

STATUTE
of the Trade Union of Workers in Education and Science of Slovakia

Chapter I

Title, mission and headquarter of the Trade Union

Article 1

1. The Trade Union of Workers in Education and Science of Slovakia (further Trade Union) is a Trade Union of Trade Union organisations (further only basic organisation) and in this way a Trade Union of workers and citizens without any difference of profession, gender, race, citizenship, religion and political views. It is created on the base of free Trade Unionist association. The Trade Union may associate also subjects of interest, profession and others, performing in the sphere of education and science or other branches that are identifying themselves with the aims, programme and Statute of the Trade Union. (further only member).
2. The Trade Union is a free, independent legal person.
3. The membership is voluntary. A condition for its beginning is a written application for the membership.

The membership perishes on the day of the information by the member about leaving the Trade Union, cancellation of the membership of a reason of disturbing the Statute of the Trade Union, its programme, for non-payment of the Trade Union contributions minimally for 3 months or because of destruction of the basic organisation.

Article 2

1. The mission of the Trade Union is to defend and protect the entitled interests of its members. The role of the Trade Union and its administration is to secure the rights of its members and support and protect their legal interests and the interests secured by the legislation.
2. The Trade Union, its organisations and administration fulfil its tasks mainly in the way of:
 - a) having the right to decide, to co-decide and act in the society control in cases and issues determined by the legal Regulations.
 - b) signing the Collective Agreements, agreements of cooperation, Collective Contracts and according to its possibilities removing the reasons of social uncertainty of its members
 - c) making possible for its members to take part at the control of fulfilling the legal-working regulations by their employer or another administration of the State government, asking the full information from the employer and inform in time the membership about the Trade Union issues and other actual coherences
 - d) enabling to its members to take part at the preparation and creating mostly the working-legal regulations and at solving the base issues, touching their entitled interests
 - e) enabling its members to take part at solving and the control of the Trade Union life and to express their mind to the basic issues of the Trade Union activities
 - f) securing the protection of members of their rights, resulting from the working-legal relationship against the employer and by granting the legal service in the working-legal lawsuit free of charge including the representation in a trial for members, whose membership lasts from the beginning of the membership up to 10 years without any interruption, secure a free of charge a legal advisory in citizen-legal issues.

- g) securing and realise a cooperation with domestic and international Trade Union headquarters , legal and physical persons
- h) creating, maintaining and interfering the purpose organisations or other institutions for securing of its activities
- i) publish periodical and non-periodical publications under the conditions stated by the legal regulations
- j) evaluating of the members and officials of the Trade Union for a exemplary fulfilling the tasks in the organisation and in the administration of the Trade Union and for other merits for strengthening of the position and development of the Trade Union
- k) granting according to its possibilities a non-returnable contribution to its members, whose membership lasts without an interruption minimally one year for a health and recondition care, giving according to its possibilities a non-returnable contribution for overcoming an extraordinary bad economical situation of its members or a returnable interest less financial help according the given regulations and collective agreements

Article 3

The headquarter of the Trade Union

The headquarter of the Trade Union of Workers in Education and Science is Bratislava.

Chapter II.

The structure and organs of the Trade Union

Article 4

Member of the basic Trade Union organisation

1. The Trade Union respects the right of the inhabitants and employees to associate themselves and to create basic organisations as well as their will to become a member of the Trade union.
2. The member has the right:
 - a) to take part at the discussions of the Trade Union and of administration of the basic organisations if it is discussing his/her person
 - b) to be present at the membership meetings/conferences of the basic organisation, where he/she is a member
 - c) to ask after a protection from the side of the Trade Union for protecting of his/her legal interests resulting from the working contract if his/her membership lasts minimally 2 years
 - d) to express its mind to the activities of its officials and the administration of the Trade Union and of the basic organisation, where he/she is a member
 - e) to propose suggestions for improving the activities of the Trade Union and the basic organisation, where he/she is a member
 - f) to elect and be elected into the organs of the Trade Union by the delegates of the Trade Union Congress or the appertaining organs of the Trade Union. There cannot be elected into the organs of the Trade Union a member, who acts as an official of a statutory representative of the employer
 - g) to use the profits of the Trade Union
3. The member of the basic Trade Union organisation has the obligation to:

- a) cooperate at the realisation of the Programme of the basic organisation and the Trade Union
- b) to keep the Statute of the Trade Union and of the basic organisation
- c) to pay regularly the Trade Union contributions

Article 5

The basic organisations

1. The basic organisations are organisations of employees, whose aim is to support and protect the interests of the employees. They have the right to elaborate its Statutes in harmony with the Law about association of citizens and according the Statute of the Trade Union, to elect freely its representatives, to organise its own activities and economy, to define its programme and to negotiate with the employer the issues of working conditions, salaries, conditions of work and relationship between the employer and employees, to protect their interests and to sign Collective Agreements.
2. The basic organisation has minimally 5 members.
3. A member of a basic organisation may be physical persons, who are of the same standpoint of the aims,, programme and Statute of the Trade Union and the basic organisation. The membership in the Trade Union organisation is voluntary.
4. For becoming a member of the basic Trade Union organisation the citizen or the employee has to present a written application . About the accepting or non-accepting for a membership will decide the Council of the basic organisation. In time of 30 days after receiving the application. The result is to be given to the applicant.
5. The membership in the basic organisation parishes:
 - a) by leaving the basic organisation on the base of an written application
 - b) by deciding of the membership meeting/conference for damaging the Statutes or non fulfilling the obligations of the member
 - c) death of a member
6. The basic organisation, if its Statutes do not define other way has created its own administration.
 - membership meeting/conference is the highest organ of the basic organisation, that decides upon basic issues of the basic organisation, mostly about creating or a change of the structure, cancellation of an organisation, accepting of inner regulations of the basic organisation, about electing of officials and members of the control committee of the organs of the basic organisation and about their cancellation, about creation of the Council of the basic organisation and about cancellation of the membership there, about cancellation of the membership in the basic organisation and about the amount of the contribution for the basic organisation
 - the council of the basic organisation, that is a statutory organ of the basic organisation is a appertain Trade Union organ, that co-decides with the employer according the definitions of the legal-working regulations. It has minimally 3 members. It decides about solving quarrels, that do not touch the membership meeting. The Council convinces a membership meeting minimally twice a year. It presents there its report for the preceding calendar year and the proposal of the content and financial budget for the next calendar year. The Council responses for the realisation of conclusions of the membership meeting/conference, for an ordinary functioning of the basic organisation and for fulfilling the regulations in the activities of the basic organisation. A chairman, who is elected by the members from their own members, or who is elected by the membership

meeting or the conference, leads the council. The chairman is responsible for the realisation of the conclusions of the council. The chairman calls the meeting of the Council according to the necessity and chairs the meeting. The chairman has a signing right. He signs the documents for the basic organisation and the Council in the way, that he writes down his/her name readable as well as the post and signs it with his own hand. A stamp must be there too.

7. The basic organisations have a legal subjectivity. They can gain rights and bind themselves up to the amount of their ownership, which with they work the economy with the contributions, that was given to the organisation by the Trade Union as well as the correctness of the conscription are checked by the controller of the Trade Union as well as the employees of the Trade Union on the base of mandating by the Board of the Trade Union. In case of a destruction of the basic organisation the membership meeting decides about the issues of the ownership. The non-movable ownership that is not arranged by the basic organisation will be conveyed to the Trade Union.
8. The basic organisations mandate their legality to the Trade Union and to its higher and active administration in the interest of securing the Trade Union tasks in the relationship to the international TU, to the central administration state offices in the sense of an united coordination and methodology of the basic organisations and work with the ownership for the aim of its rational use for the effort of the members.

Article 6 **The Councils of the basic organisations**

1. For securing the fulfilling of the tasks and the maintaining of the activities in the relationship to the management of the employer or to the territory administration of state administration may the basic organisations after a common agreement create a Council of the basic organisation of the Trade Union (further only Council). The Council becomes a legal subjectivity after being in the evidence at the Ministry of Interior of SR.
2. The Council consists of the representatives of the basic organisation, who are endorsed by the membership meeting /conference of the basic organisation.
3. The posting, activities, power and structure of the Council are defined by the basic organisation in an agreement about creation the Council and in the Statute of the Council
4. Its chairman, who is in a working contract or one alike that with the Trade Union, chairs the Council

Article 9 **The Board of the Trade Union**

1. The Board of the Trade Union is the highest administration unit of the Trade Union in time between the Congresses of the Trade Union.. It has 32 members and consists of the representatives of the Trade Union in a proportional representatives of the existing associations – the Association of the elementary schools 16, Association of secondary schools 8, Association of higher schools (Universities) and directly managed organisations 4, of the President and the vice-presidents.
2. The Board of the Trade Union secures the realisation of fulfilling the Conclusions of the Congress, controls its fulfilling and discusses the reports and the decisions of the Council of the Trade Union.
3. The Board of the Trade union as the highest administration decides by voting about the following issues of the Trade Union:

- a) creation of professional committees and other organs of the Trade union and about their activities
 - b) defining the conditions of acting of the Congress of the Trade union
 - c) connecting the Trade Union to the general strike
 - d) declaration of the Trade Union strike as whole
 - e) about connecting the Trade union into the international activities
 - f) about abolition of the membership in the Trade Union because of breaking the Statute of the Trade Union or for non-filling the contribution obligation
 - g) because of changes in the Articles of regulations for the economy and financial sphere of the Trade union
 - h) about the mandate of the Trade Union member to perform the function of the Trade Union president, a vice-president of the Trade Union in the sense of letter I) of this article
 - i) loosing the Trade Union president, the vice-president in case if the elected official cannot fulfil his office or he give the post up
 - j) the budget for the next year
 - k) the results of the economy for the given period
 - l) the salary order of the Trade Union
 - m) the membership or about the change of the membership in the Trade Union centres
 - n) the negotiation order of the Board of the Trade Union
 - o) the subsidiaries of the Trade Union into the organs of other institutions and for negotiations with the social partners
 - p) the content of collective agreements and contracts about cooperation and with the social partners
4. The manner of negotiations of the Board is detail defined
 5. in its negotiation order approved by the Congress of the Trade Union. The Board meets minimally 4 times a year.

Article 10

Professional committees and other organs of the Trade Union

1. For securing the fulfilling of the tasks, preparation of expertise and coordination of the activities may the Board of the Trade Union create professional and coordination committees into which every of the Trade Union associations can mandate its delegates
2. The statute, defined by the Trade Union, manages the activities of the committees

Article 11

The Council of the Trade Union.

1. The council of the Trade Union is an organ securing the fulfilling of the conclusions of the Congress of the Trade Union and the Board of the Trade Union, which are responsible for them. It consists of the President of the Trade Union, the chairmen of the Associations of the Trade Union and of the representatives of the Associations: Association for elementary schools 2, secondary schools 2, and tertiary and directly managed association 2.
2. The Council decides about following activities and fulfils them:
 - a) elaboration of the programme aims of the Trade union approved by the Trade union Congress
 - b) securing the realisation of the elaborated programme aims of the Trade Union
 - c) presenting the budget proposal of the Trade Union to the Board for the given year

- d) decides about causally transfer between individual issues of the approved budget of the Trade Union on the base of the proposals of the Associations
 - e) discusses about the results of the economy of the Trade Union ownership and approves the steps in this sphere
 - f) presents yearly to the Board of the Trade union the yearly report about fulfilling the elaborated tasks of the Trade Union, about the activities and fulfilling the budget of the Trade Union for the given year
 - g) approves the plan for the sphere of the Safety at the workplace
 - h) approves the plan of international working activities of the officials and employees of the Trade Union
 - i) realises the tasks in the sphere of international cooperation
 - j) prepares the standpoints of the Trade Union for issues, touching the activities of the Trade Union
3. The way of discussions and negotiations of the Board are detailed prepared by the negotiation order, approved by the Board of the Trade union.

Article 12

The President and vice-presidents of the Trade Union

1. The President of the Trade Union represents the Trade Union and acts in the name of the Trade Union in whole sphere of activities in harmony of the decisions of the highest organs of the Trade Union and perform the legal tasks for the employer. The President is elected by the Congress on the base of a proposal of the basic organisations.
2. The vice-presidents of the Trade Union, who are at the same time the chairmen of the associations of the Trade union, represent the given associations in the whole sphere of performance.
3. The vice-presidents are elected and cancelled by the Trade Union Congress delegates according the given rules of the associations on the base of the proposal of basic organisations.
4. The President as well as the vice-presidents are in the main working contract with the Trade Union.
5. The President and the voice-presidents are elected for their function on the most for 3 election periods one after the other. This regulation is valid from the next elect period.

Article 13

The Associations of the Trade Union

1. The Associations of the Trade Union are autonomous, equal professional-trade union organs of the Trade Union., securing the realisation of the professional-trade unionist interests in the defined sphere.
2. The associations of the Trade Union are created for the elementary, secondary and tertiary schools and for the directly managed organisations
3. The associations and their organs decide about following activities and perform them:
 - a) elaborate, discuss and approve the activity plans, activities and the budget for the given year
 - b) discuss the professional and special interests of the membership
 - c) take part at the deciding procedure for legal and Trade Union regulations
 - d) elaborate and present to the Trade Union bodies their standpoints for the legal and Trade Union regulations

- e) define, defend and protect the entitled claims of the members from the basic organisation to the Trade Union
 - f) represent the interests of the Councils of the basic organisations in the amount of mandated power
 - g) coordinate the basic organisations in the sphere of the Trade Union activities
 - h) direct methodically the basic organisations in the sphere of the Trade Union activities
 - i) decide the amount of the officials and employees salary in the Councils of the basic organisations in harmony with the salary order of the Trade Union approved by the Board of the Trade Union and they present its decisions to the President of the Trade Union
 - j) decide about the designations of the representatives of the Associations for a Board member of the Trade Union, a member of the Council and the controller body as well as about their cancellation
4. The structure and the way of the election of the organs of the associations of the Trade union as well as their activity defines the Statute of the given association.

Article 14.
The Office of the Trade Union

1. The office of the Trade Union is organised for the maintaining of the Trade Union work, for the professional and methodical work.
2. The structure of the Trade Union Office is defined by the organisational order published by the President of the Trade Union after approving by the Board of the Trade Union.