

According to the Article 188 of the Labor Law ("Official Gazette of RM" no. 52/12) The Fourth Congress of the Confederation of Free Trade Unions of Macedonia on 21.12.2015 brought

S T A T U T E

of Confederation of Free Trade Unions of Macedonia

GENERAL PROVISIONS

Article 1

Confederation of Free Trade Unions of Macedonia (hereinafter KSS) is a voluntary trade union organization with an aim of expression and realization of economic, social, cultural and other common interests of the members.

KSS acts on the territory of the Republic of Macedonia and its work is public.

Article 2

KSS is composed of a Federation of public sector and private sector Federation and branch trade unions that govern its activities by adopting its statutes, which are in accordance with the Statute of KSS.

Article 3

KSS in the development of its attitudes and goals is an independent organization in terms of state bodies and institutions, political parties, administrative and other executive bodies in enterprises, employers and their associations, religious communities and other organizations.

Article 4

The realization of its function and role KSS is performing by means of negotiations with the state authorities, associations of employers and other bodies and organizations, mediation for achieving the requests, collective bargaining and the fulfilling the rights arising from employment.

Name, address, stamp, flag and emblem of KSS

Article 5

The full name of the organization is Konfederacija na slobodni sindikati na Makedonija.
Abbreviation is: KSS.

In international communication, KSS uses the name: Confederation of Free Trade Unions of Macedonia, abbreviated KSS.

KSS is a legal entity with its own stamp and bank account.

Article 6

Headquarter of KSS is in Skopje on st. 50-ta Divizija no.25.

Article 7

KSS has emblem in oval shape with orange color, with inner gray ellipse and orange background on which with white letters is printed,, KSS " and letter,, K "is stylized and its left side shows a stylized figure of man.

Article 8

KSS has a flag with an orange color, and in the middle is the emblem of KSS.

Article 9

The seal of KSS has round shape with a diameter of 38 mm and contains the text: "Konfederacija na slobodni sindikati na Makedonija".

The seal in the middle contains the sign of the trade union.

The stamp has a rectangular shape and contains the text. "Konfederacija na slobodni sindikati na Makedonija " with a place for number and date.

GOALS, PRINCIPLES AND OBJECTIVES OF KSS

Article 10

The goals, principles and objectives of KSS are:

- To build a stronger and independent trade union movement dedicated to organizing, collective bargaining and participation in making or amending the laws regulating the employment rights;
- To engage in improving the quality of life and decent living standards, decent and affordable health care, safer workplaces and healthier working environment, economic and social security for the members of the branch trade unions, members of KSS;
- To contribute to the development of a democratic society, the rule of law and equal treatment under the law and institutions;
- To develop constructive relations based on partnership, leadership and social activism, as well as transparency and responsibility through the activities, according to the Statutes and Programme;
- To fight against the quasi-syndicalism with clearly formulated and implemented activities arising from the real interests of workers and the objective possibilities of the social partners;
- Through the activities of the branch trade unions, members of KSS and actions of the authorities of KSS, constantly affirms commitment for building a labor movement that will fight for the dignity and functioning of the rule of law;

- To propose, negotiate, conclude, implement the general collective agreements at national level;
- To organize vocational and trade union training for members of KSS;
- To develop informational activities of interest to members of KSS, for the promotion of trade union policy and promotion to the public;
- To cooperate with other trade unions at national level (trade unions, federations and confederations) in the state, as well as with international alliances and associations of trade unions;
- To realize other common interests and rights under the Constitution of Republic of Macedonia, laws, collective agreements and international conventions.

RIGHTS AND OBLIGATIONS OF THE MEMBERS OF KSS

Article 11

The members of KSS have the rights and obligations:

- to rely with the objectives and principles of the Statute, Program and decisions taken by the authorities of KSS;
- to be active participants in creation and of the policies of KSS and in expression of common aims and interests of the members;
- to align their views and demands, which are in the sphere of the highest authorities through the competences of KSS to raise and implement before the relevant social partners at national level;
- To work actively on building a joint trade union policy and strategy, for requests which are of common interest to the members and to be presented and to demand their implementation through the Economic and Social Council at the national level;
- To build unity of the actions and activities of the authorities of KSS and completely to refrain from any actions that would harm the functioning and reputation of KSS;
- Actively and with full interest to participate in the work of the bodies and authorities of KSS, through its representatives in the bodies and authorities;
- Regularly to carry out their obligations towards KSS, including membership fee, established by a decision of the authorities of KSS;
- To work for creation of conditions for the establishment of joint expert services, if they are of interest to all members or the members of KSS;
- Constantly to work on raising the standards for developing common interests within the KSS, including common estate and property as offices, facilities for holding trade union events (seminars, conferences, trade union schools) as well as facilities for rest and recreation of the members of branch trade unions;
- Establishment of common funds, which will in function of financial strengthening of the Confederation, and thus the branch trade unions.

FINANCING OF KSS

Article 12

KSS is financed by membership fees from the branch trade unions and other revenues, such as donations, sponsorships, stocks, bank records, gifts and interests of its assets. The membership fee is determined by a decision of the Conference of KSS; Membership fee, the branch trade unions should pay, at least to the end of the current month for previous month. Failure of implementation of the decision on allocation of the fee is considered a violation of the Statute of KSS.

AUTHORITIES OF KSS

Article 13

Authorities of KSS are:

- Congress
- Conference
- Steering Committee
- Presidency
- Executive Board

Congress

Article 14

Congress is the highest body of KSS which is convened every five years. Decision to convene Congress adopts the Conference on the proposal of the Executive Board of KSS. The decision to convene the Congress is adopted at least 60 days before the Congress.

Article 15

The decision on the number and structure of delegates elected by the members of the KSS brings the Executive board of KSS and their selection is performed by the branch trade unions, 30 days before the Congress. The members of the Conference by function are delegates to the Congress.

Article 16

At the proposal of the Conference, Congress decides and adopts the following documents:

- Rules of Procedures for the Congress;
- Working Programme of KSS for the mandate period;
- Statute of KSS;
- Financial reports from the previous mandate period;
- Elects President of KSS and Steering Committee.

Article 17

Extraordinary Congress is convened by decision of the Conference by the initiative of at least $\frac{1}{2}$ of the branch trade unions, which cover at least $\frac{2}{3}$ of the members of KSS.

Delegates to the Extraordinary Congress are the same delegates of the last Congress. Delegates who for various reasons ceased their membership in KSS will be replaced with new delegates by the branch trade unions.

Conference

Article 18

The Conference is the highest body of KSS between two Congresses.

The Conference consists of elected members of the branch trade unions that will be determined by a decision on the Executive Board.

Members of the Presidency participate in the Conference, but without the right of voting.

Each branch trade union has one member in the Conference, as well as additional members according to paragraph 2 of this Article.

The Conference is convened if necessary, but at least once a year, or at the request of at least half of the members of the Conference of KSS, within 30 days.

The Conference is convened by the President of KSS.

Article 19

After a previous proposal of the Executive Board, the Conference of KSS performs the following:

- Review and adopt the annual financial report;
- Propose and adopts decisions for different types of pressure, including a general strike, in accordance with the law, collective agreements and this Statute;
- Adopts decisions on amendments and supplements of the Statute to the most $\frac{1}{3}$ of the provisions contained therein;
- Gives initiative, suggestions and considerations in the process of adopting laws and other regulations of the interest of trade unions;
- Determines candidates for President of KSS and members of the Steering Committee;
- By proposal of the Executive Board select Vice-Presidents;
- Appoints Acting President of KSS for a period of 6 months with a possible extension of the mandate to convening Congress;
- Adopts decisions on the termination of the function of the President of KSS, in accordance with Article 27 of the Statute;
- Adopts a decision on the admission and exclusion of members from KSS;
- Adopts decision on convening Congress;
- Proposes congress documents;
- Decides on other matters within its scope of work.

Article 20

The work of the Conference of KSS requires presence of more than 1/2 of its members, and decisions are valid if for them declared at least 2/3 of the members present.

Executive Board

Article 21

Executive Board is executive body of KSS.

The Executive Board consists of the President of the KSS, the General Secretary and the Presidents of the representative branch trade unions, members of KSS.

Article 22

The Executive Board performs the following:

- 1) implements the program and other documents adopted by the Congress and the Conference of KSS;
- 2) gives proposals, opinions and suggestions on issues related to collective bargaining, organizational and legal objectives and programs to the authorities of KSS and relevant institutions;
- 3) establish and manage the work of the commissions;
- 4) adopt decisions arising from ongoing working of KSS;
- 5) determine the criteria for electing the President of KSS;
- 6) propose candidates for President and members of the Steering Committee ;
- 7) makes preparation for the Congress;
- 8) on proposal of the President select the General Secretary;
- 9) propose candidates for election of Vice-Presidents of KSS to Conference;
- 10) establish a joint expert service of KSS;
- 11) Prepare financial plan and Programme for each year;
- 12) electes delegates and members of the bodies of other associations;
- 13) prepare the sessions of the Conference and the Presidency of KSS;
- 14) authorizes the signing of collective agreements
- 15) performs and other duties in the interest of KSS in accordance with the Statute.

For its work the Executive Board is responsible to the Conference of KSS.

Article 23

To work the Executive Board it is required presence of at least 2/3 of its members. Decisions are valid if they are voted from more than 1/2 of the total number of members.

Article 24

Members of the Executive Board, who will not attend the sessions two times in order and would not objectively excuse their absence, to their branch trade union will be notified. If its absence continues in other meetings during the same year, the Executive Board is obliged to ask the Conference of KSS for their exclusion from membership of KSS and bringing liability under the competent decision-making authority in their branch trade unions.

Presidency of KSS

Article 25

The Presidency of KSS is composed from all presidents from branch trade unions of KSS. The Presidency is chaired by the President of KSS. The Presidency has a consultative role and it can give suggestions, opinions and recommendations to the Executive Board of KSS.

The initiative to convene a session of the Presidency can give at least more than half of its members with concrete proposal on issues which require convening a session of the Presidency.

Presidency is convened when necessary, but at least once in every six months.

President of KSS

Article 26

The President of KSS performs the following tasks:

- Negotiate with the social partners at national level;
- Sign all acts adopted by the authorities of KSS;
- Sign all collective agreements at national level in accordance with the laws previously obtained authorization from the Executive Board;
- organize press conferences and public appearances;
- collaborate and represents KSS before NGOs, associations and international trade union organizations;
- convene sessions of the Conference, Presidency and Executive board and chair them;
- participate in the work of the bodies of KSS and take initiatives in favor of KSS;
- is in charge of the funds and assets of KSS;
- give proposal to the Executive Board for the election of the General Secretary;
- perform other duties in accordance with this Statute.

For his work the President is responsible to the Congress of KSS.

Article 27

The President of KSS is also President of the Conference, Presidency and the Executive Board of KSS.

The President of KSS performs his function professionally or voluntarily.

The President is elected with mandate of 5 years with the possibility of re-election after termination of mandate.

Article 28

The function of the President of KSS ceases:

- If the Conference has found a violation of the Statute by the President of KSS and
- With resignation.

General Secretary of KSS

Article 29

General Secretary is elected by the Executive Board of KSS on a proposal of the President of KSS.

General Secretary performs its function as a volunteer with a mandate of 5 years with the possibility of re-election.

General Secretary prepares all sessions of the Conference and the Executive Board and is responsible for implementing the policies and programs of KSS and decisions adopted by the Conference and the Executive Board.

Professional and technical staff assist the General Secretary in implementing these tasks and responsibilities. For its activities, the General Secretary is responsible to the Executive Board and President of KSS.

Article 30

General Secretary performs activities entrusted from the President and Executive Board of KSS:

The General Secretary is responsible to the Executive Board and the President of KSS.

Vice presidents

Article 31

Vice presidents work according the competencies that the President will delegate them.

Steering Committee of KSS

Article 32

The Steering Committee is a body of the Congress of KSS and consists of 5 members and 5 deputy members.

The Steering Committee elects President from their constitution.

Members of the Steering Committee cannot be members of the Conference and Executive Board of KSS.

The mandate of the Steering Committee is five years without possibility of re-election.

Article 33

The Steering Committee has the following responsibilities:

- To control the material - financial operations of KSS;
- Cooperate with the inspection services responsible for financial operations in accordance with legal regulations;

Steering Committee submit an annual report for financial operations of KSS to the Executive Board and the Conference of KSS.

The annual report on proposal of the Executive Board adopts the Conference of KSS. The Steering Committee submit a report for its work as well as material and financial operations of KSS for the period between two Congresses on the next Congress.

Professional staff

Article 34

KSS establish a professional staff service with professional, administrative and technical staff.

The number and composition of the Professional staff service is determined by Act of systematization adopted by the Executive Board.

DETERMINATION OF DISPUTES

Peace Council

Article 35

In case of dispute, the parties may agree to determine the dispute to the special Peace Council. Agreement on the peace council must be concluded in writing.

Peace Council is composed of 3 members, of which one member from each party and the third member is nominated by the Executive Board of KSS.

Arbitration

Article 36

Arbitration is determined if the dispute can not be solved with the Peace Council.

Arbitration consists of 5 members, one member appoints each of the parties, and three members appoints the Executive Board of KSS, one of whom is elected to be the President of the arbitration.

Arbitration must to adopt a desition for one month.

The decision of the arbitration is final and binding on both parties and against it is not allowed initiating proceedings before a court.

TERMINATION OF KSS

Article 37

KSS can stop working by adopting decision of termination.

Congress adopts decision of termination. The decision is valid if is adopted by t 2/3 of the members of Congress.

Each trade union of KSS may submit a proposal for termination of KSS. The Conference has the right to submit an opinion to Congress on the proposal of the member for termination of KSS, at least 30 days before the Extraordinary congress with a single point on the agenda.

If the decision is adopted, then terminate the validity of all financial obligations of KSS to third parties, including obligations to the professional and technical staff.

The Congress adopts a special act which regulates the division of property of KSS.

TRANSITIONAL AND FINAL PROVISIONS

Article 38

KSS acquires legal and business capacity with the date of registration in the relevant Register.

Article 39

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

Skopje

21.12.2015

KSS
President
Blagoja Ralpovski