

STATUTE OF CONFEDERATION OF AUTONOMOUS TRADE UNIONS OF SERBIA

I. BASIC PRINCIPLES

1. Confederation of Autonomous Trade Unions of Serbia is an interest organisation active in protecting, implementing and promoting the rights of its members, employees in general and other individuals who perform independent activities as well as upgrading their economic and social status.
2. As an interest organisation, the Confederation of Autonomous Trade Unions of Serbia is independent from the authorities, political parties, employers and employers' associations.

The Confederation of Autonomous Trade Unions of Serbia acts following its Program and this Statute.

3. Functioning of the Confederation of Autonomous Trade Unions of Serbia is based on principles of democratic decision-making and elections; respect and implementation of adopted decisions; division of competences; coordination of work; responsibility; transparency; solidarity and mutuality.

4. The Confederation of Autonomous Trade Unions of Serbia advocates for the development of democratic society, based on the rule of law, social justice and solidarity, parliamentary democracy, equal opportunities and market economy, whose impact on employees' position is adjusted through social dialogue.

Fundamentals of action of the Confederation of Autonomous Trade Unions of Serbia are to be found in the Constitution, domestic legislation, collective and ratified international agreements and generally accepted rules of the trade union movement.

5. The Confederation of Trade Unions of Serbia is organised as a combination of branch unions (federations) and territorial organisations (local confederations).

6. The Confederation of Autonomous Trade Unions of Serbia is constituted by federations, organising employees in branches and professions on the territory of the Republic of Serbia.

Employees affiliate to federations freely, regardless of their nationality, religion, sex, political or any other orientation.

The basic form of organising members in federations is the trade union organisation at work place.

Federations regulate their organisation and functioning through their statutes and programs.

Statutes and programs of federations are not to be in contradiction with this Statute and Program of the Confederation of Autonomous Trade Unions of Serbia.

7. Local confederations: confederations in autonomous provinces and cities of Belgrade, Novi Sad, Niš, Kragujevac and other cities are also organised within the Confederation of Autonomous Trade Unions of Serbia in line with its Council's decision.

The Confederation of Autonomous Trade Unions of Serbia establishes local confederations for municipalities and groups of municipalities.

For municipalities lacking minimum conditions for independent work shop steward offices are set up.

8. In order to realize common employees' and trade union interests the Confederation of Autonomous Trade Unions of Serbia cooperates with other trade union confederations.

In order to realize the objectives fixed in its Program and perform its tasks the Confederation of Autonomous Trade Unions of Serbia may initiate cooperation with social and non-governmental organisations.

9. The Confederation of Autonomous Trade Unions of Serbia fosters cooperation with trade unions from Europe and the rest of the world and is member of international trade union organisations, contributing that way to the development of international trade union movement.

10. The Confederation of Autonomous Trade Unions of Serbia plays its role using all democratic, legal and legitimate instruments and methods of trade union work and struggle.

II. AREA OF OPERATION, HEAD OFFICE, AND EMBLEM

Article 1

The Confederation of Autonomous Trade Unions of Serbia is organised and acts on the territory the Republic of Serbia. Its head office is in Belgrade, 5/III Nikola Pašić Square.

Article 2

The Confederation of Autonomous Trade Unions of Serbia has the status of legal entity.

The seal of the Confederation of Autonomous Trade Unions of Serbia is shaped as a circle of 3 cm in diameter, encompassing the following text: "Confederation of Autonomous Trade Unions of Serbia, Belgrade", with the CATUS emblem in the centre. The text of the seal is in Serbian language and in Cyrillic script.

The seal is rectangular, 6 cm long and 2 cm wide, with a heading encompassing the text: "Confederation of Autonomous Trade Unions of Serbia", a column for a book-keeping number, date and inscription "Belgrade".

Article 3

The Confederation of Autonomous Trade Unions of Serbia has its own emblem, flag, solemn song and celebration day.

Emblem of the Confederation of Autonomous Trade Unions of Serbia is dark blue. The emblem is made of two letters "C" in blue. One letter "C" is white and is situated between two letters "C" in blue. The second letter "C" in blue is smaller and at the edge it is interrupted by two squares limiting the fourth "C" in white.

The flag of Confederation of Autonomous Trade Unions of Serbia is dark blue in colour, with the proportions of 2:1, with the CATUS emblem white in colour and containing the following text: "Confederation of Autonomous Trade Unions of Serbia".

Solemn song of the Confederation of Autonomous Trade Unions of Serbia is 'The International'.

Celebration day of the Confederation of Autonomous Trade Unions of Serbia is April 27.

Article 4

Within the Confederation of Autonomous Trade Unions of Serbia, each trade union organisation at work place, each federation and each local confederation has the status of legal entity.

Federations shall include the emblem of the Confederation of Autonomous Trade Unions of Serbia in their affiliation forms, membership cards and letterheads.

Local confederations shall also have the emblem of the Confederation of Autonomous Trade Unions of Serbia on their letterhead and in the middle of their seal.

The text on the seal is in Serbian language and in Cyrillic script.

In multi-ethnic communities the text on the seal is inscribed in Serbian language, Cyrillic script and in the languages and scripts of national minorities.

III. CONFEDERATION OF AUTONOMOUS TRADE UNIONS OF SERBIA

Article 5

The Confederation of Autonomous Trade Unions of Serbia works on the realization and protection of welfare, right to work, rights stemming and based on work, social, professional, cultural and other collective and individual interests of members of its federations.

In the realization of tasks quoted in the Par. 1 of this Article the Confederation of Autonomous Trade Unions of Serbia uses all available legal, democratic and trade union instruments and methods of work.

Article 6

Basic competences of the Confederation of Autonomous Trade Unions of Serbia are:

- participation in tripartite social dialogue at the national level;
- negotiation and signing of General Collective Agreement;
- defining the bases for the development of collective agreements' system;
- participating in the work of Social and Economic Council of the Republic of Serbia;
- participating in social dialogue with national employers' associations;
- making decisions on organising and running general strikes;
- making decisions on organising and running protests at the national level;
- defending employees' labour and social interests before legislative, executive and judicial authorities;
- participating, in line with the law, in the work of management bodies of the funds of social insurance and other funds;
- taking part in the work of bodies at the national level, where the employees' status is being debated and decisions made;
- developing international cooperation.

Article 7

The Confederation of Autonomous Trade Unions of Serbia assists the federations both directly and through the bodies of its local confederations, in the following ways:

- harmonizing their interests and coordinating their activities;

- mediating in settling the disputes between them and forming arbitration for their settlement;
- providing legal protection for their members so that they can enjoy their rights derived and based on work and helping trade union organisations at work place and shop-stewards;
- providing conditions for annual leave, recreation, prevention of disability to work, in line with the law, collective agreement or by-laws;
- providing services upon affiliating members to federations;
- educating and training the activists to work in federations and the Confederation of Autonomous Trade Unions of Serbia;
- informing the public about trade union activities;
- creating solidarity and strike funds;
- distributing rewards to successful individuals and organisations;
- managing and using the property of the Confederation of Autonomous Trade Unions of Serbia;
- founding trade union companies;
- organising marketing and publishing activities;
- providing research (legal, economic issues,...etc), as well as administrative and technical, accounting and book-keeping services;
- and providing other services that federations might be interested in.

Bodies

Article 8

The bodies of the Confederation of Autonomous Trade Unions of Serbia are the following:

- Congress,
- Council,
- Auditing Committee,
- Statutory Committee,

- Presidency,
- President.

Article 9

The Congress is the supreme organ of the Confederation of Autonomous Trade Unions of Serbia, and is held once in five years.

Decision to convene the Congress and draw up its agenda is made by the Council of the Confederation of Autonomous Trade Unions of Serbia three months beforehand at the latest.

Article 10

Two thirds of delegates to the Congress are elected by the highest bodies of the federations, and one third by local confederations.

The Council of the Confederation of Autonomous Trade Unions of Serbia makes the decision on the number, composition and way of electing Congress delegates.

The number of delegates, under the Par. 2 of this Article, is determined on the basis of the number of paying members in the year prior to the Congress. Members of the preceding Council, Auditing and Statutory Committees of the Confederation of Autonomous Trade Unions of Serbia as well as the members of the future Council (elected by federations and local confederations) are Congress delegates ex officio.

Article 11

The Congress of the Confederation of Autonomous Trade Unions of Serbia:

- verifies the election of Congress delegates;
- appoints its working bodies;
- adopts the Rulebook;
- adopts the Work Report of the Confederation of Autonomous Trade Unions of Serbia between the two Congresses;

- adopts the Report of Auditing Committee on the results of its auditing job;
- adopts the Report of Statutory Committee of the Confederation of Autonomous Trade Unions of Serbia;
- adopts the Program of the Confederation Autonomous Trade Unions of Serbia;
- passes Congress resolutions and declarations;
- passes the Statute and amendments or supplements to the Statute of the Confederation of Autonomous Trade Unions of Serbia;
- verifies election of members of the Council of Confederation of Autonomous Trade Unions of Serbia;
- elects President of the Confederation of Autonomous Trade Unions of Serbia;
- elects members of Auditing and Statutory Committees of the Confederation of Autonomous Trade Unions of Serbia;
- releases members of the bodies of the Confederation of Autonomous Trade Unions of Serbia elected in the preceding period.

Congress works in full validity if more than a half of delegates are present, and the decisions are passed if more than a half vote for them.

Article 12

Extraordinary Congress of the Confederation of Autonomous Trade Unions of Serbia may be convened between two regular Congresses. Decision on convocation and agenda of the extraordinary Congress is passed by the Council of the Confederation of Autonomous Trade Unions of Serbia.

Extraordinary Congress shall be convened on well founded demand of the supreme bodies of a half of federations which affiliate at least one half of the Confederation's members, or on demand of the supreme bodies of local confederations that cover at least a half of members of the Confederation of Autonomous Trade Unions of Serbia.

The decision referred to in Par. 2 of this Article can also be made by the Council of Confederation of Autonomous Trade Unions of Serbia on its own initiative, raised by more than a half of all Council members.

The decision on the number, composition and way of electing Congress delegates is passed by the Council of the Confederation of Autonomous Trade Unions of Serbia.

Article 13

The Council is the highest body of the Confederation of Autonomous Trade Unions of Serbia between two Congresses.

The Council is composed of representatives of federations and local confederations.

The president of the Confederation of Autonomous Trade Unions of Serbia, presidents of federations and local confederations are ex officio members of the Council.

The Council makes decision on the method of election, number and composition of its members (both depending on the number of paying members in the year preceding the Congress).

Article 14

The Council of Confederation of Autonomous Trade Unions of Serbia:

- adopts the Rulebook;
- implements the Program, resolutions and decisions of the Congress;
- analyses economic and social position of employees and sends to competent state bodies proposals about taking measures within their jurisdiction;
- represents employees' interests when the strategies and policies of social and economic development are being worked out;
- makes decision on negotiating and signing General Collective Agreement;

- considers the Draft, initiates and proposes amendments and supplements to laws and other official documents regulating rights and employees' status;
- protects the status and rights of unemployed people, pensioners and disabled workers;
- nominates representatives of the Confederation of Autonomous Trade Unions of Serbia for the national Social and Economic Council and once a year examines their Work Report;
- adopts the Annual Plan of its activities;
- adopts the Activity Report of the Presidency between two Council sessions;
- makes a plan of income and expenditure of the bodies and funds of the Confederation of Autonomous Trade Unions of Serbia and adopts the Confederation's Annual Financial Report;
- passes the Rulebook for auditing committees in the Confederation of Autonomous Trade Unions of Serbia
- makes decision on organisation of general strike if more than a half of its members vote for it;
- makes decision on organising and running protests if more than a half of its members vote for it;
- carries out the international cooperation of the Confederation of Autonomous Trade Unions of Serbia;
- makes decision on the affiliation of the Confederation of Autonomous Trade Unions of Serbia to international trade union organisations;
- makes the Draft of the Program, Statute and other Congress documents;
- adopts amendments and supplements to the Statute of the Confederation of Autonomous Trade Unions of Serbia;
- makes decision on initiating debates on documents it discusses and adopts;
- makes decision on founding companies and other legal entities;

- makes decision on founding funds of the Confederation of Autonomous Trade Unions of Serbia and adopts documents regulating their work and management;
- adopts documents regulating conditions and criteria for receiving trade union awards;
- establishes commissions, councils and other working bodies and determines their composition and scope of activity;
- makes other decisions, takes positions, draws conclusions and creates documents important for the fulfillment of the role of the Confederation of Autonomous Trade Unions of Serbia according to this Statute.

Article 15

In line with this Statute Council of the Confederation of Autonomous Trade Unions of Serbia, as the highest body between two Congresses, elects President of Confederation of Autonomous Trade Unions of Serbia and members of its Auditing and Statutory Committees in case of a premature termination of their mandate.

Article 16

Sessions of the Council are convened by the President of Confederation of Autonomous Trade Unions of Serbia.

Session shall also be convened on the demand of a third of members of the Council, Presidency, Auditing and Statutory Committees within 30 days after the submission of the demand, at the latest.

Presidents of the Auditing and Statutory Committees, collective members and sections established within the Confederation of Autonomous Trade Unions of Serbia are invited to the sessions of the Council.

Article 17

Auditing Committee of the Confederation of Autonomous Trade Unions of Serbia:

- audits Annual Financial Report of the Confederation of Autonomous Trade Unions of Serbia;
- supervises annual financial reports of local confederations;
- reports to the Council on annual financial reports of the Confederation of Autonomous Trade Unions of Serbia;
- controls the payment and distribution of membership fees according to proportions determined by this Statute;
- controls the implementation of the Article 79 of this Statute in the federations concerning the payment of the due part of membership fee to the Confederation of Autonomous Trade Unions of Serbia;
- gives its opinion on the due spending of income coming from membership fees and other sources;
- gives its opinion on the legality of managing and spending the assets of the Confederation of Autonomous Trade Unions of Serbia and local confederations;
- gives work instructions to supervising committees of local confederations;
- exerts other competences in accordance with this Statute and the decision of body authorised for managing the assets of the Confederation of Autonomous Trade Unions of Serbia;

Auditing Committee works according to the laws, this Statute, Rulebook on Financial Operations of the Confederation of Autonomous Trade Unions of Serbia and Rulebook on Auditing Committees within the Confederation of Autonomous Trade Unions of Serbia.

All the documents necessary for the work of Auditing Committee shall be available to it.

Auditing Committee calls for Council session only in case of suspected irregularities in material-financial business operation.

Article 18

Auditing Committee of the Confederation of Autonomous Trade Unions of Serbia counts six members.

Composition and way of electing Auditing Committee's members is more closely determined by the decision of the Council.

No Council member can be a member of the Auditing Committee.

Candidates for Auditing Committee are nominated due to their professional knowledge and expertise.

Auditing Committee elects its president from among its members.

Statutory Committee

Article 19

Statutory Committee of the Confederation of Autonomous Trade Unions of Serbia:

- interprets provisions of this Statute;
- monitors the implementation and initiates amendments to this Statute;
- prepares the Draft of the Statute and its amendments for the Congress of the Confederation of Autonomous Trade Unions of Serbia;
- evaluates if the federations' statutes are in accordance with this Statute;
- evaluates if the statutory documents of local confederations are in accordance with this Statute;
- evaluates initiatives and proposals for the enforcement of a new Statute and the amendments to this one;

- considers complaints, objections and demands concerning the issues regulated by this Statute.

Statutory Committee also gives its opinions, takes positions, adopts conclusions and makes decisions.

It is possible to submit complaints against the decisions of the Statutory Committee to the Congress.

Article 20

Statutory Committee of the Confederation of Autonomous Trade Unions of Serbia counts six members.

Composition and way of electing Statutory Committee members are more precisely determined by the decision of the Council.

Council members cannot be members of the Statutory Committee.

While proposing candidates for Statutory Committee members, specific skills and experience are traditionally taken into account.

Statutory Committee elects its President from among its members.

Presidency

Article 21

Presidency is a body of the Confederation of Autonomous Trade Unions of Serbia and is accountable for its work to the Council.

Ex officio members of the Presidency are:

- President of the Confederation of Autonomous Trade Unions of Serbia;
- Secretary of the Council of the Confederation of Autonomous Trade Unions of Serbia;
- Vice-Presidents of the Council of the Confederation of Autonomous Trade Unions of Serbia;
- Some presidents of the federations, as determined by the Council;

- Presidents of local confederations in autonomous provinces and the city of Belgrade as well as some presidents of local confederations in other cities, as determined by the Council.

Number and composition of Presidency members are more precisely determined by the decision of the Council of the Confederation of Autonomous Trade Unions of Serbia.

Article 22

Presidency of the Confederation of Autonomous Trade Unions of Serbia:

- deliberates on the issues in the competence of the Council and proposes positions, conclusions, decisions and recommendations to be adopted by the Council;
- prepares drafts of documents to be adopted by the Council;
- puts in practice positions, conclusions and decisions of the Council and performs other activities, as decided by the Council;
- proposes measures to competent state bodies concerning: wages, prices, living expenses, working conditions, occupational health and safety, employment, taxes and contributions, public expenditure, restructuring and sales of enterprises, investments, production and social development;
- takes initiatives and gives proposals for amendments to the laws and other by-laws regulating: right to work and rights based on work, social and health protection, pension and disability insurance, collective bargaining and collective agreements, monitoring and protection provided by labour inspection, social dialogue and social partnership, trade union organising and activities, etc...
- negotiates with state bodies and employers' associations and informs the Council about the negotiations;
- proposes to the Council names of representatives of the Confederation of Autonomous Trade Unions of Serbia in Social and Economic Council of the Republic of Serbia;

- nominates representatives of the Confederation of Autonomous Trade Unions of Serbia to other bodies at national level, gives instructions for their work and analyzes their Work Reports;
- in exceptional cases if the majority of its members give their consent, it can make decisions - which are to be submitted to the Council - on organising strikes and rallies;
- organises, develops and improves rest and recreation as well as prevention of work disability for the members;
- monitors the well-being and social status of pensioners, unemployed and disabled workers, and initiates activities aimed at exercising and protecting their rights;
- actively works on providing gender equality and improving position of women in society;
- develops international trade union cooperation following the guidelines based on the Program of the Confederation of Autonomous Trade Unions of Serbia and Council's Task List;
- nominates representatives to the bodies of international trade union organisations;
- manages finances, funds and property of the Confederation of Autonomous Trade Unions of Serbia;
- initiates and proposes amendments to the Statute of the Confederation of Autonomous Trade Unions of Serbia;
- makes decisions on establishing and shaping cooperation with other domestic trade union confederations, non-governmental and social organisations;
- takes decision on founding trade union schools and makes the program of capacity building and education of the members and activists, preparing them for trade union work;
- makes decision on creating departments within the Confederation of Autonomous Trade Unions of Serbia and monitors their work;
- manages the work of the internal information system and system of information to the public, concerning the work of bodies of the Confederation of Autonomous Trade Unions of Serbia;
- develops marketing and publishing activities and establishes cooperation with scientific, research and professional institutions,

according to the needs of the Confederation of Autonomous Trade Unions of Serbia;

- nominates representatives to the bodies of legal entities established by the organs of the Confederation of Autonomous Trade Unions of Serbia and analyzes their Work Reports at least once a year;
- establishes permanent and temporary working bodies and nominates their members;
- makes decisions and performs activities related to other issues within the scope of this Statute.

Sessions of the Presidency are convened by the President of the Confederation of Autonomous Trade Unions of Serbia.

In an emergency, when issues need to be dealt with immediately, Presidency can make decisions and take positions which are within the competence of Council but it has the obligation to submit them to the Council for verification at its next session.

Article 23

Daily Board is an executive-operational body of the Presidency of the Confederation of Autonomous Trade Unions of Serbia.

Members of the Daily Board are: President of the Confederation of Autonomous Trade Unions of Serbia and Secretary and Vice-Presidents of the Council of the Confederation of Autonomous Trade Unions of Serbia.

Daily Board analyses pressing issues and problems concerning employees' status, activities of the Confederation and work of its bodies, prepares sessions of the Presidency and Council and directly puts into practice positions, conclusions and decisions made by these two bodies.

Article 24

President of the Confederation of Autonomous Trade Unions of Serbia (hereinafter: President of the Confederation) represents and publicly stands for the Confederation of Autonomous Trade Unions of Serbia.

President of the Confederation is elected at the proposal of:

- three highest bodies of federations; or
- three highest bodies of local confederations; or
- 50 committees of company trade unions affiliated to federations.

The name of the presidential candidate is submitted in written form respecting the deadline determined by the Council.

Article 25

President of the Confederation:

- represents and publicly stands for the Confederation of Autonomous Trade Unions of Serbia;
- convenes and presides over sessions of the Council and Presidency of the Confederation of Autonomous Trade Unions of Serbia;
- manages the work of the Council and Presidency, respecting the Confederation's Program and this Statute and actively puts into practice positions they take and decisions they make;
- establishes operational bodies (commissions and committees) which discuss and give opinions and proposals concerning the issues of special importance for the activities of Confederation, protection of employees' rights and interests; it also proposes positions and decisions that might be adopted at the sessions of Council and Presidency and about which he/she negotiates with social partners and gives public declarations;

- appoints Vice-Presidents from within Council members and frees them from duty;
- cooperates with Presidents of federations and coordinates their activities;
- monitors the work of presidents of local confederations, proposes guidelines to them and may suggest their release from duty/dismissal in line with this Statute;
- makes decisions, creates documents and performs work related to the role of Confederation of Autonomous Trade Unions as an employer - in line with law and this Statute;
- performs other work as well.

President of the Confederation is responsible for his/her work to the Council and Congress of the Confederation of Autonomous Trade Unions of Serbia.

Secretary of the Council

Article 26

Secretary of the Council is elected from among the members of the Council of the Confederation of Autonomous Trade Unions of Serbia, on the proposal of the President of Confederation.

Secretary of the Council prepares Council and Presidency sessions, fosters cooperation with bodies of federations and local confederations aimed at implementing positions and decisions of Confederation bodies, performs work as ordered by the President of Confederation, substitutes him when he performs other duties or is absent and performs other work based on this Statute.

He/she organises and manages the work of departments as authorised by the President of Confederation.

For his/her work the Secretary of the Council is responsible to the Council and President of Confederation.

Vice-President

Article 27

President of Confederation nominates Vice-Presidents to the Council. Vice-Presidents in the Council monitor the state of affairs and problems in specific program areas of activities of the Confederation of Autonomous Trade Unions of Serbia (collective agreements, employment protection, economic-social status of employees, education and capacity building of members...etc), propose positions and decisions to the Council and Presidency in the scope of their work and put them into practice, perform the tasks ordered and authorised by the President of Confederation.

The number of Vice-Presidents and their duties are determined by the Council.

Vice-Presidents in the Council are released from their position at the same time as the President of Confederation.

Sections

Article 28

In the Confederation of Autonomous Trade Unions of Serbia Women Section and Youth Section are established.

The sections follow the realization of specific youth and women interests, take care of their rights and protect their social status.

Each section uses rules to regulate more closely the organisation, tasks and forms of its activities, in line with this Statute. Rules of the section are put into force when the Presidency agrees about them.

Presidency verifies the election of Section Presidents.

Section may also be founded for other categories of members or potential members: disabled workers, persons with special needs, the unemployed, pensioners and others.

Decision on founding a new section is made by the Council.

Article 29

Social organisations established at national level in order to exercise labour, professional and similar interests and accept Statute and Program of Confederation of Autonomous Trade Unions of Serbia may also become collective members of the Confederation of Autonomous Trade Unions of Serbia

Decision from Par. 1 of this Article is made by the Council.

IV FEDERATIONS

Article 30

Federation is an organisation of employees in specific branches and professions.

Article 31

Registration of a federation in the headquarters of Confederation of Autonomous Trade Unions of Serbia is done with a written consent of the Council of Confederation of Autonomous Trade Unions of Serbia.

Article 32

A federation can become a constitutional part of the Confederation of Autonomous Trade Unions of Serbia if it:

- has at least 5000 members;
- has a regular income from membership fee;
- is representative;
- has President and Secretary as professionals;
- accepts and respects Program and this Statute.

The decision on the admission of a new federation into the Confederation of Autonomous Trade Unions of Serbia is made by the majority vote of all Council members.

The decision on the admission of a new federation, founded by the stepping out of at least a half of members of an existing federation-member of the Confederation of Autonomous Trade Unions of Serbia, is made by the CATUS Council after it has obtained a consent of a federation which is affected.

Article 33

Basic duties of a federation are to:

- represent employees' interests and negotiate with employers' association at the national level;
- achieve social dialogue with competent ministries;
- conclude branch collective agreement;
- decide about organising and running strikes;
- decide about organising and running protests;
- found and manage trade union funds;
- provide assistance for trade union organisations at workplace; and
- foster international trade union cooperation.

Article 34

Federations within the Confederation of Autonomous Trade Unions of Serbia initiate, propose, agree on and perform actions of common interests for the members.

Bodies of the Confederation of Autonomous Trade Unions of Serbia are obliged to consider proposals and demands submitted by the

federations and take positions, make decisions and give opinions on them.

Federations are obliged to implement positions and decisions of the bodies of the Confederation of Autonomous Trade Unions of Serbia, taken in line with this Statute.

Article 35

Federation which does not fulfill the conditions from the Article 32 of this Statute can become a member of the Confederation of Autonomous Trade Unions of Serbia if it:

- joins a federation which is already an integral part of the Confederation, or
- organises a federation with another federation(s) in order to fulfill a condition for membership.

Article 36

Federation which does not fulfill the conditions for the affiliation, from the Articles 32 and 35 of this Statute, has a status of an associated member of the Confederation of Autonomous Trade Unions of Serbia.

Associated member shall not be a federation established by the members who disaffiliated themselves from a federation of the Confederation of Autonomous Trade Unions of Serbia.

Article 37

Associated member of the Confederation of Autonomous Trade Unions of Serbia has the right and obligation to:

- use the name and emblem of the Confederation of Autonomous Trade Unions of Serbia;

- give its opinion on the issues in the competence of the Confederation of Autonomous Trade Unions of Serbia;
- submit proposals to the bodies of the Confederation of Autonomous Trade Unions of Serbia;
- respect and implement the positions and decisions of the bodies of the Confederation of Autonomous Trade Unions of Serbia;
- use the services of the experts of the Confederation of Autonomous Trade Unions of Serbia;
- distribute and pay membership fee in line with this Statute.

Associated member from the Par. 1 of this Article does not participate in the election of members for the bodies of the Confederation of Autonomous Trade Unions of Serbia.

Article 38

Federation may disaffiliate from the Confederation of Autonomous Trade Unions of Serbia.

The decision to disaffiliate from the Confederation of Autonomous Trade Unions of Serbia is made by the highest body (Congress, Assembly, Conference or Constitutional session) of the federation.

The decision of a federation to disaffiliate from the Confederation of Autonomous Trade Unions of Serbia shall be made at least six months before its coming into force.

Federation which disaffiliates from the Confederation of Autonomous Trade Unions of Serbia is obliged to settle all its debts to the Confederation till the day the decision from the Par. 2 and 3 of this Article has come into force.

Article 39

Federation which does not implement decisions of the bodies of the Confederation of Autonomous Trade Unions of Serbia; acts contrary to the Program and this Statute; does not fulfill its financial obligations in line with this Statute; acts against the interest of the

Confederation and does not accept the decisions resulting from an arbitration may be excluded from the Confederation of Autonomous Trade Unions of Serbia.

When a competent body of the Confederation of Autonomous Trade Unions of Serbia finds that there is a reason for the exclusion according to the Par. 1 of this Article, the President of the Confederation of Autonomous Trade Unions of Serbia is obliged to warn a competent body of a federation about the existence of a reason for the exclusion.

The body of the federation is obliged to respond to the warning within 30 days from the day it received the warning.

If the competent body of the federation does not consider the warning or refuses the warning from the Par. 3 of this Article, the Council of Confederation of Autonomous Trade Unions of Serbia shall make a decision to:

- determine the deadline for the elimination of the reasons leading to exclusion;
- temporarily exclude the representatives of a federation from the Council and Presidency.

Members of the federation shall be informed about the Council's decision from the Par. 4 of this Article through local confederations.

If within a deadline from the Par. 4 line 1 the reasons for exclusion are not eliminated, the Council shall make the decision to exclude the federation from the Confederation by the majority vote of all members.

The decision from Par. 6 of this Article shall come into force a month after it has been made.

The federation which is excluded from the Confederation is obliged to fulfill all its financial obligations to the Confederation till the day the decision on the exclusion has been enforced.

The federation has the right to file a complaint to the Congress about the decision on exclusion.

The complaint does not postpone the implementation of the decision on exclusion.

Article 40

On the day the decision on disaffiliation or exclusion comes into force the federation loses the right to use property, services and emblem of the Confederation of Autonomous Trade Unions of Serbia.

Article 41

Dispute between two federations – members of the Confederation of Autonomous Trade Unions of Serbia, shall be settled through arbitration.

Each party in the dispute shall provide an arbiter, while three arbiters shall be nominated by the Presidency of the Confederation of Autonomous Trade Unions of Serbia.

For the parties in the dispute the decision from arbitration shall be binding.

Article 42

By their Statutes, which can't be contrary to the Statute of the Confederation of Autonomous Trade Unions of Serbia, the federations define more precisely: affiliation, rights, obligations and disaffiliation of their members; establishment of trade union organisations and nomination of shop stewards; their organisation and bodies; their competences and ways of acting, the election of members to their bodies and election of position holders in the federation and trade union organisations at work place; and other issues relevant to the performance of their role.

Position of federation's members in the Confederation of Autonomous Trade Unions of Serbia

Article 43

The basic form of organising members of the federation is the trade union organisation at work place.

At work place which lacks conditions for organising or functioning of a trade union organisation a shop steward is nominated.

Trade union organisation and shop steward from Par. 1 and 2 of this Article, may be organised/appointed for members of the federation working in different work places on a territory.

The location of shop steward's office is determined by the decision on his/her appointment taken by the competent body of the federation.

Article 44

An employee becomes a member of a federation by signing the affiliation form.

The federation keeps record of its members.

Article 45

Within the Confederation of Autonomous Trade Unions of Serbia a member of the federation has the right to be helped in what concerns:

- salary in line with collective agreement, work contract and law;
- legal protection;
- occupational health and safety and working conditions in line with the law and collective agreement;
- prevention of work disability and organisation of recreational rest in line with the law and collective agreement;
- use of trade union funds;

He also has the right:

- to propose and elect members to the bodies of the Confederation of Autonomous Trade Unions of Serbia and right to be elected himself;
- to receive information; and
- get education and training for trade union work.

In the Confederation of Autonomous Trade Unions of Serbia a member of the federation has the obligation to:

- respect the Program of the Confederation of Autonomous Trade Unions of Serbia and this Statute;
- participate in the activities performed by the Confederation of Autonomous Trade Unions of Serbia, and
- pay the affiliation fee.

Article 46

A member of a federation who has been laid off and who filed a suit to the court keeps the rights and obligations of a member till court's verdict has been issued.

A member of a federation who has been retired has the right to legal protection in safeguarding his/her rights based on work but can not be proposed nor elected a member and holder of a position in the bodies of the Confederation of Autonomous Trade Unions of Serbia.

A member of a federation who has been elected or appointed to a position in company's management, state bodies and political parties or another public position which could lead to the conflict of interests while performing the duty, shall not be a member of bodies, a position holder or a president of the Confederation of Autonomous Trade Unions of Serbia.

The right of a member to be elected into the bodies of the Confederation of Autonomous Trade Unions of Serbia is acquired a year after the affiliation in the federation.

V LOCAL CONFEDERATIONS

Article 47

In the Confederation of Autonomous Trade Unions of Serbia trade unions are organised at local level: in the autonomous provinces, cities of Belgrade, Novi Sad, Niš, Kragujevac and other cities in line with the decision of the Council of the Confederation of Autonomous Trade Unions of Serbia.

Trade unions from Par. 1 of this Article have competences from the Articles 6 and 7 of this Statute on the territory for which they are organised.

Article 48

In line with the decision of the Council of the Confederation of Autonomous Trade Unions of Serbia, the bodies of local confederations in autonomous provinces, cities of Belgrade, Novi Sad, Niš, Kragujevac and other cities are:

- Conference,
- Council,
- Auditing Committee,
- Statutory Committee,
- Presidency, and
- President.

Article 49

In line with this Statute and the decision of the Council of the Confederation of Autonomous Trade Unions, the local confederations in autonomous provinces, cities of Belgrade, Novi Sad, Niš, Kragujevac and other cities of Serbia make the statutory

decision by which they define more precisely their organisation, competences and activities.

Article 50

The Confederation of Autonomous Trade Unions of Serbia may establish local confederations for single municipalities and groups of municipalities.

In the cities where there are no local organisations established in line with the Article 47, Par. 1 of this Statute, the Confederation may organise local confederations from Par. 1 of this Article.

In municipalities not having minimum conditions for working independently shop steward offices are established.

Article 51

Local confederations from Articles 47 and 50 of this Statute may be organised if they have:

- at least 4000 trade union members;
- income from affiliation fee sufficient for financing competences granted by this Statute;
- expert teams employed in line with this Statute;
- at least one elected leader working as professional.

Article 52

By a decision of the Council of the Confederation of Autonomous Trade Unions of Serbia, from Article 47 of this Statute, trade unions in the cities, groups of municipalities, single municipalities and shop steward municipal offices in the Republic of Serbia are created simultaneously.

The decision from Par. 1 of this Article is made by the Council and is based on previous consultations with the bodies of local confederations.

The decision mentioned in Par. 1 of this Article and valid for the territory of an autonomous province is made by the Council of the confederation of autonomous province in line with this Statute and its statutory decision and is submitted for verification to the Presidency of the Confederation of Autonomous Trade Unions of Serbia.

Decision on the termination of work of local confederations and shop steward offices from Par. 1 of this Article is made by the Council of the Confederation of Autonomous Trade Unions of Serbia.

Article 53

Local confederations:

- send proposals, demands and initiatives to the bodies of the Confederation of Autonomous Trade Unions of Serbia for taking decisions and organising activities within their competence;
- perform activities which are jointly run in the Confederation of Autonomous Trade Unions of Serbia putting into practice positions, decisions and conclusions of the bodies of the Confederation of Autonomous Trade Unions of Serbia;
- participate in tripartite dialogue and work of local social and economic councils;
- negotiate with local employers' associations;
- sign local collective agreements;
- participate in the work of local employment councils and bodies of social security funds;
- provide legal protection to members and legal aid to trade union organisations at work place and federations' shop stewards;
- help federations to recruit new members;
- facilitate recreational rest in order to protect members' health and working ability;
- educate and train the activists for work in the bodies of the Confederation of Autonomous Trade Unions of Serbia;
- provide help and expertise, offices and administrative-technical conditions for the work of bodies and shop stewards of federations;

- inform members and public about their work and work of bodies of the Confederation of Autonomous Trade Unions of Serbia;
- manage the property of the Confederation of Autonomous Trade Unions of Serbia at local level;
- organise the work of their experts;
- pass documents necessary for their work and performance of the role assigned to them by this Statute;
- perform other duties related to this Statute.

Article 54

Bodies of local confederations are the Council, Auditing Committee and President.

On the territory where there are many members it is possible to establish a Presidency as a body of the local confederation.

Within the bodies of local confederations there shall be a proportional number of representatives of federations, according to the number of paying members.

In line with the provisions of this Statute, the Council makes a decision on the number, composition and method of electing members to the bodies of local confederations.

Article 55

Election conference in local confederations is held every fifth year, in line with decision on elections in the Confederation of Autonomous Trade Unions of Serbia.

Election conference is composed of members of former and newly elected local Council and Auditing Committee.

Election conference verifies the election of members to the local Council and Auditing Committee, analyzes and adopts Work Reports of the local Council and Auditing Committee, adopts Program of Activities for the upcoming five-year period, passes the Rulebook, elects President and dismisses members of former local Council and Auditing Committee.

Article 56

Auditing Committee of local confederation monitors finances, submits to the Council the Annual Financial Report of the local confederation, gives its opinion on how the income from affiliation fee and other sources is used and how the trade union's property is managed.

It monitors the payment of affiliation fees in line with the Article 79 of this Statute, when ordered by the Auditing Committee of the Confederation of Autonomous Trade Unions of Serbia.

Local Auditing Committee from Par. 1 of this Article has at least three members who elect its President from among them.

Article 57

President of the local confederation represents the union, convenes sessions of the Council, manages the activities of the Council and is responsible for its work, monitors and directs the work of shop stewards, passes documents he is authorized for by the law and performs other activities related to the provisions of this Statute.

President of local confederation is elected at the proposal of:

- a third of members of local federations' bodies, or
- a fourth of trade union organisations at work place, or
- the Council of local confederation, or
- bodies of the Confederation of Autonomous Trade Unions of Serbia.

President of local confederation automatically becomes a Council member of the Confederation of Autonomous Trade Unions of Serbia.

Article 58

Secretary of the local confederation is elected by the Council from among its members, at the proposal of the President.

In a local confederation with a big number of members President may nominate a Vice-President.

Secretary prepares sessions, puts into practice positions and decisions of the Council, does work as ordered by the President and substitutes the President when he performs other duties or is absent.

Vice-President acts in line with the provisions of this Statute.

Secretary and Vice-President are responsible to the Council and the President.

Article 59

The result of elections for the President of a local confederation is verified by the Presidency of the Confederation of Autonomous Trade Unions of Serbia.

If the elections for the President, from Par. 1 of this Article, are not carried out in line with this Statute and according to the decision on organising elections in the Confederation of Autonomous Trade Unions of Serbia, Presidency of the Confederation of Autonomous Trade Unions of Serbia appoints an Acting President .

The Acting President is obliged to organise new elections within 90 days. Powers and duties of the Acting President, from Par. 2 of this Article, are defined in a detail by the decision on his appointment.

Article 60

A body of local confederation, which acts contrary to the Program and this Statute, not respecting and not implementing decisions of the bodies of the Confederation of Autonomous Trade Unions of Serbia, may be dissolved.

The decision on dissolution of a body of local confederation is made by the Presidency of the Confederation of Autonomous Trade Unions of Serbia.

By the decision from Par. 2 of this Article a temporary body is established and the deadline for organising elections set.

Article 61

Shop steward office of trade union in a municipality:

- represents the Confederation of Autonomous Trade Unions of Serbia in dialogue with social partners and work of tripartite bodies at the level of local self-government;
- gives help to trade union organisations at work place and shop stewards of federations concerning representation and realization of individual and collective rights and interests of employees;
- secures the right to legal protection for trade union members;
- provides assistance to federations and acts in recruiting and affiliating new members;
- provides administrative, technical and other conditions for work of appointed shop stewards of federations who are based in the headquarters of local confederations or in shop steward offices;
- takes care of the entrusted property to him/her;
- puts into practice positions and decisions of competent bodies of the Confederation of Autonomous Trade Unions of Serbia;
- cooperates with bodies of federations;

- is active on other issues related to this Statute and documents of local confederations.

Shop steward in a municipal trade union organisation is appointed by the Council of local confederation.

As a rule, shop steward shall be a professional trade unionist working in the Council, from Par. 2 of this Article.

By way of exception, a shop steward may be a volunteer if this is stated in the decision on the appointment.

Article 62

Local confederation in municipality or group of municipalities defines in detail, by its rules and in line with this Statute, its organisation, bodies, competences and activities.

VI PROVISIONS ON WORK OF BODIES, ELECTIONS AND RESPONSIBILITIES

Article 63

Work of bodies of the Confederation of Autonomous Trade Unions of Serbia and local confederations is open to the public.

Bodies of the Confederation of Autonomous Trade Unions of Serbia and local confederations work in full validity if a session is attended by more than a half of body members, and decisions are taken by a majority of votes of those present, if it hasn't been differently determined by this Statute.

Article 64

Bodies of the Confederation of Autonomous Trade Unions of Serbia and local confederations may establish permanent or temporary working groups, whose composition and competences are determined by the decision on their establishment.

Women and youth shall be adequately represented in the bodies of the Confederation of Autonomous Trade Unions of Serbia and local confederations.

Article 65

Mandate of body members and position holders in the Confederation of Autonomous Trade Unions of Serbia, federations and local confederations lasts five years and may be renewed only once.

Body members and position holders in trade union organisations at work place are excepted from the Par. 1 of this Article and their mandate may be renewed more than once.

Termination of mandates is determined by the decision on elections.

If during their mandate delegates stop being members of bodies or position holders, from Par. 1 of this Article, the mandate of newly elected members and positions holders lasts till regular elections.

Article 66

Elections in trade union organisations at work place and elections for members of bodies and position holders in federations, local confederations and the Confederation of Autonomous Trade Unions of Serbia are organised every fifth year in line with the decision of the Council of Confederation of Autonomous Trade Unions of Serbia.

By way of exception, elections may be organised during a current mandate if it is a necessary condition for the work of organisations and bodies from Par. 1 of this Article.

Article 67

As a rule, in the elections of members/position holders in bodies, of the President of the Confederation of Autonomous Trade Unions of Serbia and of presidents of local confederations, each candidate is elected by secret ballot out of several candidates.

By the way of exception, if several candidates have not been proposed, the elections for position holders and presidents, from Par. 1 of this Article, shall be organised for one candidate.

Each proposed candidate is to declare for or against candidature, which provides him with the right to be included in the candidate list. Candidates for the President of the Confederation of Autonomous Trade Unions of Serbia and presidents of local confederations shall be on a single candidate list.

The names of candidates are put on the list in alphabetic order.

If there are several candidates, the elected candidate is the one who gets more than a half of votes of present delegates.

Those candidates who do not get a sufficient number of votes, from Par. 6 of this Article, go into a second round of voting.

The candidates with the biggest number of votes in the first round go into the second one and the list contains at least one more candidate than the number of those to be elected.

The order of candidates on the list for the second round is determined according to the number of votes in the first one.

In the second round the winners are the candidates who get the biggest number of votes. If in the second round two or more candidates get the same number of votes, the winner is the candidate whose name precedes the name(s) of the other(s) according to the alphabetic order.

If there is a single candidate on the list, he/she is elected if he/she gets more than a half of votes of the overall number of delegates.

If the candidate does not get a necessary majority of votes, mentioned in Par. 11 of this Article, the elections are repeated with another candidate or candidates.

Article 68

Members of the bodies of the Confederation of Autonomous Trade Unions of Serbia and of local confederations have equal rights and responsibilities and are personally responsible for the work of bodies they are members of.

Members of bodies, position holders in bodies, President of the Confederation and presidents of local confederations have their mandates terminated by:

- the cessation of membership in a federation;
- the expiry of mandate;
- the retirement;
- the cancellation of labour contract due to redundancies;
- the resignation;
- the election or appointment to the company management, position in state bodies and political parties or some other public position, in line with the Article 46;
- dismissal due to objective reasons; and
- dismissal due to the breach of trade union regulations.

Article 69

President of Confederation and presidents of local confederations submit their resignation to their councils.

Members or position holders in the bodies of the Confederation of Autonomous Trade Unions of Serbia and local confederations submit their resignation to the body they are members of.

The resignation is to be notified.

Article 70

Dismissal from Article 68, Par. 2, line 7 of this Statute (dismissal due to objective reasons) occurs in the case of:

- long-term illness and other objective impediment;
- unjustified absence from sessions, at least three sessions in a row;
- non-payment of membership fee belonging to the Confederation of Autonomous Trade Unions of Serbia and local confederations in line with this Statute;
- failure to do duties and perform tasks in line with this Statute;
- behaviour which makes the person unworthy of the position.

Article 71

President of Confederation and presidents of local confederations are dismissed by the Council, at the proposal of the Council.

Proposal for dismissal of presidents of local confederations may also be given by a body of the Confederation of Autonomous Trade Unions of Serbia.

Position holders in bodies of the Confederation of Autonomous Trade Unions of Serbia and local confederations are dismissed by the bodies which elected them and where they perform the duty.

Members of bodies of the Confederation of Autonomous Trade Unions of Serbia and local confederations are dismissed by the bodies of federations, local confederations or trade union organisations at work place which elected them.

Proposal for dismissal of position holders and members of bodies from Par. 3 and 4 of this Article may be submitted by bodies in which they have performed the duty, have been members of or have been elected by.

The decision on dismissal from the bodies of the Confederation of Autonomous Trade Unions of Serbia and local confederations shall be made in line with the Article 63, Par. 2 of this Statute, while in federations and trade union organisations at work place it shall be made in line with federations' statutes.

Article 72

Dismissal from Article 68, Par. 2, line 8 of this Statute (dismissal due to the breaching of trade union regulations) occurs in the case of:

- disrespect of the program guidelines of the Confederation of Autonomous Trade Unions of Serbia;
- disrespect of this Statute;
- disrespect and non-implementation of decisions taken by the bodies of the Confederation of Autonomous Trade Unions of Serbia and local confederations;
- his/her actions harming the Confederation of Autonomous Trade Unions of Serbia.

Article 73

President of the Confederation and presidents of local confederations are dismissed by their councils.

Proposal for the dismissal of President of the Confederation may be given by:

- a third of Council members;
- bodies of federations covering at least a half of total CATUS membership;
- bodies of local confederations covering at least a half of total CATUS membership.

Proposal for dismissal of president of a local confederation may be given by:

- a third of local Council members;
- bodies of a third of federations present on the territory;
- a third of trade union organisations at work place;
- highest bodies of the Confederation of Autonomous Trade Unions of Serbia.

Reasons for dismissal are to be explained.

Following the proposal for dismissal mentioned in Par. 2 and 3 of this Article, a respective council's session must be convoked within 30 days from the day of submission.

Proposal for dismissal shall be discussed at the respective council's session.

After the proposal has been accepted the procedure of dismissal shall be carried out.

Decision on dismissal is made through secret ballot.

Decision on dismissal of President of the Confederation is made if at least two thirds of the Council members vote for it.

Decision on dismissal of President of local confederation is made if more than a half of local Council members vote for it.

In case there aren't enough votes for the decision on dismissal, a new proposal may be submitted after a year.

Article 74

Members or position holders in the bodies of the Confederation of Autonomous Trade Unions of Serbia and local confederations are dismissed by the bodies which elected them.

Proposal for dismissal of members or position holders may be given by the bodies which elected them and which they are the members of or where they hold position.

Proposal for dismissal of position holders in the Council of the Confederation of Autonomous Trade Unions of Serbia and local confederations may also be given by the President of the Confederation.

Members of bodies of the Confederation of Autonomous Trade Unions of Serbia coming from federations shall be dismissed through federation's election procedure.

Position holders in the bodies of the Confederation of Autonomous Trade Unions of Serbia and local confederations are dismissed

through the procedures defined in the Article 73, Par. 4,5,6,7,8 and 10 of this Statute.

Article 75

The status of position holder in a body of the Confederation of Autonomous Trade Unions of Serbia and local confederations is lost by the cessation of his/her membership.

VII PROPERTY AND FINANCIAL RESOURCES

Article 76

Property of the Confederation of Autonomous Trade Unions of Serbia consists of fixed and movable assets, monetary resources, securities and ownership rights.

Sources of income of the Confederation of Autonomous Trade Unions of Serbia are: membership fees, real estate revenue, income from business operations and marketing, donations, endowments, contributions, gifts and income from other sources.

Article 77

Property or part of property quoted in the Article 76, Par. 1 of this Statute shall not be transferred to a federation which disaffiliated and organised itself out of the Confederation of Autonomous Trade Unions of Serbia.

Property of local confederations which are closed down or cease to exist shall be transferred directly to the first confederation superior in a hierarchical order.

Article 78

The Confederation of Autonomous Trade Unions of Serbia, federations and local confederations finance their activities from their own sources.

The Confederation of Autonomous Trade Unions of Serbia, federations and local confederations acquire and manage the property.

The Confederation of Autonomous Trade Unions of Serbia and local confederations possess fixed assets with the consent of the Council of the Confederation of Autonomous Trade Unions of Serbia.

Article 79

Membership fee in the Confederation of Autonomous Trade Unions of Serbia is uniform and amounts to 1% of member's salary.

Membership fee, quoted in Par. 1 of this Article, is distributed according to the following proportions and is paid to current accounts of beneficiaries defined by the Article 4, Par. 1 of this Statute:

A) on the territory of the Republic of Serbia, except in autonomous provinces and the City of Belgrade:

- 50% to current account of trade union organisation at work place,
- 28% to current account of local confederation,
- 22% to current account of federation;

B) on the territory of the City of Belgrade:

- 50% to current account of trade union organisation at work place,
- 33% to current account of the Confederation of Autonomous Trade Unions of Belgrade,
- 17% to current account of federation;

C) on the territory of autonomous province:

- 50% to current account of trade union organisation at work place,
- 10% to current account of local confederation at the level of province,

- 28% to current account of local confederation at the level of municipality or group of municipalities,
- 12% to current account of federation.

Every working day federations are obliged to transfer 25% out of their resources, quoted in Par. 2, line A3, B3 and B4, to current account of the Confederation of Autonomous Trade Unions of Serbia.

Auditing Committee appoints an auditor who has the right to access and control of the implementation of Par. 2 of this Article.

In case any irregularity is detected, Council of the Confederation of Autonomous Trade Unions of Serbia and councils of local confederations take measures in line with this Statute.

Article 80

In case membership fee is not regularly paid and proportions (quoted in Article 79 of this Statute and determined by it) not respected, trade union organisation at work place or federation or local confederation or the Confederation of Autonomous Trade Unions of Serbia has the right to be compensated through a court procedure for the debt made by the non-payment of membership fee.

Article 81

Council of the Confederation of Autonomous Trade Unions of Serbia passes a Rulebook on finance management in the Confederation of Autonomous Trade Unions of Serbia, Rulebook on ways of using, and managing the property and other general documents related to finance management of the Confederation of Autonomous Trade Unions of Serbia.

VIII ADMINISTRATIVE STAFF

Article 82

The Confederation of Autonomous Trade Unions of Serbia and local confederations have their administrative staff.

Administrative staff quoted in Par. 1 of this Article performs tasks in the following fields:

- legal protection,
- expert analyses,
- education and training,
- information and marketing,
- accounting and book-keeping, and
- technical administration.

Article 83

Legal departments are set up as a part of administrative staff of the Confederation of Autonomous Trade Unions of Serbia and local confederations.

Legal departments provide legal protection; assist members at courts; provide legal aid to shop stewards, trade union organisations at work place and federations, enabling the employees to enjoy their rights stemming from work and based on work; participate in drafting, negotiating and signing collective agreements and other documents which regulate in detail employees' rights; take care of the implementation of those rights.

The Confederation of Autonomous Trade Unions of Serbia and local confederations may entrust their accounting/book-keeping to other legal entities and natural persons.

Administrative staff may also perform other tasks for federations and trade union organisations at work place, which is decided by the

competent body of the Confederation of Autonomous Trade Unions of Serbia or local confederations.

President of the Confederation of Autonomous Trade Unions of Serbia passes the Rulebook on organisation and systematization of staff, after having previously obtained the opinion of the Presidency.

IX TRANSITIONAL AND FINAL PROVISIONS

The amending of this Statute is done by the Council of the Confederation of Autonomous Trade Unions of Serbia.

The amending quoted in Par. 1 of this Article shall not affect the Basic Principles.

In case there are issues not regulated by this Statute, it will be the general documents and decisions of the Council and Presidency of the Confederation of Autonomous Trade Unions of Serbia that shall be applied.

Article 85

Federations and local confederations shall harmonise their documents with this Statute within 180 days from the day of its enforcement.

After the expiry of deadline, quoted in the Par. 1 of this Article, provisions in documents of federations and local confederations which are contrary to this Statute shall be null and void and not have legal effect.

Article 86

Statute of the Confederation of Autonomous Trade Unions of Serbia, adopted at its 15th Congress, on 28th May 2015, shall come into force on the eighth day from the day of publication.

PRESIDENT OF THE
CONFEDERATION OF AUTONOMOUS TRADE UNIONS OF
SERBIA
Ljubisav Orbović