

STATUTE OF "UNION OF EMPLOYEES IN THE COMPANY TELEPERFORMANCE OF THE REGION OF ATTICA"

Article 1

Establishment – Name

A primary trade union – trade union of employees is established under the name **"Union of Employees in the Teleperformance Company of the Region of Attica"**. The union is operational and unites all employees within the boundaries of the Region of Attica, in the company under the name "Service 800 Teleperformance SA".

Article 2

Registered Office

The registered office of the association is in Piraeus, Omiridou Skylitsi Street, no. 19.

Article 3

Purposes

The objectives of the union are:

- 1.-** The unification of the members and their cooperation, solidarity, joint actions and efforts by any appropriate means, study, preservation, protection, safeguarding, promotion, enlargement, claiming the common labor, economic, insurance, social and trade union interests of the members of the union.
- 2.-** The improvement of the position of the members of the association as well as the protection, promotion and expansion of their economic, labor, social security and trade union rights both in the company "service 800 Teleperformance SA" and more widely, as well as the protection of their free and unhindered exercise.
- 3.-** The vigilance and the struggle to ensure better terms and conditions of remuneration and work of its members. The struggle for the conclusion and implementation of satisfactory collective labor agreements. To ensure and maintain salaries generally adapted to the life needs of its working members, which will ensure its working members a satisfactory standard of living. The

supervision for the faithful observance of labor legislation, but also the contribution to its formulation, completion and improvement. The supervision for the full and faithful implementation of the legislation on the health and safety of workers in the workplace.

4.- The defense and expansion of trade union, political, civil and social democratic rights and freedoms. The elevation of the living, educational, spiritual, cultural level, the professional education and entertainment of its members.

5.- The cultivation and development of a spirit and bonds of collegiality and militant solidarity among its members, with the aim of developing their class unity, regardless of gender, ethnicity, religion, age, specialty, employment relationship and level of studies, for the joint promotion of the aims of the union.

6.- Solidarity and the combination of efforts and struggles with other labor unions of our country and worldwide to defend the gains of the workers, to participate in the struggles that promote the common interests of the working class and all workers in general, to claim and conquer every time new modern and fair labor demands, to abolish employer exploitation with the ultimate goal of abolishing the exploitation of man by man, to defend freedom, democracy, peace.

Article 4

Means

The union, in order to achieve its objectives, uses all the means provided by law to the primary trade unions, in particular by the following ways and means, which are indicatively mentioned:

1.- By rallying and registering as members all employees in the company "service 800 Teleperformance SA" of the wider region of the Attica region and demonstrating to its members the importance and advantages for them of their mass and universal organization in the Association, with the development of trade union consciousness among its members.

2.- Negotiates the resolution of the problems of its members with any competent person.

- 3.-** Actively participates with its representatives in the decision-making centers, regarding its employees - members and in meetings with the employer indicating the solutions required.
- 4.-** Negotiates, claims, prepares and signs operational collective labor agreements.
- 5.-** Cooperate with the Health and Safety Committee of the employees.
- 6.-** Supports by any appropriate and legal means the demands of its working members, performs performances before authorities, makes all kinds of mobilizations, rallies, strikes.
- 7.-** Refers to the administrative and other authorities for any matter relating to its purposes, its members, employment and general professional relations and the interests of its members, denounces and accuses the administrative and judicial authorities of violations of labor and insurance legislation and regulations concerning the union itself or its members.
- 8.-** By establishing a library, a club, a research and documentation center for the enlightenment of its members, regarding their real position in society and their real interests, for their class awareness, the consolidation of close solidarity among all workers, class unity and class struggle, the organization of educational and recreational events (lectures, seminars, screenings, banquets, dances, excursions), the publication and circulation of special informative leaflets, brochures or a newspaper among its members, on labor insurance, social, cultural and educational content, by creating a website on the internet.
- 9.-** By participating in the overall struggle for the improvement of the position and standard of living of all employees.
- 10.-** By developing the unity and solidarity of the members of the union.
- 11.-** By cooperating and collaborating with other unions with which it has similar purposes. With the moral and material assistance of other trade union and generally labor organizations, primary, secondary and tertiary, which are fighting for new conquests.
- 12.-** By any other appropriate and legal means, not specifically mentioned in this article within the framework of the Constitution, International Conventions, laws and trade union practice to date.

Article 5

Basic operational principles of the union

- 1.-** The Democratic process. This must achieve the free expression and discussion of all views, ensure all the conditions for the effective participation of all the members of the union for the taking and execution of decisions and the control of the Administration and the other bodies as well as the safeguarding of the expression of the minority.
- 2.-** Its independence from the state and employers.
- 3.-** Financial independence and self-reliance.

Article 6

Members of the Union-registration requirements

- 1.** Every person working under an employment contract in the company "service 800 Teleperformance SA" within the boundaries of the Region of Attica, regardless of age, gender, religion and nationality, regardless of his specialty or specialization, regardless of his level of study, regardless of the type of his contract, in any form of employment (indicatively and not restrictively: permanent or temporary, fixed or indefinite, part-time or full-time, intermittent or rotating employment) regardless of whether the company "service 800 Teleperformance SA" is his direct or indirect employer. A prerequisite for the above employees to become members of the union is to unconditionally accept the provisions of these Articles of Union.
- 2.** The same person may not be or become a member of any other business union. In this case, that is, if he is a member of another business union, in order for his application for his registration in the register of members of the union to be accepted, it should be accompanied by a certified copy of a registered application for his deletion from the other business union.
- 3.** Members of the association cannot be the members of the management of the company "service 800 Teleperformance SA" as well as employees who provide to the employer company "service 800 Teleperformance SA" the services of a managerial executive.

1. In order to obtain the status of regular member of the association, the candidate member must submit to the Board of Directors a written application requesting his/her registration in the register of members of the union and pay the specified registration amount. By his application to the Board of Directors of the union, the candidate member solemnly declares: a. that he works in the company "service 800 Teleperformance SA", which is his direct or indirect employer, within the limits of the Region of Attica b. that he unreservedly accepts the provisions of these articles of union, c) his details, namely: name, surname, father's name, year of birth, the details of his identity card (identity card number, date of issue, issuing authority), his exact home address, home phone, work phone, d) the number of the electoral union booklet or the individual sickness booklet of the insurance organization, e) that he also accepts that his details will be used for the needs of file creation in the union f) if he is a member of another union g) that he must notify the administration of the union of any change in his home address and that he agrees to pay the price of the monthly subscription to be determined on the basis of the needs of the union by Gen. Economic Commission for Europe.

2. The Board of Directors shall consider applications for registration at the first meeting following their submission. The Board of Directors, when the candidate member has the above conditions, is obliged to make his registration in the registers of members of the association. The decision to accept the registration is taken by the Board of Directors. If the Board of Directors rejects the application or within one month does not respond to the applicant, the candidate member may appeal, regardless of the possibility of judicial appeal, by submitting an objection to the Board of Directors, for which the General Assembly of the Association decides irrevocably, at the first ordinary or extraordinary General Assembly of the Association, which will decide definitively. The BoD is obliged to place as an item on the agenda of the General Meeting the examination of this request. The appeal to the General Meeting does not suspend the consequences of the decision of the Administration until it is revoked by the General Assembly or the Court.

Article 7

Rights of the members of the Union

1. All members of the union are equal to each other and have the same rights.
2. The members of the union who meet the provisions of the Articles of Association have the following rights :
 - a.** Participate in the General Meetings, take the floor and vote on all issues.
 - b.** To control the actions of the Management and the representatives of the union in senior trade unions.
 - c.** To take part in any procedure concerning the union and the interests of its members.
 - d.** To enjoy every benefit and service that the union legally seeks and conquers.
 - e.** To elect and be elected in accordance with the conditions of these Articles of Union and the Law in the Administration of the Union, in the Audit Committee and in any other body or committee, provided by the Articles of Union, electoral procedure. Also to elect and be elected representatives in the secondary trade unions.
 - f.** To submit to the Administration and the other bodies of the Union written and oral proposals on any issue.
 - g.** To require the realization of the objectives of the Union and to be regularly informed on the course of its affairs.
 - h.** to request the mediation, support, protection, intervention by the Management of the Union and its representation before the Courts, the Labor Inspectorates and the Authorities and before the Employer for the settlement of issues and disputes that arise in the workplace between them and the employer.

Article 8

Obligations of members

1. All members of the Union are equal to each other and have the same obligations.

2. The members of the Association are obliged to:

a) To fulfill their financial obligations to the union (monthly subscription, contributions, registration fee, etc.)

b) At the time of proven military service, relatively long illness and unemployment of the members, the payment of their monthly subscription is not due by them, nor are they deleted from the register of members due to non-payment of subscription at the time of their certified military service, unemployment, and illness and for this period they are considered financially settled.

c) To comply with the statute of the union and to obey the decisions of the General Assemblies and the Board of Directors of the Union.

d) To actively participate in all events and activities of the union, to undertake and perform any task assigned to them by the Board of Directors or the General Meeting.

e) To participate in the General Assemblies in the elections, in the militant mobilizations and any strike struggles and in general in all activities that promote the aims and aspirations of the union.

f) To act in accordance with the statute of the union in the interest and promotion of the objectives of the union and to conduct themselves in accordance with the workers' solidarity and conscience, i.e. not to commit acts and omissions detrimental to their colleagues and acts contrary to the objectives of the Union.

Article 9

Resignation - Deletion of Members

The members of the Union lose their membership of the Association, are automatically forfeited and deleted from the Register of Members:

1. Any member may voluntarily withdraw from the union at any time. However, in order for his departure to be valid and for his deletion from the Register of members of the union to also be valid, he must submit (the member who

wants to leave) in writing his resignation, which is addressed to the Board of Directors of the Union.

2. Members who voluntarily leave the Union may re-register, considered as new members.

3. The member who six months ago has ceased to work in the company "service 800 Teleperformance SA", if this is due to his will and not due to reasons that prevented him from working, that is, due to his election to parliament, local government, unemployment, dismissal, conscription, illness or accident. Specifically, those who are dismissed retain the status of member even after the lapse of six months, if they have challenged their dismissal in the courts and until an irrevocable court decision is issued or the union by decision of the General Assembly claims their reinstatement.

4. The member who six months ago has ceased to work for the company "service 800 Teleperformance SA" - within the boundaries of the Region of Attica.

5. If he acquires the status of employer, member of the management of the enterprise, or acquires the status of manager in the enterprise.

6. Six (6) months after their retirement decision by the relevant insurance organization.

7. A member who did not participate in the last two elections for the administration of the union shall not be expelled.

8. Member who does not pay his monthly subscriptions for more than one year, unless he falls under the case of Article 8 (2) (b) of these Articles of union.

9. For disciplinary offense that has led to the imposition of permanent deletion.

Article 10

Disciplinary misconduct of a member – sanctions

1. Members who violate the provisions - conditions of the Articles of the Union, the decisions of the general meetings and their behavior are incompatible with the purposes and interests of the union and in general with the interests of the employee class are subjected, depending on the gravity of their act (particularly unacceptable is the replacement attitude of the member and any

incompatible relations with the employer and its bodies) to the following sanctions:

- a)** Oral remark or written reprimand
- b)** Temporary deletion of up to one year
- c)** Permanent deletion

2. The penalties, except for case (a), which may be imposed by the Board of Directors, are imposed by the General Meeting.

3. The General Meeting, before taking the decision, must hear the member under category, who is invited for this purpose by the Board of Directors at least five days in advance. The invitation must clearly state the category. For the time until the General Meeting decides, the Board of Directors, by an absolute majority of its members, may decide to suspend the membership. In this case, the General Assembly must decide within one month, otherwise the measure of suspension is lifted automatically.

2. The BoD may impose the penalties of oral observation and written reprimand, after inviting the accused member five days in advance, to take part in the BoD and discuss with him.

3. The member shall also be expelled by decision of the Board of Directors if without cause of those described in the case of Article 8 (2) (b) of these Articles of Association he delays his subscription by more than one year. The member who is expelled for this reason, is again compulsorily admitted to the union after paying all his overdue obligations.

Article 11

Resources of the union

1. Regular resources are:

- a.** The right to register the members.
- b.** The monthly membership fee.

The amount of the amount corresponding to the members' registration right and the monthly membership fee is determined by decision of the Board of Directors of the Union and by approval following the General Assembly of the members, and may be increased or decreased by decision of the Board of Directors of the Union and by approval following the General Assembly of the members. Retroactive increase or decrease of the amount corresponding to the membership right and the monthly membership fee is prohibited.

- c.** Any income from the property of the association (interest on deposits, etc.)

2. Extraordinary resources are:

- a.** the extraordinary contribution, mandatory for the members, to cover extraordinary needs and to support the work of the association determined by decision of the Board of Directors of the Union and with approval following the General Assembly of the members.
- b.** The individual or group voluntary contributions of the members.
- c.** Financial aid from any body and organization that is supported with employees' money.
- d.** The surpluses from the organization of festive events, excursions, dances and lotteries or other related activities serving the members and the purposes of the Union.
- e.** any amount derived from donations, inheritances or bequests as well as from any other legal cause.

**Article 12
Management**

- 1.** The association maintains an account at one of the branches of the banks based in Athens. Every cash balance is deposited in this account, except for an amount, which is determined by the Board at the beginning of the year, which is held in his hands by the treasurer to meet the current needs of the union.
- 2.** The property of the union may not be disposed of for purposes other than those specified in the articles of the union, nor may its exploitation in any case involve its involvement in a profit-making enterprise.

**Article 13
Keeping of books and records**

- 1.** The Union has the obligation to keep as many books and records as are required by law and the statute of the union. The union must keep the following books:
 - a. Register of Members
 - b. Records of General Meetings
 - c. Records of Meetings of the Board of Directors
 - d. Fund

e. Property

2. The BoD may decide to keep any other books and records.
3. Each member is entitled upon written request to the Board of Directors to take note of the books and data of the union.

Article 14

Participation of the union in other organizations

1. The union participates actively in the secondary organization of the Athens Labour Centre (EKA), which is a member of the General Confederation of Labour of Greece (GSEE).
2. The Union may be a member of only one Federation and only one Labour Centre by decision of the General Assembly.
3. The General Assembly of the members of the union, by an absolute majority of the members participating in it, has the right to decide the expulsion of the union from each trade union and its accession to another.
4. In the tertiary trade union organization, the union is represented through a single secondary trade union organization determined by a decision of the general meeting.

Article 15

Management, Representation and Control Bodies

1. The supreme body of the Union is the General Assembly (GA) of the members.
2. The Union is governed by a nine-member (9-member) Board of Directors (BoD) and is controlled by a three-member (3-member) Audit Committee (EU), bodies elected every three (3) years by the members of the Union.
3. It is represented in secondary organizations by representatives who are also elected every three (3) years.

Article 16

General Assembly of members

1. The General Assembly (GA) is the supreme and sovereign body of the Union and decides on any matter that has not been assigned by law or by the articles of the union to another body. It shall also decide on any other matter normally subject to the powers of another body, which shall be subject to its judgment, following a decision of that body.
2. The General Assembly exercises control and supervision over the other bodies of the union.
3. Judges the report of the outgoing Board of Directors, decides on the approval of the budget and the balance sheet, for the discharge or not of the Board of Directors from any liability.
4. Decides on the amendment of the statute of the union, on the dissolution of the union, on its participation in federations and labor centers.
5. Decides on the declaration of strikes.
6. Elects every three years the administrative and control bodies of the union and the representatives for the secondary trade unions.
7. Decides whether the union will be represented in the tertiary organization through the Labor Center or through the federation.
8. The General Assembly, by its decision, may fluctuate the amount of the subscription right and monthly subscription of the members.

Article 17

Convocation of the General Assembly

1. The ordinary General Assembly must meet once a year, within the first quarter of the year. The ordinary General Assembly approves the administrative and financial report of the administration for the previous year and the budget for the following year.
2. The General Assembly is convened by invitation of the President and the Secretary General following a decision of the Board of Directors with announcements at the workplaces and at the offices of the union, as well as by any other means that may help inform the members, at the discretion of the Board of Directors. Each financially settled member of the union is entitled to participate in the General Assembly by physical presence or remotely, as well as to vote by physical presence or remotely. The notification must be made at least 5 days in advance and must specify the exact time (year, month, day and time) when the meeting will be held, the place where it will be held for the

participation in it in person and the way of remote participation and voting in it by electronic, online or network connection in terms that ensure transparency and secrecy in accordance with the provisions of Law 1264/1982 and the issues on the agenda. The same notification must state whether it is the first or second or third meeting of the General Assembly.

3. The Board of Directors may invite to the General Assembly, with the right to speak, representatives of other Employee, Scientific, Student, Cultural, etc. organizations, bodies of the Local Government and representatives of the Legislative Body of the country, if it considers that their representation contributes to the achievement of the objectives of the union. However, their presence is limited to time before the beginning of issues on the agenda or after the exhaustion of the items therein.

Article 18

Quorum for General Meeting

1. The General Meeting is in quorum, except for the special cases defined by Articles 99 and 100 of the Civil Code, when 1/3 of the financially settled members are present in the aggregate by in-person and remote participation in it by electronic, online or network connection in terms that ensure transparency and secrecy in accordance with the provisions of Law 1264/1982.

2. In the absence of a quorum, a new General Assembly shall be convened in which the physical or remote presence of at least 1/4 of the financially settled members is required and if this quorum is not present, a new one shall be convened with the physical or remote presence of at least 1/5 of the financially settled members. The repeat meeting is held within 2 to 15 days from the cancellation of the previous one and no new issues for discussion can be added to the agenda.

3. Although in its third convocation the General Assembly does not have the required quorum, a new General Assembly cannot be convened before a month has passed, so this new General Assembly is considered as the first.

Article 19

How the General Assembly makes decisions

1. Upon commencement of the proceedings, the General Assembly elects its Chairman and Secretary from among its members by secret or open ballot, but never by acclamation.
2. Any vote concerning elections of any collegiate body, administrative, control or representatives in secondary organizations, selection of secondary organization for representation in the tertiary, for issues of trust in the union or personally in general, for approval of accountability and declaration of strike, is valid only if taken by secret ballot.
3. It is forbidden to participate in the General Meeting and in the votes either in person or remotely, ie by electronic, internet or network connection in terms that ensure transparency and secrecy in accordance with the provisions of Law 1264/1982 with any kind of authorization.
4. Except in cases where an increased majority is required, the decisions of the General Assembly are taken by a relative majority of the members present, ie cumulatively of the members who participate in person but also of the members who participate remotely in it by electronic, internet or network connection with terms that ensure transparency and secrecy in accordance with the provisions of Law 1264/1982. Decisions on all kinds of elections are taken with the same majority. The discussions and decisions of the General Meetings are briefly written in the records book of the General Meetings and are signed by the President and the Secretary of the General Meeting.

Article 20

Extraordinary General Meetings

1. Extraordinary General Meetings are convened to address serious issues or when this is required by the interest of the union, by decision of the Board of Directors. The convening of an extraordinary General Meeting may be requested by 1/10 of the financially settled members of the union with their request to the Board of Directors. The request must indicate the issues on the agenda. In this case, the Board of Directors is obliged to convene the General Assembly within 15 days from the submission of the application.
2. The Extraordinary General Meeting follows the tactics regarding quorum and procedure. For its convening, the notice period of the tactic is not required, but the absolute necessary time to inform the members, which may not, however, be less than twenty-four (24) hours.

Article 21

Elections

1. The members of the association elect the Board of Directors, the Audit Committee and the representatives for the secondary organizations and are also elected, provided that they have fulfilled their financial obligations.

2. The members of the union are entitled to vote for representatives only for one Federation and one Labor Center. If they belong to another sectoral union, they choose one union to exercise their right, with a statement to the President of the Election Committee. This declaration binds the member for the entire term of office of the representatives he voted for and the term of office of the bodies voted for by his representatives.

3. The union participates with its representatives in the election of the governing bodies of the Federation and the Labor Center it belongs to, provided that it has settled the financial obligations provided for by their statutes.

4. The Union is represented in the tertiary trade union through the Labor Center to which it belongs or through the Federation that it may belong. The General Assembly of the members decides through which of these organizations (Labor Center or Federation) the representation in the tertiary level will take place. For this decision, which is taken by secret ballot, in the same General Assembly that elects the Election Committee and immediately after the election of the Election Committee, the relative majority of the members present, ie in total of the members who participate in person but also of the members who participate and vote remotely in it by electronic, internet or network connection in terms that ensure transparency and secrecy in accordance with the provisions of Law 1264/1982, suffices. The above commitment of the association is valid for the entire term of office of the representatives for the tertiary organization voted by its representatives in the secondary organization selected.

Article 22

Electoral system

The electoral system for the promotion of the union's bodies is the simple proportional representation which is analyzed as follows:

1. The seats of the Board of Directors of the Audit Committee and the number of representatives are distributed between the combinations and the independent candidates according to their electoral strength. The total of valid ballots is divided by the number of seats of the board of directors or the audit committee or by the number of representatives elected. The quotient of this division, omitting the fraction, is the electoral measure. Each combination occupies as many seats on the Board of Directors or the Audit Committee and elects as many representatives as the electoral measure can accommodate in the number of valid ballots received. An individual candidate who received the same or greater number of votes from the electoral measure shall occupy one seat on the body for which he had stood as a candidate or be elected as a representative if he was a candidate for that position. A combination that includes candidates fewer than the seats it owns, occupies only as many seats or elects only as many representatives as its candidates.

2. The seats that remain unallocated and the number of representatives not covered by the above provisions are distributed in a second distribution by one of those combinations that cumulatively meet the following conditions, namely: a) they have occupied at least one seat or have elected a representative from the first distribution and b) they accumulate a balance of unallocated ballots greater than $1/3$ of the electoral measure. In the event that more combinations meet these two conditions, the unallocated seat (s) and the unallocated number of representatives are occupied in order those combinations whose balances from the division of the first distribution are closer to the electoral measure.

3. Although after the second allocation seats remain unallocated or the number of representatives not covered, they are allocated to a third distribution and are distributed among the combinations that have the largest balance of unused ballots, regardless of whether they have been seated since the first allocation. In case of equivalence, a draw is made.

4. Each combination elects alternate members equal to the members of the Board of Directors and the Audit Committee. Alternate members shall replace those members who have died or resigned or been declared disqualified.

Article 23

Conduct of elections

1. Responsibility for the conduct of the elections lies with a three-member (3-member) Election Committee elected with an equal number of alternate members by the General Assembly by secret ballot, by simple proportional representation and in the presence of a judicial representative. The Election Committee shall take up its duties upon its election. Immediately receives from the Board of Directors the registers of members, the members' subscription receipts, seals and all the information necessary for the conduct of the elections in general, prepares the electoral lists and determines the dates of the elections, which must take place no later than 30 days from the election of the election committee.
2. The Election Committee is chaired by the Judicial Representative during the elections.
3. The Election Committee on the same day or the next day of its election is obliged to determine by a notice posted on the Union's Offices the exact date, the time period (hours) for the conduct of the elections, the place of the elections for the members who wish to participate in the election process in person, as well as the way of remote participation in the elections by electronic internet or network connection for the members who wish to do so and to invite those who want to submit a candidacy for any office, to declare it at their request no later than five (5) days before the day of the elections. The Electoral Committee ensures both the conduct of the face-to-face voting and the preparation of the electronic voting system and the sending of the instructions for participation to the members of the association by e-mail. The electoral committee with the judicial representative has the sole responsibility for the handling of the program, starts and ends the vote and at the end of the vote gives the mandate for the automatic counting of the ballots. The duration of face-to-face voting and distance voting are necessarily identical, i.e. the two types of voting are conducted simultaneously and in parallel.
4. Nominations shall be submitted by written applications to the Election Committee by the day and time specified by it. The deadline for submitting candidacies cannot be less than 5 days before the elections. The bidders of the combinations submit a joint declaration stating their participation and the title of the combination. The joint statement is submitted by one candidate of the combination.

5. Immediately after the deadline for the submission of candidacies, the Election Committee shall nominate the candidates and draw up the relevant ballots.

6. Candidates for the Board of Directors and the Audit Committee are written on the same ballot, but in a separate paragraph and with the indication of which body they are candidates for.

7. Candidates for delegates to the Labor Centre and the Federation are written on a separate ballot paper in the same way.

8. The same member may not stand as a candidate for the Board of Directors and the Audit Committee. The members of the Electoral Committee may not be candidates for any body of the Association, nor for representatives in the secondary organizations.

Article 24

Voting - triage record

1. The voting takes place on the basis of the names of the members in alphabetical order of surname, containing in addition to the surname, first name, father's name, address, cash register and column in which the identity number and the number of the electoral or health insurance booklet of the voting member will be registered.

2. In order for all members to vote, their identity is first verified and their membership registers are checked, whether they are registered and cash settled. The cash settlement of the members can also take place on Election Day.

1. Voting lasts continuously on the day or days and hours set by the Election Commission. The Electoral Commission extends voting time if the interest of members in participating in voting continues in order to ensure unhindered participation by all.

2. The vote shall be taken by roll call. The voter shall note on the ballot of his election and adjacent to the name of the candidates the cross or crosses of his preference and in particular:

a. up to seven (9) crosses for the Board.

b. up to three (3) crosses for the Audit Committee.

c. for representatives, as many crosses as they want.

6. The election process includes two votes at the same time, as long as the elections for the bodies of the association and for the appointment of

representatives are held simultaneously. In one vote, which is held for the election of the Board of Directors and the Audit Committee, all members vote. On the second ballot, where the representatives are elected, the members who do not belong to another union, as well as the members who belong to another union but have declared in writing to the President of the Electoral Committee that they choose this union to vote for representatives of the secondary organizations.

7. During the elections, the Electoral Committee takes all necessary measures to maintain absolute order and full secrecy and supervises so that the elections are held in accordance with the provisions of the law and the articles of association, based on the register of members and provisionally decides on any dispute or objection that arises. Objections are submitted throughout the voting and until the results are extracted by the members of the Election Committee and by the present candidates and representatives of the combinations. Objections to the right to vote shall be heard immediately.

8. Representatives of the different blocks participating may be present during the elections.

9. After the voting is completed, the Electoral Committee meets and proceeds to the counting - sorting of the votes and the proclamation of the successful candidates. Any combination or separate candidate is entitled to be present during the screening in person or by his authorized representative.

10. The Election Committee is obliged to draw up the records and protocols provided for by law for the elections.

11. The expenses of the elections are arranged by the outgoing Board of Directors in the most advantageous way for the association.

Article 25

Setup of the Board of Directors as a body

1. Eight days at the latest after the elections, the newly elected BoD meets at the invitation of the majority director of the majority combination and in case there are no combinations of the majority director and if he is delayed by more than 8 (eight) days at the invitation of each successful director and elects from

among its members, the Chairman, the Vice-Chairman, the Secretary General, the Deputy Secretary General and the Treasurer.

2. For the election to the various positions of the Bureau, an absolute majority of the members of the Board of Directors is required. If no one receives an absolute majority, the vote is repeated between the two who were relatively majority, in which case the one who will get the most votes is elected.

3. At the first meeting of the new Board of Directors, the bureau of the outgoing Board of Directors is also invited, which delivers to the new one the documents, books, the seal and generally all the details of the Association with a delivery and receipt protocol signed by the two parties.

Article 26

Meeting of the Board of Directors (BoD)

1. The Board of Directors meets regularly once a month, on a specified day and time, at the invitation of the Chairman and the Secretary General. The invitation shall indicate the items on the agenda. The Board of Directors meets extraordinarily when there is a need at the discretion of the Chairman and the Secretary General or when they request it at the written request of at least three members, which also refers to the issues under discussion. In this case, the convening of the BoD must take place within three days.

2. The Board of Directors is in quorum when more than half of the members are present at the meeting. If there is no quorum, the meeting shall be repeated in two days with the same quorum.

3. The meetings of the Board of Directors may also be attended by members of the union with the right to speak after permission of the Board of Directors.

4. The decisions of the Board of Directors shall be taken by an absolute majority of the members present, by open votes, except for personal matters on which a secret ballot is held and without the participation of the member concerned by the decision.

5. The members of the Board of Directors: a) are solidary and responsible for the fulfillment of their services and duties arising from the articles of association and the decisions of the General Meetings, b) are not responsible for decisions taken at a meeting of the Board of Directors that were not present or present and disagreed and their disagreement was recorded in the minutes of the Board of Directors.

Article 27

Deletion - resignation due to lack of members of the Board of Directors (BoD)

- 1.** Directors who are unjustifiably absent from three of its regular meetings, without giving explanations called in writing by the Chairman of the Board of Directors, shall be deemed to have resigned and shall be revoked by decision of the Board of Directors, in which case they shall be replaced by the alternate directors. The Board of Directors decides on the validity of the explanations.
- 2.** Any director may resign to the Board effective immediately upon his or her receipt to the Board without the need for acceptance.
- 3.** The Board of Directors in its entirety or a member thereof may be terminated at any time by decision of the General Assembly.

Article 28

Duties of the Board of Directors (BoD) – General

- 1.** The Board of Directors implements the statute of the union and executes the decisions of the General Assembly of members. Decides and acts on any issue of interest to the union, takes all appropriate measures to address and resolve various issues, manages the property of the union. Keeps the books required by the Law for the union and any other book that will be deemed useful and necessary. It draws up the annual budget, balance sheet and administrative report and the budget for the next fiscal year and submits them to the General Meeting for approval. It convenes by its decisions the General Assemblies of the members and draws up their agenda, draws up its financial and administrative accountability and submits it to the General Assembly for approval, taking care in general for the success of the objectives of the union and signs the records of the Board of Directors.
- 2.** The Board of Directors has in its hands the administration of the union, judges and decides on any issue suggested by the President or its members.
- 3.** It plans and coordinates the work of the union, creates by its decision subsidiary committees for the promotion of specific issues.

Article29

Duties of the President – Vice President

1. The President together with the Secretary General of the Board of Directors represent the union in all its relations and disputes before any Administrative or Judicial Authority, Public and Public Law Authorities, Social Policy Organizations of Internal and Foreign Cooperative Organizations as well as against any third natural or legal person, any disagreement is resolved by a decision of the Board of Directors. The actions of the President and the Secretary General bind the association only if they acted jointly. Otherwise, that is, if each of them acts individually, without the involvement of the other, any of their actions do not bind the union, unless they exceptionally acted individually, with the knowledge and consent of the Board, which is evidenced by the relevant written decision of the Board. The same applies to the other members of the Board of Directors, that is, the right to the Board of Directors is not excluded as by a written decision to specifically authorize other persons to represent the union and to manage only certain and always specifically defined cases.

2. The Chairman together with the Secretary General, after a decision of the Board of Directors, shall convene the General Meetings, both ordinary and extraordinary, and shall communicate the agenda.

3. The Chairman chairs and directs the meetings of the Board of Directors, puts to the vote the items on the agenda and the proposals made on them in the order in which they were submitted.

4. The Chairman signs together with the Secretary General the outgoing documents, the records of the Board of Directors and the General Meetings, the payment orders together with the Treasurer and supervise the implementation of the decisions and the good management.

5. The Vice-President shall replace the President who is absent or unavailable in all his rights and obligations. By decision of the BoD and with the agreement of the Chairman, the Vice-Chairman may be assigned specific duties.

Article 30

Duties of the Secretary-General - Deputy Secretary-General

1. The Secretary General, in addition to the above duties he/she has with the President, keeps the Union's Archive and its seal, keeps the Register of Members and the protocol of incoming and outgoing documents, all the mandatory books by the Law (except for the property and fund management book), conducts the association's correspondence and co-signs with the President all the documents and payment orders. He is responsible for keeping the records of the General Assembly and the Board of Directors and for the proper functioning of the offices of the union.
2. The Secretary General who is absent or prevented from attending shall be replaced by the Deputy Secretary General in all rights and obligations.

Article 31

Duties of Treasurer

1. The Treasurer keeps and guards the treasury of the union and carries out any collection of its resources, with duplicate receipts cut from blocks numbered and endorsed by the Audit Committee before each use, which he will sign upon collection. The Treasurer will necessarily keep, a) a cash register book b) a property register of the union in which he will record all the assets of the union and any change in them and c) the receipt blocks and other supporting documents. The Treasurer is obliged every month to inform the Secretary General of the members who paid their subscription so that he in turn informs the Register of members immediately. It is also obliged at any regular or extraordinary meeting of the Board of Directors to inform the members on the finances of the union and to give any relevant information. The Treasurer at the end of the financial year prepares the financial report - balance sheet suggesting their processing by the Board of Directors for their submission for approval by the General Meeting. He is obliged to provide all information to the Audit Committee and to make his books available to it for inspection if requested.
2. He deposits in the bank selected by the Board of Directors the money of the union in the name and on behalf of the union, except for an amount, the amount of which is determined by a decision of the Board of Directors, which he holds in his hands for the current needs of the union. The decision of the

Board of Directors that will determine how much money the Treasurer can hold in his hands may vary according to the needs and this amount may fluctuate with newer decisions of the Board of Directors. Any withdrawal by the cashier of any amount of money from the deposits of the union in the Bank is permitted upon special written authorization of the President and the Secretary General.

1. They shall make all payments of expenditure on the basis of payment orders signed by themselves, the President and the Secretary-General. On each warrant it's written the decision of the Board of Directors approving the corresponding expenditure.
2. The Treasurer is accountable and has criminal and civil liability for any loss of money or payment without a warrant.

Article 32

Audit Committee

1. During the elections, a three-member (3-member) Audit Committee and an equal number of alternate members shall be elected for the entire term of office of the Board of Directors. The Audit Committee's task is to monitor and control the BoD for the financial management of the union according to the law and the statute of the union. Has the right to examine at any time the books of the Fund and property and to check the content of the fund.
2. The Audit Committee at its first meeting shall elect its chairman who shall convene it when necessary.
3. The Audit Committee, if it has objections to the financial management and finds management anomalies, is entitled to request the convening of a general meeting to take decisions. The BoD is obliged to convene an extraordinary general meeting within one month from the request of the Audit Committee. If this deadline expires without action, the Audit Committee convenes the General Meeting itself and informs it accordingly, which decides on the issue that has arisen.
4. The Audit Committee meets regularly once a quarter, extraordinarily when necessary at the invitation of its Chairman or at the request of one of its members.

5. The Audit Committee keeps a book of minutes where its decisions and reports on the General Meeting are recorded.

6. The Audit Committee at the end of each financial year prepares a report on the management by the BoD, which it submits to the General Meeting.

Article 33

Auxiliary Committees of the union

The Board of Directors on its own initiative may create auxiliary committees, depending on the needs of the union for the promotion of specific issues. These committees are of an auxiliary, advisory nature, act on the side of the BoD and operate on the basis of its directions and decisions. Each member of the union participates freely in these committees, who can help with their reflection and practical work. The following committees are indicatively and not restrictively referred to as such: Committee on Youth, Women , Health and Safety, Culture, Sport.

Article 34

Strike action

1. The strike is a right of the members of the union and is legally decided by the General Assembly as a means of safeguarding and promoting the economic, labor, social and insurance interests of the members and as an expression of solidarity for these purposes. The physical or remote vote of at least one second (1/2) of the financially settled members is required for the discussion and decision to declare a strike.

2. The BoD may declare short-term work stoppages. The General Assembly may authorize the Board of Directors to declare successive work stoppages or a permanent strike within the framework of the Constitution, international conventions and the labor law in accordance with the Constitution.

Article 35

General Provisions.

- 1.** The union participates in a militant rally of unions for the promotion of the economic, labor and insurance interests of the employees of the Prefecture of Attica and the whole country by decision of the General Assembly.
- 2.** The Union participates in cultural sports events by decision of its Board of Directors.
- 3.** The Union celebrates May Day, the international day of the working class, with a 24-hour strike.

Article36

Seal

The club has a circular stamp. In its' outer region region its name is written and in the interior the year of its establishment.

Article 37

Amendment of Statute – Dissolution of the Association

- 1.** The General Assembly shall decide on the amendment of the statute of the union or the dissolution of the union, which shall be convened for this purpose, with the sole subject being the amendment of the statute or the dissolution of the association. The General Assembly is in quorum when at least ½ of the financially settled members of the union and the relevant decision is taken by a majority of 3/4 of those present.
- 2.**The union shall not be dissolved without a decision of the General Assembly unless the reasons specified by the Law apply.
- 3.** The property of the union in the event of its dissolution is given by decision of the General Assembly to another union or to a secondary or tertiary organization.

Article 38

Transitional provisions

- 1.** Elections for the appointment of the governing bodies of the union and the representatives in the secondary organization, with the provisions of the statute of the union, will be announced at the latest by the time of the

convening of the first ordinary General Assembly after the registration of these articles of association in GEMISOE. The same General Assembly will also elect the Election Committee that will hold these elections.

2. What is not provided for by this statute is regulated by the current legislation on trade unions (Law 1264/1982), the provisions of the Civil Code on common civil unions (Articles 78 et seq. of the Civil Code) and is supplemented by decisions of the General Assemblies of members.

Article 39

This statute consisting of thirty-nine (39) articles were voted unanimously by the founding members in the founding meeting of the Union of202...

Athens..../..../202...

The Founding Members

Name Signature	Surname	Father's name	Address of residence	profession	Age	ID Card
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