Article 28

AFITU Presidentship is an operating executive body of AFITU.

AFITU Presidentship consists of: President, Vice-Presidents, Head Manager and Secretary General, Branch Union Presidents, Women's Forum President, and Youth Forum President.

AFITU Presidentship members are appointed for a period of 4 years.

Membership in the AFITU Presidentship shall be terminated upon termination of function referred to in the Paragraph 2 of this Article.

Article 29

AFITU Presidentship:

- adopts Rules of Procedure on its work;
- proposes to AFITU Main Board to hold a Congress, and the date and the of Congress;
- proposes the method of election, number and structure of the Congress delegates to the AFITU Main Board;
- proposes the method of election, number and structure of the Main Board members to the AFITU Main Board;
- prepares AFITU Main Board sessions and implements documents, decisions and other AFITU Main Board acts;
- prepares annual Work program, Financial plan and reports, and proposes them to the AFITU Main Board;
- implements the AFITU Statute, programs, plans, resolutions and other documents, decisions, conclusions, recommendations and other acts and views of the AFITU bodies;
- makes binding guidelines and instructions for the work of trade unions and members of AFITU;
- makes decisions on current trade union, political, organizational and economic issues;
- decides on the use of AFITU funds;

- is responsible for the regular payment of trade union membership fees and other income;
- initiates, promotes and represents issues of interest to the AFITU with competent state authorities and employers;
- submits a report on its work to the AFITU Main Board;
- coordinates Branch Unions activities;
- monitors and analyzes events that may be important to the AFITU;
- proposes the discharge of the President, Vice-Presidents, Secretaries to the Main Board of the Branch Union;
- establishes provincial, city and municipal Commissioner's Offices, appoints, dissolves and discharges provincial, city and municipal Commissioner's Offices;
- appoints and discharges members of provincial, city and municipal Commissioner's Offices and provincial, city and municipal Commissioners;
- acts upon the transferred competencies of the AFITU Main Board; and
- performs other tasks for which it is authorized by the AFITU Main Board.

10. AFITU Supervisory Board

Article 30

The AFITU Supervisory Board consists of 5 members, elected by the Congress for a period of 4 years.

Membership in the AFITU Supervisory Board shall be terminated by the expiration of the member's mandate, resignation and replacement or by termination of the AFITU membership.

Replacement of the member shall be decided by the Congress or the AFITU Main Board, based on transferred competencies, on the proposal of 1/3 of Branch Unions or 1/3 of the AFITU Main Board members or the the AFITU Presidentship.

The AFITU Supervisory Board members may not be members of other AFITU bodies.

AFITU Supervisory Board members are entitled to participate in the work of all AFITU bodies without the voting right.

The AFITU Supervisory Board:

- adopts the Rules of Procedure on its work;
- supervises the legality of the disposal and use of AFITU assets;
- performs material and financial control of AFITU income and expenditures;
- supervises the legality of work and business of the AFITU, all AFITU bodies, Branch Unions, trade unions in the company/institution, including the disposition of trade union membership fees and other income; and
- submits the AFITU Financial Report to the Congress.

Supervision is carried out once a year and, upon request of the AFITU bodies, control is carried out at least once in a four-year period, and upon request of the AFITU bodies.

In the case of unlawfulness, misuse, abuse or other irregularities during AFITU assets and funds disposal, or in business of the AFITU, AFITU bodies, Branch Unions and trade unions in companies/institutions, the AFITU Supervisory Board shall notify the AFITU bodies and competent state and judicial authorities.

AFITU Supervisory Board members elect president for a period of four years, among themselves, in a constitutive session.

Presidential function shall be terminated by the expiration of the mandate, resignation and discharge or by termination of the AFITU membership.

On resignation of the President shall be decided by the AFITU Supervisory Board members, and irrevocable resignation shall be recognized.

Discharge of the President is decided by the AFITU Supervisory Board members, on the proposal of 1/3 of Branch Unions or 1/3 of AFITU Main Board members or the AFITU Presidentship.

11. AFITU Statutory Commission

Article 31

The AFITU Statutory Commission consists of five members, elected by the Congress for a period of four years.

Membership in the AFITU Statutory Commission shall be terminated by the expiration of the member's mandate, resignation and discharge or by termination of the AFITU membership.

Resignation of the member shall be decided by the Congress or the AFITU Main Board, based on transferred competencies, and irrevocable resignation shall be recognized.

Discharge of the member shall be decided by the Congress or the AFITU Main Board, based on transferred competencies, on the proposal of 1/3 of Branch Unions or 1/3 of the AFITU Main Board members or the AFITU Presidentship.

The AFITU Statutory Commission members may not be members of other AFITU bodies.

AFITU Statutory Commission members are entitled to participate in the work of all AFITU bodies without the voting right.

The AFITU Statutory Commission:

- monitors the implementation of the AFITU Statute;
- gives interpretations of the AFITU Statute;
- gives opinion and decides on group statutory disputes;
- gives opinion and decides on individual statutory disputes; and
- performs other tasks determined by this Statute and other AFITU acts.

The AFITU Statutory Commission gives interpretations of the AFITU Statute and opinions on statutory disputes and decides on statutory disputes based on the AFITU bodies, unions and members requests.

AFITU Statutory Commission members elect president for a period of four years, among themselves, in a constitutive session.

Presidential function shall be terminated by the expiration of the mandate, resignation, and replacement or by termination of the AFITU membership.

On resignation of the President shall be decided by the AFITU Statutory Commission members, and irrevocable resignation shall be recognized.

Discharge of the President shall be decided by the AFITU Statutory Commission members, on the proposal of 1/3 of Branch Unions or 1/3 of the AFITU Main Board members or the AFITU Presidentship.

12. AFITU Functions

Article 32

Functions determined by this Statute and in accordance with this Statute shall be performed in the AFITU, Branch Unions and trade unions in a company/institution.

13. AFITU President

Article 33

AFITU President shall be elected by the Congress for a period of four years, on the proposal of the AFITU Main Board.

Same person may be elected as a president two consecutive times maximum.

The AFITU President function shall be performed professionally.

The AFITU President is the president of the AFITU Main Board and AFITU Presidentship by function.

Presidential function of the AFITU President shall be terminated by the expiration of the mandate, resignation and discharge or by termination of the AFITU membership.

On resignation of the President shall be decided by the AFITU Main Board, and irrevocable resignation shall be recognized.

On discharge of the President shall be decided by the Congress, on proposal of the AFITU Main Board.

The AFITU President:

- convenes, proposes the agenda and presides over the AFITU Main Board, AFITU Presidentship and Expanded Presidentship sessions;
- acts for and on behalf of the AFITU in accordance with the law and this Statute, in the country and abroad, in relations with other trade unions, with state and judicial bodies, international institutions and associations;
- is responsible for implementation of the Congress, AFITU Main Board and AFITU Presidentship decisions;
- implements AFITU policy, in accordance with the Program, resolutions and other AFITU documents and acts;
- prepares and proposes the AFITU Financial Plan;
- is responsible for the AFITU income and expenditures;
- submits Financial report to the AFITU Presidentship;
- gives power of attorney to represent the AFITU with state, judicial and other bodies;
- submits a report on work to the Congress and AFITU Main Board;
- performs other tasks for which he/she is entrusted and authorized by the Congress, AFITU Main Board and AFITU Presidentship.

14. AFITU Vice-President

Article 34

There are 4 Vice-Presidents in the AFITU.

The AFITU Vice-Presidents shall be elected by the Congress, on proposal of the AFITU Main Board.

Vice-presidential function of the AFITU Vice-President shall be terminated by the expiration of the mandate, discharge, resignation, replacement, or by termination of the AFITU membership.

On resignation of the Vice-President shall be decided by the AFITU Main Board, and irrevocable resignation shall be recognized.

On discharge of the Vice-President shall be decided by the Congress, on proposal of the AFITU Main Board.

The Vice-President:

- helps the AFITU President while performing tasks referred to in Article 34 of this Statute;
- substitutes the President in case of absence or if he/she is prevented from performing the function; and
- performs other tasks for which he/she is entrusted and authorized by the AFITU Main Board, AFITU Presidentship and AFITU President.

In addition to duties and tasks referred to in Paragraph 6 of this Article, Vice-Presidents shall also have the following special duties:

- international cooperation with trade unions, other international organizations and institutions of the European Union;
- social dialogue at the level of the republic, provinces and local self-governments, employers' organizations and employers in companies/institutions;
- cooperation with state and other bodies; and
- projects and cooperation with civil society organizations.

Vice-presidential function shall be performed professionally or as a volunteer work.

15. AFITU Head Manager

Article 35

The AFITU Head Manager shall be elected by the Congress, for a period of four years, on proposal of the AFITU Main Board.

Function of the AFITU Head Manager shall be terminated by the expiration of the mandate, resignation and discharge or by termination of the AFITU membership.

On resignation of the Head Manager shall be decided by the AFITU Main Board, and irrevocable resignation shall be recognized.

On discharge of the AFITU Head Manager shall be decided by the Congress, on proposal of the AFITU Main Board.

The AFITU Head Manager function shall be performed professionally.

The AFITU Head Manager:

- is responsible for trade union organization at all levels;
- manages and is responsible for AFITU business and affairs;
- coordinates work of Branch Unions and and trade unions in a company/institution, provincial, city and municipal boards;
- is responsible for union education of members;
- performs other tasks for which he/she is entrusted, ordered and authorized by the AFITU Main Board, AFITU Presidentship and AFITU President.

16. AFITU Secretary General

Article 36

The AFITU Secretary General shall be elected by the Congress, for a period of four years, on proposal of the AFITU Main Board.

Function of the AFITU Secretary General shall be terminated by the expiration of the mandate, resignation and discharge or by termination of the AFITU membership.

On resignation of the Secretary General shall be decided by the AFITU Main Board, and irrevocable resignation shall be recognized.

On discharge of the Secretary General shall be decided by the Congress, on proposal of the AFITU Main Board.

The AFITU Secretary General function shall be performed professionally.

The Secretary General:

- organizes work of AFITU Professional and other services and is responsible for legality of their work;
- coordinates work of the AFITU in different areas;
- is responsible for preparation of the AFITU Main Board, AFITU Presidentship and other AFITU bodies sessions;
- manages the AFITU Professional Service;
- performs other tasks for which he/she is entrusted, ordered and authorized by the AFITU Main Board, AFITU Presidentship and AFITU President.

17. AFITU Professional Service

Article 37

Professional Service consists of employees and volunteers of the AFITU.

Professional Service performs tasks at the AFITU head office and AFITU head offices of provincial, city and municipal Commissioner's Offices.

Professional Service performs legal, economic, IT, statistical, logistic, information activities and other tasks in accordance with the law, the Statute and other AFITU general acts.

18. AFITU Women's Forum

Article 38

The AFITU Women's Forum helps, promotes and improves union work of women and special social, legal employment, economic and social status of working women.

Forms of Women's Forum work shall be determined by the Women's Forum Rules of Procedure.

Women's Forum may also act within Branch Unions and AFITU provincial, city and municipal boards.

19. AFITU Youth Forum

Article 39

Youth Forum promotes, improves and helps union work of young people and their rights in the field of labor law, economic and social field.

All AFITU members under the age 30 may be Youth Forum members.

Forms of Youth Forum work shall be determined by the Youth Forum Rules of Procedure.

20. Territorial organization of the AFITU

Article 40

In order to improve the organization and efficiency of work, expansion of trade union network, coordination of activities in the field of labor law protection, education for trade union activity, collective bargaining, and the need to represent the AFITU to provincial and local authorities and represent in provincial and local tripartite bodies of interest for the AFITU, AFITU provincial, city and municipal Commissioner's Offices may be formed.

21. Provincial Commissioner's Office

Article 41

Provincial Commissioner's Office shall be formed by the decision of the AFITU Presidentship, on proposal of the AFITU President.

The decision on formation shall regulate territorial and other competencies and bodies of the Provincial Commissioner's Office.

22. City Commissioner's Office

Article 42

The decision on formation of City Commissioner's Offices shall be made by the AFITU Presidentship, on proposal of the AFITU President.

The decision on formation shall regulate competency and number of the City Commissioner's Offices.

The City Commissioner's Office:

- implements program, resolutions and other AFITU documents, decisions, conclusions, recommendations, views and other AFITU bodies' acts;
- represents and promotes the AFITU;
- coordinates trade union's work and activities;

- monitors, analyzes, and proposes measures and activities for trade union's work improvement;
- represents the AFITU with tripartite bodies and leads social dialogue at a local level;
- is responsible for collecting trade union membership fees and other union income;
- provides organizational and other assistance to trade unions and members;
- expands the network of new trade unions; and
- performs other tasks by order and on the basis of authorization of the AFITU Presidentship, AFITU President, Head Manager and Secretary General.

Work of City Commissioner's Office shall be regulated by the Rules of Procedure adopted by the AFITU Presidentship.

City Commissioner's Office bodies are: City Commissioner and City Commissioner's Office, appointed by the AFITU Presidentship for a period of four years, on proposal of the AFITU President.

Bodies of City Commissioner's Office shall be responsible for their work to the AFITU Presidentship.

City Commissioner's work shall be performed professionally or as a volunteer work.

City Commissioner:

- convenes, proposes the agenda and presides over the City Commissioner's Office sessions;
- implements decisions, conclusions and other AFITU bodies and City Commissioner's Office acts;
- acts for and on behalf of the City Commissioner's Office with employers and local self-government authorities;
- provides professional and organizational support to trade unions;
- expands the network of new trade unions;
- is responsible for collecting statutory membership fees;
- prepares and submits Work reports to the AFITU Presidentship;
- monitors, analyzes and informs the AFITU Presidentship on trade union work; and
- performs other tasks by order and on the basis of authorization of the AFITU Presidentship, AFITU President, Head Manager and Secretary General.

Function of City Commissioner's Office members shall be performed as a volunteer work.

Function of the City Commissioner and City Commissioner's office member shall be terminated by the expiration of the mandate, resignation, discharge or by termination of the AFITU membership.

On resignation of the City Commissioner and City Commissioner's Office member shall be decided by the AFITU Presidentship, and irrevocable resignation shall be recognized.

On discharge of the City Commissioner and City Commissioner's Office member shall be decided by the AFITU Presidentship, on proposal of the AFITU President.

23. Municipal Commissioner's Offices

Article 43

Municipal Commissioner's Offices shall be formed by the decision of the AFITU Presidentship, on proposal of the AFITU President.

Work of Municipal Commissioner's Office shall be regulated by the Rules of Procedure adopted by the AFITU Presidentship.

Municipal Commissioner's Office bodies are: Municipal Commissioner and Municipal Commissioner's Office, elected and discharged in the manner established for the City Commissioner's Offices.

Municipal Commissioner and Municipal Commissioner's Offices performs task analogue to City Commissioner and City Commissioner's Office.

Function of Municipal Commissioner shall be performed professionally or as a volunteer work, and function of members of the Municipal Commissioner's Office shall be performed as a volunteer work.

24. AFITU Expanded Presidentship and AFITU Councils

25. AFITU Expanded Presidentship

Article 44

Expanded Presidentship is an AFITU occasional advisory body.

The Expanded Presidentship consists of the AFITU Presidentship members and union's Chief Commissioners whose trade union and/or expert opinion or view on a particular topic or problem may significantly contribute to the adoption of documents and decisions, views, recommendations and other acts of the Presidentship and other AFITU bodies.

The Expanded Presidentship does not decide, but makes conclusions, recommendations, views and opinions.

The AFITU President convenes, proposes the agenda and presides over the Expanded Presidentship.

26. AFITU councils

Article 45

Within the AFITU, Economic-Social, Political and other Councils may act as advisory bodies of the AFITU organs and the AFITU President.

The Council assists the AFITU bodies and President in analyzing current political, social, economic developments and participates in creating the strategy, policies and other AFITU documents.

Members of the Council shall be appointed by the AFITU Main Board from the ranks of distinguished scientific, political and public figures, as well as members of the trade unions.

Expert teams may be formed from the ranks of the members of the Council and other experts to analyze and research issues of interest to the AFITU.

27. AFITU Funds

Article 46

AFITU may establish the AFITU Funds in order to provide material, labor law and other assistance to members, development and improvement of trade union work, as follows:

- Strike Fund;
- Solidarity Fund; and
- Education Fund.

Article 47

Fund shall be established based on the AFITU Main Board decision or AFITU Presidentship decision based on transferred competencies.

The Fund does not have the status of a legal entity and functions within the AFITU.

The Fund operates in accordance with the Fund's Rules of Procedure which regulates: rights and obligations of members, funds and manner of use, management and other issues of relevance to the Fund's work.

The Fund has its bodies: Managing Board and Supervisory Board, elected and discharged by the AFITU Main Board or AFITU Presidentship based on transferred competencies

Rights in the Fund are exercised on the basis of individual membership.

Article 48

The Fund shall be financed from a part of the membership fees, donations and other income in accordance with the law and this Statute.

Article 49

Branch Unions may establish their own Funds that are formed, organized and that operate in the same way as the AFITU Funds.

The bodies of the Fund shall be elected and discharged analogously to the electing and discharging of members of the bodies of the AFITU Funds.

Resources for the work of the Funds shall be provided from the part of the membership fee belonging to Branch Unions, donations and other income of the Branch Unions.

28. Branch organization

Article 50

Branch Union shall be formed by decision of the AFITU Presidentship, on proposal of AFITU members, trade unions or bodies.

Branch Union shall be formed for the territory of the Republic of Serbia and it operates on the territory of the Republic of Serbia.

The Branch Union is a constituent and organizational part of the AFITU.

The Branch Union is registered, in accordance with the law, in the Trade Union Register.

Registered address of the Branch Union is: Belgrade, Karadjordjeva 71.

Article 51

Branch Union is a legal entity with responsibilities and rights set forth by law, this Statute and the statute of the Branch Union.

Statute of the Branch Union must be in accordance with this Statute.

Article 52

Branch Union has a sign, a flag, a seal, and a stamp.

Name and abbreviation of a Branch Union shall be determined by the statute of Branch Union and shall necessarily contain the abbreviation "AFITU" at the beginning.

Branch Union sign shall be determined by the statute of Branch Union and shall be used together with the AFITU sign.

Branch Union flag shall be rectangular in shape, light blue, and shall contain the union sign and AFITU sign and full and abbreviated name of the Branch Union.

Branch Union seal shall be elliptical in shape, with the full name of the trade union written around the perimeter in small Cyrillic letters, and in the center shall be, in capital letters, abbreviated name of the Branch Union, under which is written "Belgrade", in small letters.

Branch Union stamp shall be rectangular in shape, with Cyrillic inscription of the name of the Branch Union, under which there shall be inscriptions "Number:", "date:" and "Belgrade".

The name, the sign, the flag, the seal, and the stamp are belongings and owned by the AFITU.

Article 53

Branch Union may be a member of the relevant international trade union associations, and may cooperate with other international organizations and trade unions in the country and abroad, in accordance with this Statute, the Branch Union statute, program and resolutions of the AFITU and Branch Union, based on decisions and with consent of the AFITU bodies.

Article 54

Acting within a Branch Union:

- Branch Union bodies;
- groups;

- forums;
- unions – members; and
- Funds, if established.

29. Branch Union bodies

Article 55

Branch Union bodies are:

- Assembly;
- Main Board;
- Presidentship;
- Supervisory Board; and
- Statutory Commission.

Decisions, conclusions and other acts of Branch Unions bodies must be in accordance with Branch Union statute and this Statute, program documents, decisions and other AFITU acts, otherwise they are null and void.

30. Branch Union Assembly

Article 56

Branch Union Assembly (hereinafter: Assembly) is the highest Branch Union body.

The Branch Union Assembly:

- verifies delegates and elects Assembly working bodies;
- adopts the Rules of Procedure on its work;
- adopts the Statute, Work program and other documents;
- elects and discharges Branch Union President, Main Board, Supervisory Board and Statutory Commission;
- proposes members for the AFITU Main Board;
- adopts Report on work of Presidentship, Main and Supervisory Board and Statutory Commission of Branch Union; and
- decides on all issues of importance for the work of the Branch Union.

Article 57

The Assembly may be electoral and extraordinary.

Electoral Assembly shall be held every for years.

Extraordinary Assembly shall be convened upon a reasoned request of 1/3 of trade unions – members of the branch union and/or upon request of 2/3 of members of the Branch Union Main Board and/or the AFITU Presidentship.

Extraordinary Assembly may be convened in case of:

- acting of the Branch Union bodies contrary to the AFITU Statute and the statute of the Branch Union;
- failure to act according to program and planning documents, decisions, conclusions, recommendations and other acts and documents of the Branch Union bodies;
- that competent Branch Union body does not adopt a Report on work and Annual statement of accounts;
- non-implementation of decisions, conclusions and recommendations of the AFITU bodies;
- that Branch union fails to take part in AFITU actions and activities;
- reduced number of members;
- abuse in the disposal of the Branch Union funds; and
- damaging, acting contrary to interests and disrupting the reputation of the Branch Union and the AFITU by the Branch Union bodies.

The Electoral Assembly shall be convened no later than 30 days before the expiration of four years from the date of the previous Electoral Assembly.

The Extraordinary Assembly shall be convened no later than 30 days from the date of submission of the request referred to in Paragraph 3 of this Article.

The Assembly shall be convened by the Branch Union Main Board, and in case that the Main Board for any reason does not convene the Assembly within the deadline from Paragraphs 5 and 6 of this Article, the Assembly shall be convened by the AFITU Presidentship.

In the case of the election of the Branch Union bodies, the Extraordinary Assembly is also the Electoral Assembly.

31. Branch Union Main Board

Article 58

Branch Union Main Board is the highest Branch Union body between two assemblies.

Branch Union Main Board consists of Chief Commissioners from unions – Branch Union members, on the basis of the function they perform.

The Branch Union Main Board:

- verifies Main Board members and adopts the Rules of Procedure;
- prepares and convenes an Assembly and proposes the agenda;
- submits a report on Branch Union's work and financial report to the Assembly;
- makes decision on Branch Union starting a strike on the territory of the Republic;
- gives consent on decision on starting a strike of unions – members;
- delegates representatives for negotiations in the conclusion of a Branch collective agreement, establishes a platform for collective bargaining, decides on the conclusion of the Branch collective agreement and authorizes representatives of the Branch Union to sign a collective agreement;
- decides on the admission of new unions into membership;
- brings the annual Work program and Financial plan;
- adopts annual Report on work and Annual statement of accounts; and
- takes a stand and makes a decision on current trade union and organizational issues.

Authorizations referred to in the Paragraph 3 Indents 6, 7 and 8 may be transferred to Branch Union Presidentship by the Branch Union Main Board.

Article 59

Branch Union Main Board sessions shall be held at least once in every six months.

The session shall be convened by the President and he/she proposes the agenda;

Extraordinary session of the Branch Union Main Board may be convened upon a request of 1/3 of Branch Union Main Board members or Branch Union Presidentship or the AFITU Presidentship.

Agenda of the extraordinary session of the Branch Union Main Board shall be convened by the convener.

32. Branch Union Presidentship

Article 60

Branch Union Presidentship is operating executive body of the Branch Union.

The Presidentship consists of President, Vice-Presidents, Secretary and Groups' Presidents.

Article 61

The Branch Union Presidentship:

- adopts the Rules of Procedure on its work;

- prepares Branch Union Main Board sessions;
- prepares work program, financial plan, periodic reports, annual Statement of accounts and other documents and submits them to the Branch Union Main Board for adoption;
- implements work program, decisions and recommendations of the Branch Union Main Board;
- implements decisions and other acts of the AFITU bodies;
- prepares a platform for the conclusion of a Branch collective agreement,;
- decides on financial funds of the Branch Union;
- is responsible for regular payment of membership fees;
- decides on current trade union, economic and political issues;
- performs other tasks and activities for which it is authorized by the Main Board.

Authorizations referred to in the Paragraph 1 Indent 7 of this Article may be transferred to Branch Union President or other member by the Presidentship up to the amount determined by special decision.

33. Branch Union President

Article 62

Branch Union President (hereinafter: President) is elected by the Assembly for a period of four years from the ranks of members of the Branch Union.

Presidential function shall be terminated by the expiration of the mandate, resignation and discharge or by termination of the AFITU and Branch Union membership.

On resignation of the President shall be decided by the Main Board, and irrevocable resignation shall be recognized.

On discharge of the president shall be decided by the Assembly, upon a reasoned request of 1/3 of trade unions – Branch Union members or 2/3 of members of the Branch Union Main Board or the AFITU Presidentship.

Article 63

The President:

- Presides over the Assembly until working bodies are elected;
- convenes, prepares and presides over the Branch Union Main Board and Branch Union Presidentship session;
- acts for and on behalf of the Branch Union in accordance with the law, the Statute and program of the Branch Union and AFITU in the country and abroad;
- is responsible for legality of Branch Union's work;
- is responsible for Branch Union's work in accordance with the Branch Union Statute and AFITU Statute;
- is responsible for implementation of programs, plans, decisions, conclusions, recommendations and views and other acts of the Assembly, Branch Union Main Board, Presidentship and other Branch Union bodies and AFITU bodies;
- coordinates work of unions – Branch Union members;
- coordinates work with with other Branch Unions and AFITU bodies;
- expands the network of new trade unions;
- is responsible for financial operations of the Branch Union, opening and disposal of the Branch Union bank account in accordance with the law, the Statute and other acts of the Branch Union and AFITU; and
- performs other tasks for which he/she is entrusted by the Branch Union bodies and AFITU bodies.

Presidential function shall be performed professionally or as a volunteer work.

34. Branch Union Vice-President

Article 64

Number of Branch Union Vice-Presidents shall be determined by the Branch Union Statute depending of the number of Branch Union groups.

Branch Union Vice-President (hereinafter: Vice-President) is president of the Branch Union group by function.

Vice-Presidential function is terminated by the expiration of the mandate, resignation and discharge or by termination of the AFITU and Branch Union membership.

On resignation of the Vice-President shall be decided by the Branch Union Main Board, and irrevocable resignation shall be recognized.

On discharge of the Vice-President shall be decided by the Assembly, upon a proposal of 1/3 of trade unions – Branch Union members or 2/3 of members of the Branch Union Main Board or the AFITU Presidentship.

The Branch Union Vice-President:

- helps the President while performing tasks;
- substitutes the President in absence or if he/she is prevented from performing the function; and
- performs other tasks for which he/she is entrusted by the Main Board, Presidentship, Branch Union President and AFITU bodies.

Branch Union Vice-presidential function shall be performed as a volunteer work.

35. Branch Union Secretary

Article 65

Branch Union Secretary (hereinafter: Secretary) shall be elected by the Assembly for a period of four years from the ranks of members of the Branch Union.

Function of the Secretary shall be terminated by the expiration of the mandate, resignation, discharge or by termination of the AFITU and Branch Union membership.

On resignation of the Secretary shall be decided by the Branch Union Main Board, and irrevocable resignation shall be recognized.

On discharge of the Secretary shall be decided by the Assembly, upon a proposal of 1/3 of trade unions – Branch Union members, 2/3 of members of the Branch Union Main Board or the AFITU Presidentship.

The Branch Union Secretary:

- prepares Assembly, Branch Union Main Board, Branch Union Presidentship and other bodies sessions;
- performs professional and logistical tasks and helps unions – Branch Union members in cooperation with the AFITU Professional Service;
- expands the network of new trade unions – Branch Union members;
- prepares material for Branch Union and AFITU website;
- keeps and is responsible for Branch Union Archive; and
- performs other tasks for which he/she is entrusted by the Main Board, Presidentship and President.

Branch Union Secretary function shall be performed as a volunteer work.

36. Branch Union Statutory Commission

Article 66

The Branch Union Statutory Commission (hereinafter: Statutory Commission) consists of three members elected for a period of four years from the ranks of members of the Branch Union.

Membership in the Statutory Commission shall be terminated by the expiration of the member's mandate, resignation and discharge or by termination of the Branch Union or AFITU membership.

On resignation of the member shall be decided by the Assembly, and irrevocable resignation shall be recognized.

On discharge of the member shall be decided by the Assembly, upon a proposal of 1/3 of trade unions – Branch Union members, 1/3 of members of the Main Board or the AFITU Presidentship.

Statutory Commission members may not simultaneously be members of other AFITU bodies.

Statutory Commission members participate in the work of all Branch Union bodies without the voting right.

Statutory Commission members shall elect president among themselves, in a constitutive session.

Presidential function shall be terminated by the expiration of the mandate, resignation and replacement or by termination of the trade union membership.

On resignation of the President shall be decided by the Statutory Commission members, and irrevocable resignation shall be recognized.

On discharge of the President shall be decided by the Statutory Commission members, on proposal of 1 of the members or the AFITU Presidentship.

The Branch Union Statutory Commission:

- adopts the Rules of Procedure on its work;
- monitors implementation, interprets and gives binding interpretations of the Branch Union statute, decides on statutory disputes and proposes amendments of Branch Union statute; and
- submits a report on its work to the Assembly;

37. Branch Union Supervisory Board

Article 67

Branch Union Supervisory Board (hereinafter: Supervisory Board) consists of three members elected by the Assembly for a period of four years from the ranks of members of the Branch Union.

Membership in the Supervisory Board shall be terminated by the expiration of the member's mandate, resignation and discharge or by termination of the Branch Union or AFITU membership.

On resignation of the member shall be decided by the Assembly, and irrevocable resignation shall be recognized.

On discharge of the member shall be decided by the Assembly, upon a proposal of 1/3 of trade unions – Branch Union members, 1/3 of members of the Main Board or the AFITU Presidentship.

The Supervisory Board members may not simultaneously be members of other Branch Union bodies.

Supervisory Board members are entitled to participate in the work of all Branch Union bodies without the voting right.

The Supervisory Board:

- adopts the Rules of Procedure on its work;
- supervises the legality of use of Branch Union's assets and financial funds;
- supervision is carried out once a year, and more often if necessary;
- in case of misuse, abuse or other irregularities during Branch Union's assets and funds disposal, Supervisory Board shall notify the Branch Union bodies and AFITU bodies; and
- submits a report on its work to the Assembly;

Supervisory Board members shall elect president among themselves, in a constitutive session.

Presidential function shall be terminated by the expiration of the mandate, resignation and discharge or by termination of the trade union membership.

On resignation of the President shall be decided by the Supervisory Board members, and irrevocable resignation shall be recognized.

On discharge of the President shall be decided by the Supervisory Board members, on proposal of 1 of the members or the AFITU Presidentship.

38. Branch Union Groups

Article 68

Within the Branch Union, Groups may be formed by trade unions from a certain branch, group, or subgroup.

Group has its organs, and that are: board and president.

Number of the Groups, name and work are determined by the Branch Union statute.

39. Branch Union Forums

Article 69

Within the Branch Union, Women's Forum, Youth Forum and other Forums may act in accordance with the Branch Union statute.

40. Branch Union Funds

Article 70

Branch Union may form Funds and those Funds' resources and work shall be determined in accordance with the Branch Union statute.

Article 70a

A trade union or an affiliate of the AFITU shall be founded in a company/institution.

41. Trade union in a company/institution

Article 71

Bodies of the AFITU trade union in a company/institution are:

- Assembly;
- Chief Commissioner;
- Board of Commissioners; and
- Supervisory Board.

Bodies of the trade union affiliate in a company/institution are:

- Chief Commissioner; and
- Board of Commissioners.

42. Assembly

Article 72

Assembly of the AFITU unions shall be held once a year.

Electoral Assembly shall be held every for years.

Electoral Assembly shall be held in following cases:

- based on the decision of the Branch Union Main Board;
- upon request of 2/3 of members of AFITU union in a company/institution; and

- based on the decision of the AFITU Presidentship.

If the Board of Commissioners acts contrary to the decision or request referred to in Paragraph 3 of this Article, the Branch Union Main Board shall dissolve the Board of Commissioners and shall conduct the election procedure.

If the Branch Union Main Board does not dissolve the Board of Commissioners, the AFITU Presidentship shall dissolve the Board of Commissioners and conduct the election procedure.

The Statute shall be adopted by the Assembly.

43. Board of Commissioners

Article 73

Board of Commissioners consists of Commissioners in a company/institution. They shall be elected by voting of union members from a certain entity in the company (organizational and technological entities, units, departments, etc.).

Board of Commissioners (hereinafter: Board) is operating executive body of the trade union in a company.

The Board of Commissioners:

- takes stands and makes decisions on current trade union and organizational issues;
- makes decision on starting a strike;
- forms negotiating teams; and
- submits a report on work to the Assembly and Branch Union Main Board.

Provisions of Paragraphs 1, 2 and 3, Indents 1, 2 and 3 of this Article shall also apply on Board of Commissioners of trade union affiliate in a company/institution.

Board of Commissioners of trade union affiliate is responsible for its work and submits work reports to the AFITU Presidentship or Branch Union Presidentship.

Article 74

Board in a company/institution must necessarily have the abbreviation AFITU in its name, which denotes membership of the trade union.

Symbols of Board in a company/institution; the name of the organization, the sign, the flag, the seal, and the stamp are owned by the AFITU.

Withdrawal from AFITU membership is possible only as a withdrawal of an individual member.

Article 75

Board may replace commissioners by entities on the proposal or initiative of more than half of the members of a particular entity.

44. Chief Commissioner

Article 76

Chief Commissioner selected from the ranks of the AFITU members in a company/institution.

The proposal for electing the Chief Commissioner may be submitted by the Board of Commissioners, the AFITU Presidentship and the Branch Union Main Board, as well as 1/3 of the members of the trade union in the company/institution.

Chief Commissioner is elected by the Branch Union Main Board or the AFITU Presidentship.

Election of Chief Commissioner shall be verified by the AFITU Presidentship.

Article 77

The Chief Commissioner:

- acts for and on behalf of the trade union in relation to the employer and company bodies;
- is a member of the Board of Commissioners by function, and convenes and presides over the Board sessions;
- manages and coordinates the work of trade union in a company/institution;
- timely informs members on all matters of relevance to their position and working conditions, as well as on the plans and activities of the trade union itself;
- participates in collective bargaining, concluding and monitoring the realization of the concluded collective agreement; and
- participates in labor law protection.

Chief Commissioner is responsible for his/her work to Branch Union Main Board and AFITU Presidentship.

Article 78

The AFITU Presidentship and Branch Union Main Board have the right to replace Chief Commissioner in following cases:

- non-implementation of decisions of the AFITU bodies;
- non-fulfillment of a statutory obligation;
- failure to pay membership fee for more than two months;
- acting contrary to interests and goals of the AFITU; and
- disrupting the reputation of the AFITU.

IV ELECTORAL PRINCIPLES AND DECISION-MAKING

Article 79

Trade unions in a company/institution propose candidates for members of the AFITU bodies and functions in the AFITU.

The nomination of the candidate shall be determined by the Branch Union, unless otherwise provided by this Statute.

Candidates for members of Branch Union bodies shall be proposed by trade unions in the company/institution.

Candidates for members of the bodies in the company/institution shall be proposed by the members, while the Chief Commissioner shall be proposed by the 1/3 of members, Board of Commissioners, Branch Union Presidentship, and shall be verified by the AFITU Presidentship.

The AFITU Main Board is obliged to, 15 days before the Congress, and other bodies before the Assembly, adopt the electoral rules and procedure for candidacy for the election of bodies and functions in the AFITU.

Article 80

The number of AFITU members from the Branch Union shall be determined by the AFITU Presidentship for each Branch Union based on the following criteria:

- number of Branch Union members;
- regularity and amount of paid trade union membership fees of members of the Branch Union during the last 12 months; and
- Branch Union activity.

Article 81

Each AFITU member may be nominated and elected to the same organs and for the same functions two consecutive times at most.

Article 82

Election, resignation or discharge of a member of the AFITU, Branch Union, Forum and union in the company/institution body (hereinafter: body) or a member elected to function in the AFITU, Branch Union, Forum and union in the company/institution and the adoption of documents and general acts, in all bodies, shall be carried out by secret ballot or by public voting.

The competent body, by a simple majority vote of the present members, shall decide whether the voting will be secret or public.

Article 83

Bodies of the AFITU, Branch Unions and trade unions in companies/institutions (hereinafter: Bodies) work with full capacity and make valid decisions, if more than half of the members of the Body are present at the session and if the decision is declared with more than half of the present members' votes (50% + 1).

When there is more than one candidate for a function, a candidate who gets the majority of votes of the present members shall be elected.

If in the first round none of the candidates gets the required majority referred to in Paragraph 1 of this Article, a second round of voting shall be conducted.

In the second round, two candidates participate, who received the majority of votes in the first round.

In the second round, the candidate who gets the required majority of votes in the manner defined in Paragraph 1 of this Article shall be elected.

The resignation of a member of the body shall be accepted, and the decision on discharge shall be made in the manner defined in Paragraph 1 of this Article.

V FINANCING

Article 84

Each AFITU member is obliged to regularly pay union membership fee.

Union membership fee is 1% of wage/salary.

Union membership fee shall be payed with each wage/salary payment.

An individual AFITU member referred to in Article 9 Paragraph 2 of this Statute shall pay union membership fee in advance for whole current year in the amount of 30 EUR in dinar countervalue.

Each of the AFITU members, by signing application form, gives consent for the union membership fee to be deducted from his/her wage/salary in the amount and in a manner defined in Article 85 of this Statute.

During a strike, a member shall not pay union membership fee.

Article 85

Of the total amount of union membership fee, 50% is paid to the trade union in the company/institution, and 50% is paid to the bank account of the AFITU headquarters, and the AFITU headquarters will pay 20% of amount of membership fee paid to the AFITU headquarters, to the bank accounts of Branch Unions.

Article 86

The AFITU is financed from:

- union membership fee;
- donations;
- gifts;
- legacies;
- voluntary contributions;

- interests;
- income from shares, in accordance with the law;
- income from investing in investment and other funds, in accordance with the law;
- commissions, in accordance with the law;
- commercial and financial activities, in accordance with the law;
- leasing of business premises and other real estate, in accordance with the law;
- sale of real estate, in accordance with the law; and
- other income, in accordance with the law;

Article 86a

The AFITU shall not be a guarantor, shall not be responsible for financial and other operations and shall not bear the legal and other consequences of the financial and other operations of Branch Unions and trade unions in the company/institution.

VI TRADE UNION ASSETS

Article 87

The AFITU assets consist of the name, the sign, the flag, objects, equipment, intellectual and other rights and material and other funds of the AFITU headquarters, Branch Unions, trade unions in a company/institution and Funds.

The AFITU assets are common property of all members.

The AFITU assets are indivisible.

The assets shall be disposed by the AFITU Main Board.

With the termination of AFITU membership, the rights and claims in respect to the AFITU and AFITU assets shall be terminated.

VII INFORMING

Article 88

In order to provide timely, complete, truthful and objective information to the AFITU members and the public, as well as the promotion of goals, programs, activities and policies of the AFITU, the AFITU bodies, Branch Unions, trade unions in companies/institutions and AFITU members are obliged to promote the AFITU through their activities in public, media, social community, with employees and citizens of Serbia.

Article 89

Informing members of the AFITU and the public about work and activities of the AFITU, as well as the promotion and popularization of AFITU goals, are achieved through: printed and electronic media, press conferences, press releases, publication of the "Workers' word" newspaper, publications, leaflets and other informational and promotional materials, the AFITU website and social networks.

VII TRANSITIONAL AND FINAL PROVISIONS

Article 90

The AFITU Statute, as well as the amendments of the Statute, shall be adopted by the Congress.

Between the two congresses, the amendments to the AFITU Statute, on the basis of transferred competencies of the Congress, shall be adopted by the AFITU Main Board, except for the amendments related to Articles 2, 4, 22-25 and 33-36 of this Statute. The AFITU Main Board adopts amendments to the Statute with 2/3 majority of the total number of members.

The initiative for the adoption of the Statute or amendments to the Statute is initiated by an AFITU body or a branch union or 1/3 of unions in a company/institution. The initiative with the proposal is submitted to the AFITU Presidentship.

The AFITU Presidentship adopts or dismisses the initiative. If the initiative is accepted, the submitted proposal shall be put as a draft for a public hearing lasting at least 15 days.

After the public hearing, the AFITU Presidentship establishes the draft of the Statute and submits it to the AFITU Main Board that establishes the proposal of the Statute and submits it to the Congress for adoption.

In the event of amendments to the Statute after the public hearing, the AFITU Presidentship shall establish a proposal for Amendments to the Statute and submit it to the AFITU Main Board for adoption.

Article 91

All issues not regulated by this Statute shall be governed by a separate decision of the AFITU Main Board.

Article 92

Until the election, i.e. constitution of new bodies and the election of the officials of the AFITU, Branch Unions and trade unions in a company/institution, the existing bodies/officials continue their work.

Article 93

The provisions of this Statute may not have a reversible effect.

Article 94

This Statute shall enter into force and shall apply on the day of its adoption.

Belgrade, March 31, 2017

AFITU President