

## **Articles of Association - DTCS Union**

### **ARTICLES OF ASSOCIATION OF THE EMPLOYEES' UNION AT "DEUTSCHE TELEKOM CLOUD SERVICES L.L.C."**

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#### **ARTICLE 1. NAME – REGISTERED OFFICE**

The name of the union is "Employees' Union at Deutsche Telekom Cloud Services L.L.C." (*Somatío Ergazoménon sti Deutsche Telekom Cloud Services E.P.E.*). It is an enterprise-level union at the company bearing the name "Deutsche Telekom Cloud Services L.L.C."

The registered office of the union is established in Thessaloniki.

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#### **ARTICLE 2. OBJECTIVES**

The objectives of the union are:

1. The unification of its members and the study, safeguarding, protection, consolidation, advancement, promotion, expansion, and pursuit of their common occupational, financial, social security, social, and trade union interests, which is made possible through cooperation, solidarity, joint actions, and the efforts of the members by every appropriate means.
2. The improvement of the position of its members, the protection, promotion, and expansion of their financial, occupational, social security, and trade union rights, as well as the defence of the free and unhindered exercise thereof.
3. Vigilance and the struggle to secure better terms and conditions of remuneration and employment for its members. The struggle for the conclusion and implementation of collective bargaining agreements binding upon all employees, for stable and permanent employment, against flexible employment relationships, the imposition of adverse working conditions, and the intensification of labour. The securing and maintenance of remuneration generally adjusted to the current living needs of its employed members,

ensuring a satisfactory standard of living for its employed members. Oversight of the faithful observance of labour legislation, as well as contribution to its formulation, supplementation, and improvement. Oversight of the full and faithful implementation of health and safety legislation in the workplace.

4. The defence and expansion of trade union, political, individual, and social democratic rights and freedoms. The elevation of the standard of living, educational, intellectual, and cultural level, the vocational training, and the recreation of its members.
5. The cultivation and development of a spirit of collegiality and militant solidarity among its members, with the aim of developing their class unity, regardless of gender, nationality, religion, age, specialisation, employment relationship, or level of education, for the joint advancement of the union's objectives.
6. Solidarity and the combination of efforts and struggles with other workers' unions in our country and throughout the world for the defence of workers' achievements, participation in struggles that advance the common interests of the working class and of all workers generally, the pursuit and attainment of contemporary and just labour demands at any given time, the continuous improvement of their overall standard of living, educational and cultural level, the abolition of employer exploitation with the ultimate objective of abolishing the exploitation of human by human, the repulsion of fascism and racism, and the defence of freedom, democracy, and peace.

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### **ARTICLE 3. MEANS FOR THE ACHIEVEMENT OF OBJECTIVES**

The Union employs all means provided by law to primary-level trade union organisations for the achievement of its objectives, and in particular the following indicative ways and means:

1. Through the rallying and registration as members of all employees at the company bearing the name "Deutsche Telekom Cloud Services L.L.C." and the demonstration to its members of the significance and advantages of their mass and universal organisation in the Union, through the development of trade union consciousness among its members.
2. It negotiates the resolution of its members' issues with every competent authority.

3. It actively participates through its representatives in the centres where decisions are made regarding the employees-members and in meetings with the employer, indicating the required solutions.
4. Through the mobilisation of members for the pursuit of their rights, utilising all forms of trade union struggle in the sector.
5. It negotiates, pursues, draws up, and signs enterprise-level collective bargaining agreements.
6. It supports the demands of its employed members by every appropriate and lawful means, makes representations before Authorities, and engages in all manner of mobilisations, assemblies, and strikes.
7. It reports to the administrative and other authorities on every matter pertaining to its objectives, its members, employment and occupational relations generally, and the interests of its members; it denounces and refers to the administrative and judicial authorities any violations of labour and social security legislation and of the regulations pertaining to the union itself or its members.
8. Through the establishment of a library, club, and research and documentation centre for the enlightenment of its members regarding their true position in society and their genuine interests, for their class consciousness, the consolidation of close solidarity among all workers, class unity and class struggle, the organisation of educational and recreational events (lectures, seminars, screenings, dinners, galas, excursions), the publication and circulation among its members of special informational materials, leaflets, or a newspaper on labour, social security, social, cultural, and educational content, and through the creation of a website on the internet.
9. Through the defence and strengthening of the class-struggle line of the union and the workers' trade union movement against big capital and its representatives.
10. Through the development of unity and solidarity among the Union's members.
11. Through the participation of the union's members in the struggle for the improvement of the position and standard of living of all workers.
12. Through the pursuit of protection and every form of assistance for colleagues who are ill or incapacitated for work, as well as for strikers in financial difficulty.

13. Through multifaceted efforts to develop class awareness among the union's members and, more broadly, among workers in the sector, and to demonstrate to them the advantages of their trade union organisation in the union.
  14. Through cooperation and joint action with other unions having similar objectives. Through moral and material support of other trade unionists and workers' organisations generally — primary, secondary, and tertiary — that are fighting for new achievements.
  15. Through every other appropriate and lawful means not specifically mentioned in this article, within the framework of the Constitution, International Conventions, the laws, and established trade union practice to date.
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#### **ARTICLE 4. FUNDAMENTAL OPERATING PRINCIPLES OF THE UNION**

1. Democratic process. Through this process, the free expression and discussion of all views must be ensured, all preconditions for the substantive participation of all members of the Union in the adoption and implementation of decisions and the oversight of the Board of Directors and the other bodies must be secured, as well as the safeguarding of the expression of any minority position.
  2. Independence from the state and employers.
  3. Financial self-sufficiency and autonomy.
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#### **ARTICLE 5. MEMBERS**

1. Any person employed at the company bearing the name “Deutsche Telekom Cloud Services L.L.C.” may become a member of the union, regardless of age, gender, religion, nationality or citizenship, regardless of their level of education, regardless of their specialisation or expertise, regardless of the type of their contract, regardless of the manner of their remuneration (monthly salary, lump-sum, hourly wages, remunerated by receipts/invoices for provision of services, etc.), and under any form of employment (indicatively: permanent or temporary, internship, fixed-term or indefinite-term, part-time or full-time, intermittent or rotational employment).

2. A prerequisite for the above employees to become members of the union is their unconditional acceptance of the provisions of these Articles of Association.
3. The same person may not be or become a member of any other enterprise-level union. In such a case — i.e., if the person is a member of another enterprise-level union — for their application for registration in the union’s membership register to be accepted, it must be accompanied by a certified copy of a filed application for their removal from the other enterprise-level union.
4. Members of the company’s management and employees who provide managerial services to any contractor, subsidiary, or subcontractor of the company may not become members of the union.
5. A prospective member of the Union shall submit an application to the Board of Directors and pay the prescribed registration fee. By means of their application to the Board of Directors of the union, the prospective member shall solemnly declare: (a) that they are employed at the company bearing the name “Deutsche Telekom Cloud Services L.L.C.”; (b) that they unconditionally accept the provisions of these Articles of Association; (c) their personal details, namely: first name, surname, father’s name, year of birth, identity card details (identity card number, date of issuance, issuing authority) or passport details, exact residential address, home telephone number, work telephone number, and email address; (d) their trade union electoral booklet number or their personal health insurance booklet number from the insurance organisation; (e) that they consent to the use of their personal data for the purpose of creating a file at the union; (f) whether they are a member of another union; (g) that they undertake to notify the Union’s administration of any change of their residential address, and that they agree to pay the monthly membership fee as determined on the basis of the Union’s needs by the General Assembly.
6. The Board of Directors shall examine registration applications at the first meeting following their submission. When the prospective member meets the above conditions, the Board of Directors is obligated to register them in the union’s membership register. The decision to accept the registration shall be made by the Board of Directors. If the Board of Directors rejects the application or fails to respond to the applicant within one month, the prospective member may, independently of the option of judicial recourse, file an objection with the Board of Directors, upon which the General Assembly of the Union shall decide with finality at the first ordinary or extraordinary General Assembly.

The Board of Directors is obligated to include the examination of such an application on the agenda of the General Assembly. The recourse to the General Assembly shall not suspend the effects of the Board's decision until it is revoked by the General Assembly or by a Court.

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## **ARTICLE 6. RIGHTS AND OBLIGATIONS OF MEMBERS**

All members of the Union are equal among themselves and have the same rights and the same obligations.

### **A: RIGHTS**

The members of the union have the following rights:

1. To participate in General Assemblies, to take the floor, and to vote on all matters.
2. To oversee the actions of the Board of Directors and the union's delegates to higher-level trade union organisations.
3. To take part in every procedure concerning the union and the interests of its members.
4. To enjoy every benefit and service that the union lawfully pursues and achieves.
5. To elect and to be elected, in accordance with the conditions of these Articles of Association and of the Law, to the Board of Directors of the Union, the Audit Committee, and to every other body or committee for which an electoral process is provided by law or by the Articles of Association. Additionally, to elect and to be elected as delegates to secondary-level trade union organisations.
6. To submit to the Board of Directors and the other bodies of the Union written and oral proposals on any matter whatsoever.
7. To demand the fulfilment of the Union's objectives and to be regularly informed of its activities and their results.
8. To request the mediation, support, protection, and intervention of the Union's Board of Directors and representation before the Courts, Labour Inspectorates and Authorities,

and before the Employer for the settlement of issues and disputes arising in the workplace between them and the employer.

## **B: OBLIGATIONS**

The members of the Union have the following obligations:

1. To pay their monthly membership fee, which is set at two euros (€2.00), and upon submitting their registration application, to pay the registration fee, which is set at six euros (€6.00). The above amounts may be increased or decreased by decision of the General Assembly of the Union or of the Board of Directors of the Union, subject to subsequent approval by the General Assembly of the members. Members of the Union who are seriously ill, or who are serving their military service, or who are unemployed, shall be exempt from the obligation of the membership fee for the duration of the illness, service, or unemployment, and shall be deemed financially in good standing for that period.
2. To abide by the provisions of the Articles of Association, the decisions of the General Assemblies, and the Board of Directors of the Union.
3. To participate in the General Assemblies, elections, militant mobilisations, and strikes of the Union and, more broadly, in all of its events and activities.
4. To undertake and carry out every duty assigned to them by the Board of Directors or the General Assembly.
5. To act in accordance with the Articles of Association and the decisions of the collective bodies of the Union for the benefit and advancement of the Union's objectives, and their conduct generally shall be consistent with workers' solidarity and consciousness — that is, they shall not engage in acts or omissions that are detrimental to their colleagues or in acts contrary to the objectives of the Union.
6. To defend and exercise their rights.

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## **ARTICLE 7. REMOVAL – WITHDRAWAL OF MEMBERS**

Members of the Union lose their membership status, forfeit membership automatically, and are removed from the Membership Register in the following cases:

1. Any member may withdraw voluntarily from the Union at any time. However, for such withdrawal to be valid and for the member's removal from the membership register to be validly effected, the member wishing to withdraw must submit their resignation in writing, addressed to the Board of Directors of the Union.
  2. Members who withdraw voluntarily from the Union may re-register and shall be treated as new members.
  3. A member who has ceased to work at the company bearing the name "Deutsche Telekom Cloud Services L.L.C." for six months, provided that this is due to the member's own volition and not to reasons that prevented them from working, such as election to parliament, local government, unemployment, dismissal, military service, illness, or accident. In particular, members who are dismissed shall retain their membership status even after the expiry of the six-month period if they have challenged their dismissal before the courts, and until a final and irrevocable judicial decision is issued, or if the union, by decision of its General Assembly, is pursuing their reinstatement.
  4. If they acquire the status of employer, member of the management of any subsidiary or contractor company, or any subcontractor thereof, or if they acquire the status of a managerial executive therein.
  5. Six (6) months after the decision of their retirement by the competent insurance organisation.
  6. A member who did not participate in the last two elections for the election of the union's governing bodies.
  7. A member who fails to pay their monthly membership fees for a period exceeding one year, unless they fall within the scope of Article 6, Section B, paragraph 1 of these Articles of Association.
  8. For a disciplinary offence that has resulted in the imposition of permanent removal.
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## **ARTICLE 8. DISCIPLINARY OFFENCES OF MEMBERS – SANCTIONS**

1. Members who violate the provisions or terms of the Articles of Association or the decisions of the General Assemblies, and whose conduct is incompatible with the objectives of the Union, shall be subject to the following sanctions, proportionate to the gravity of their act (conduct contrary to the Articles of Association and any incompatible relations with the employer and its bodies are deemed particularly unacceptable):
    - a. Oral warning or written reprimand.
    - b. Temporary removal for up to one year.
    - c. Permanent removal.
  2. The sanctions, with the exception of case (a) which may also be imposed by the Board of Directors, shall be imposed by the General Assembly upon a relevant proposal and recommendation of the Board of Directors.
  3. The Board of Directors must summon the accused member for the provision of explanations at least five (5) days before its meeting. The summons must state the charge with precision. In cases where a decision of the General Assembly is required pursuant to the above, the General Assembly, before adopting its decision, must hear the accused member, unless the member refuses to appear. In this case as well, the notice period for summoning the accused member to the General Assembly shall be at least five (5) days before the convening thereof. For the period until the General Assembly decides, the Board of Directors may, by absolute majority of its members, resolve to suspend the member's status. In that case, the General Assembly must decide within one month; otherwise, the suspension measure shall be lifted automatically.
  4. The Board of Directors may impose the sanctions of oral warning and written reprimand, provided it has summoned the accused member five (5) days in advance to attend the Board meeting and discuss the matter.
  5. A member shall also be removed by decision of the Board of Directors if they default on their membership fee for more than one year without cause. A member who is removed for this reason shall be obligatorily readmitted to the Union upon payment of all overdue amounts owed.
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## **ARTICLE 9. REVENUE**

### **A) Ordinary Revenue of the Union:**

1. The registration fee for members, which is set at six euros (€6.00).
2. The monthly membership fee, which is set at the sum of two euros (€2.00). The amount of the monthly membership fee may be increased or decreased by decision of the General Assembly of the Union or by decision of the Board of Directors of the Union, subject to subsequent approval by the General Assembly of the members. Retroactive increase or decrease of the monthly membership fee amount is prohibited.
3. All income from the union's assets.

### **B) Extraordinary Revenue of the Union:**

1. Extraordinary contributions, mandatory for members, for the coverage of extraordinary needs and in support of the union's work, as determined by decision of the Board of Directors of the Union, subject to subsequent approval by the General Assembly of the members.
2. Individual or collective voluntary contributions by members.
3. Financial support from any body or organisation funded by workers' funds.
4. Surpluses from the organisation of festive events, excursions, galas, raffles, or other similar activities serving the members and objectives of the Union.
5. Any amount derived from donations, inheritances, or bequests, as well as from any other lawful cause.

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## **ARTICLE 10. FINANCIAL MANAGEMENT**

1. The union shall maintain an account at one of the bank branches located in Thessaloniki. All cash balances shall be deposited therein, except for an amount the level of which is determined by the Board of Directors at the beginning of the year, which the Treasurer retains for the purpose of meeting the union's current expenses.

2. The assets of the union may not be used for purposes other than those specified in the Articles of Association, nor may their exploitation under any circumstances entail the union's involvement in a profit-making enterprise.
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## **ARTICLE 11. PARTICIPATION OF THE UNION IN HIGHER-LEVEL TRADE UNION ORGANISATIONS**

1. The union actively and dynamically participates in the secondary-level organisation of the Labour Centre of Thessaloniki (*Ergatoypalleliko Kentro Thessalonikis* — EKT), which is a member of the General Confederation of Greek Workers (*Geniki Synomospondia Ergaton Ellados* — GSEE), and may also become a member of other secondary-level organisations, such as a federation, by decision of the General Assembly of its members.
  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 union's members, by absolute majority of the members present, has the right to decide on the union's withdrawal from any trade union organisation and its accession to another.
  4. In the tertiary-level trade union organisation, the union shall be represented through only one secondary-level trade union organisation, as determined by decision of the General Assembly.
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## **ARTICLE 12. GOVERNING, REPRESENTATIVE, AND SUPERVISORY BODIES**

1. The supreme body of the Union is the General Assembly (G.A.) of the members.
2. The Union is governed by a five-member (5) Board of Directors (B.D.) and is supervised by a three-member (3) Audit Committee (A.C.), bodies that are elected every three (3) years by the members of the Union.
3. The Union is represented in the higher-level trade union organisations by delegates who are also elected every three (3) years.

4. In order to better organise and develop its activities and democratic internal functioning, the Union may, by decision of its Board of Directors, establish auxiliary bodies (Branches, Union Committees, etc.). In particular:

- By decision of the Board of Directors, branches of the union shall be established for members employed outside the Prefecture of Thessaloniki. The decision establishing a branch shall specify the seat and the geographical area it covers.
- The branches shall become members of the corresponding Labour Centre.
- The branches shall have as their objective the promotion of the union's objectives, the implementation of the decisions of the Union's bodies, engagement with the daily issues of their members, and the communication thereof to the Union's Board of Directors.
- Each branch shall elect, every 3 years, a three-member (3) Local Council and delegates to the Labour Centre to which it belongs. Elections at the branches shall be held simultaneously with the elections for the union's central bodies.
- The procedure for convening and operating the Assembly and the Local Council, the duties of the bureau, as well as the electoral system and electoral procedure for the election of the Local Council and delegates of the branch to the local labour centres of each branch, shall be the same as those specified in these Articles of Association for the corresponding central bodies of the union.
- The branches may hold extraordinary assemblies on matters concerning them, following the provisions of these Articles of Association. In such cases, the quorum shall be calculated on the basis of the number of the union's members in the branch's city.
- For the convening of an assembly, the Local Council shall inform the Board of Directors. The Board of Directors shall always be informed of the decisions of the local assembly. In these cases, the Board of Directors shall be responsible for negotiations with the company's management, with the mandatory representation of the Local Council. Decisions of local branches adopted by their General Assembly concerning local strikes, work stoppages,

mobilisations, and protest gatherings shall bind the central Board of Directors with a decision of support.

- The Board of Directors may, on its own initiative, create Union Committees as the needs of the union require, for the promotion of specific matters. The nature, composition, and manner of operation of such committees shall be determined by decisions of the Board of Directors or of the General Assemblies. These committees shall have an auxiliary, advisory character, shall operate alongside the Board of Directors and shall function on the basis of its directions and decisions. Any member of the union who can contribute through their reflection and practical work may freely participate in these committees. Such committees include, indicatively and not exhaustively, the following: Youth Committee, Women's Committee, Health and Safety Committee, Culture Committee, Sports Committee.
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## **ARTICLE 13. GENERAL ASSEMBLY OF MEMBERS**

1. The General Assembly is the supreme body of the Union and decides on every matter that has not been assigned by law or by the Articles of Association to another body. It also decides on any other matter normally falling within the competence of another body that is referred to its judgement by decision of the body in question. The General Assembly may convene in person or remotely via electronic, internet-based, or network connection under conditions ensuring transparency and confidentiality, in accordance with the provisions of Law 1264/1982 (Article 8, paragraph 2).
2. The General Assembly exercises oversight and supervision over the other bodies of the union. It has exclusive competence to:
  - Review the outgoing Board of Directors' accountability report, approve the budget and the financial statements, and grant or withhold discharge of the Board of Directors from any liability.
  - Decide on the amendment of the Articles of Association, the dissolution of the union, and the union's participation in higher-level trade union organisations (Federation and Labour Centre).

- Elect every three (3) years the governing and supervisory bodies of the union and its delegates to higher-level trade union organisations.
  - Decide whether the union shall be represented in the tertiary-level trade union organisation through the Labour Centre or through the federation of which it is a member.
  - By its decision, it may increase or decrease the amount of the registration fee and monthly membership fee, or approve a relevant proposal by the Union's Board of Directors.
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## **ARTICLE 14. CONVOCATION OF THE GENERAL ASSEMBLY**

1. The ordinary General Assembly shall convene compulsorily once a year, within the first quarter of the year. At the ordinary General Assembly held in the first quarter, the administrative and financial accountability report of the Board of Directors for the preceding year and the budget for the following year shall be approved.
  2. The General Assembly shall be convened by the Board of Directors by means of announcements at the workplaces and at the offices of the Union, as well as by any other means that may assist in informing the members, at the discretion of the Board of Directors. The notice of convocation must be issued at least five (5) days before the convening thereof and must specify the exact place and time and the items on the agenda. The same notice must indicate whether it is the first, second, or third convocation of the General Assembly.
  3. Only members who are financially in good standing with the Union may participate in General Assemblies. Financial regularisation may also be effected on the day of the General Assembly itself.
  4. The Board of Directors may invite to the General Assembly, with the right to speak, representatives of other Workers', Scientific, Student, Cultural, and other organisations, representatives of Local Government bodies, and members of the national Legislature, if it considers that their presence furthers the achievement of the Union's objectives. However, their presence shall be limited to a time before the commencement of the agenda items or after the exhaustion thereof.
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## **ARTICLE 15. QUORUM OF THE GENERAL ASSEMBLY**

1. The General Assembly shall be in quorum, except in the special cases provided for under Articles 99 and 100 of the Civil Code, when one-third (1/3) of the members who are financially in good standing are present.
  2. In the event that quorum is not achieved, a new General Assembly shall be convened, requiring the presence of one-quarter (1/4) of the members who are financially in good standing, and if this Assembly also fails to achieve quorum, a further Assembly shall be convened requiring the presence of one-fifth (1/5) of the members who are financially in good standing. The adjourned General Assembly shall take place within 2 to 15 days from the cancellation of the preceding one, and no new items may be added to the agenda.
  3. If quorum is still not achieved at the third convocation, a new General Assembly may not be convened until one month has elapsed, whereupon the new General Assembly shall be treated as the first.
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## **ARTICLE 16. DECISION-MAKING PROCEDURE OF THE GENERAL ASSEMBLY**

1. At the commencement of its proceedings, the General Assembly shall elect from among its members, by secret ballot or by show of hands — but never by voice vote — a Chairperson and a Secretary.
2. Any vote concerning the election of any collective body — whether governing, supervisory, or delegates to higher-level trade union organisations — matters of confidence or personal matters generally, approval of the accountability report, and the declaration of a strike, shall be valid only if conducted by secret ballot. In all other cases, voting shall be by show of hands or by roll call, but never by voice vote.
3. Participation in General Assemblies and in votes shall always be in person. Participation of a member in the General Assembly and in votes by any form of authorisation or by correspondence is prohibited.
4. Subject to cases requiring an enhanced majority, the decisions of the General Assembly shall be adopted by simple majority of the members present. Decisions on all types of

elections shall be adopted by the same majority.

5. During the adoption of decisions at the General Assembly, third parties shall not be present, except for the judicial representative or any invited representatives from other workers' unions or representatives from a higher-level trade union organisation. In the contrary case, the decision may be annulled if the presence of third parties could have influenced the outcome.
6. The discussions and decisions of the General Assemblies shall be recorded in summary in the minutes book of the General Assemblies and shall be signed by the Chairperson and the Secretary of the General Assembly.

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## **ARTICLE 17. EXTRAORDINARY GENERAL ASSEMBLIES**

1. Extraordinary General Assemblies shall be convened for the purpose of addressing serious matters or when this is required by the interests of the Union's members, by decision of the Board of Directors. The convocation of an extraordinary General Assembly may also be requested by one-tenth (1/10) of the Union's members who are financially in good standing, by means of a request addressed to the Board of Directors. The request must specify the agenda items. In this case, the Board of Directors is obligated to convene the General Assembly within fifteen (15) days of the submission of the request.
2. The extraordinary General Assembly shall follow the ordinary General Assembly in matters of quorum and procedure. For its convocation, the notice period required for the ordinary Assembly shall not apply; rather, the minimum time necessary to inform the members shall suffice, which in any event may not be less than twenty-four (24) hours.

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## **ARTICLE 18. ELECTIONS**

1. The members of the union, provided their financial obligations are in good standing, shall elect and be eligible for election to the Board of Directors, the Audit Committee, and as delegates to higher-level trade union organisations, as well as to every other body or committee for which an electoral procedure is provided under the Articles of Association. Elections shall be conducted in person, with the physical presence of the

union's members, although there exists the possibility of using electronic means, as the Law provides.

2. Members are entitled to vote for delegates to only one Federation and one Labour Centre. If they belong to another union, they shall choose one union for the exercise of this right by means of a declaration to the Chairperson of the Electoral Committee. This declaration shall bind the member for the entire term of the delegates they voted for and for the term of the bodies that their delegates voted for.
3. The Union shall participate through its delegates in the election of the governing bodies of the Federation and the Labour Centre, provided it has settled the financial obligations stipulated by their respective articles of association.
4. The Union shall be represented in the tertiary-level trade union organisation through the Federation or through the Labour Centre. The General Assembly of the members shall decide through which of these organisations the union's representation in the tertiary-level trade union organisation shall be effected. This decision, which shall be taken by secret ballot at the same General Assembly that elects the Electoral Committee and immediately after the election of the Electoral Committee, shall require only the simple majority of the members present. The above commitment of the Union shall be valid for the entire term of the delegates of the chosen secondary-level trade union organisation.

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## **ARTICLE 19. ELECTORAL SYSTEM**

1. The electoral system for the election of the union's bodies shall be simple proportional representation, which is analysed as follows:
2. The seats of the Board of Directors, the Audit Committee, and the number of delegates shall be allocated among the lists and independent candidates in proportion to their electoral strength. The total number of valid ballot papers shall be divided by the number of seats or delegates to be elected. The quotient of this division, disregarding the fraction, constitutes the electoral quota. Each list shall obtain as many seats on the Board of Directors or the Audit Committee and shall elect as many delegates as the number of times the electoral quota is contained in the number of valid ballot papers it received. An independent candidate who received a number of votes equal to or greater than the electoral quota shall obtain one seat in the body for which they were a

candidate. A list that includes fewer candidates than the seats to which it is entitled shall obtain as many seats or elect as many delegates as its candidates.

3. Seats and delegate positions remaining unallocated after the above provisions shall be allocated in a second distribution, one each, to those lists that cumulatively satisfy the following conditions: (a) they obtained a seat or delegate from the first distribution; and (b) they have a remainder of unallocated ballot papers exceeding one-third (1/3) of the electoral quota. In the event that more than one list satisfies both conditions, the unallocated seat(s) and delegate position(s) shall be allocated, in order, to those lists whose remainders from the division of the first distribution are closest to the electoral quota.
4. If seats or delegate positions remain unallocated even after the second distribution, they shall be allocated in a third distribution and shall be obtained, in order, by the lists with the largest remainder of unused ballot papers, regardless of whether they obtained a seat from the first distribution. In the event of a tie, a draw shall be held.
5. Each list shall elect an equal number of alternate members for the Board of Directors and the Audit Committee as there are regular members. Alternate members shall replace those regular members who have died, resigned, or been declared forfeit.

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## **ARTICLE 20. CONDUCT OF ELECTIONS**

1. Responsibility for the conduct of elections shall rest with a three-member (3) Electoral Committee elected by the General Assembly by secret ballot, under the system of simple proportional representation, and in the presence of a judicial representative. The Electoral Committee shall assume its duties upon its election, in order that the elections be held on the dates and at the venue(s) determined and designated by the General Assembly. It shall immediately receive from the Board of Directors the membership registers, the receipt books for members' fees, stamps, and all other materials generally necessary for the conduct of the elections; it shall prepare the electoral rolls and shall determine the dates of the elections, which must take place no later than 30 days from the election of the Electoral Committee.
2. The Electoral Committee shall be presided over by the Judicial Representative during the elections.

3. Within two (2) days of its election, the Electoral Committee is obligated to specify, by means of an announcement posted at the Union's Offices, the exact date, venue, and time period (hours) for the conduct of the elections and to invite those wishing to submit candidacies for any office to do so by means of a relevant application no later than five (5) days before the day of the elections.
4. Candidacies shall be submitted by means of written applications to the Electoral Committee by the date and time specified by it. The deadline for the submission of candidacies may not be less than five (5) days before the elections. Candidates of a list shall submit a joint declaration in which they declare their participation and the title of the list. The joint declaration shall be submitted by one candidate of the list.
5. Immediately after the expiry of the deadline for the submission of candidacies, the Electoral Committee shall proclaim the candidates and prepare the relevant ballot papers.
6. Candidates for the Board of Directors and the Audit Committee shall be listed on the same ballot paper but in separate paragraphs, with an indication of the body for which they are candidates.
7. Candidates for delegates to the Labour Centre and to the Federation shall be listed on a separate ballot paper in the same manner.
8. The ballot papers and envelopes must be uniform per category.
9. The same member may not stand as a candidate for both the Board of Directors and the Audit Committee. Members of the Electoral Committee may not be candidates for any body of the Union, nor as delegates to higher-level trade union organisations.

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## **ARTICLE 21. VOTING – BALLOT-COUNTING RECORD**

1. The detailed arrangements for the conduct of the elections shall be determined by the Electoral Committee on the basis of the decisions of the outgoing Board of Directors and the General Assembly. Voting shall be conducted on the basis of alphabetical lists of members by surname, containing, in addition to the surname, the first name, father's name, address, financial good standing, and a column in which the identity card or passport number and the trade union electoral booklet number or health insurance

booklet number of the member presenting to vote shall be recorded, as well as a column in which the voting member shall sign.

2. Voting shall be conducted either in person or electronically from a remote location, with verification of the identity of voters ensured in both cases, in accordance with the provisions of Law 1264/1982 (Article 13, paragraph 1). Before all members vote, their identity shall first be verified and the membership registers checked to confirm that they are registered and financially in good standing. Financial regularisation of members may also be effected on the day of the elections.
3. Voting shall be by secret ballot and shall last until the day and time that has been designated. The Electoral Committee shall extend the voting time if members are waiting to vote. The voter, upon withdrawing to a designated private area (voting booth), shall mark on the ballot paper of their choice, next to the names of the candidates, their preference cross(es), specifically:
  - a. Up to five (5) crosses for the Board of Directors.
  - b. Up to three (3) crosses for the Audit Committee.
  - c. For delegates, as many crosses as they wish.

The voter shall then place the ballot paper inside the sealed and initialled envelope, which they shall deposit personally into the ballot box, which has been sealed by the Electoral Committee before the commencement of voting, with a note to that effect in the relevant minutes.

4. The electoral process shall include two simultaneous votes in two separate ballot boxes. In the first ballot box, pertaining to the election of the Board of Directors and the Audit Committee, all members of the Union who are financially in good standing shall vote. In the second ballot box, pertaining to the election of delegates, the members of the Union who are financially in good standing and who do not belong to another union shall vote, as well as members who are financially in good standing and who do belong to another union but have declared in writing to the Chairperson of the Electoral Committee that they choose this union for the purpose of voting for delegates to higher-level trade union organisations.
5. Before members vote, their identity shall first be verified and the membership registers checked to confirm that they are registered and financially in good standing. Financial

regularisation of members may also be effected on the day of the elections.

6. After voting, the member's electoral booklet shall be stamped, which the member must have with them. In the booklet, the judicial representative shall note the date on which the member exercised their electoral right, the term of the delegates for whom they voted, as well as the term of the bodies that their delegates will vote for. Those who have not obtained an electoral booklet shall use their health insurance booklet instead.
7. Throughout the duration of voting, representatives of the lists and, by decision of the Electoral Committee, candidates may be present within the voting hall.
8. During the elections, the Electoral Committee shall take all necessary measures to ensure absolute order and complete confidentiality, and shall supervise so that the elections are conducted in accordance with the provisions of the law and the Articles of Association, on the basis of the membership register, and shall provisionally decide on any dispute that arises or any objection submitted. Objections may be submitted throughout the duration of the voting and until the extraction of the results by the members of the Electoral Committee, the candidates present, and the representatives of the lists. Objections concerning the right to participate in the vote shall be adjudicated immediately. Decisions on objections, and on every issue arising during the voting, shall be adopted by absolute majority of the members of the Electoral Committee.
9. After the conclusion of voting, the Electoral Committee shall conduct the ballot count, proclaim the successful candidates, and announce the results. The unsuccessful candidates shall be deemed alternates by list. Each list or independent candidate is entitled to be present during the ballot count in person or through an authorised representative.
10. The Electoral Committee is obligated to draw up the minutes and protocols required by law for the elections.
11. The expenses of the elections shall be arranged by the outgoing Board of Directors in the most cost-effective manner for the union.

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## **ARTICLE 22. CONSTITUTION OF THE BOARD OF DIRECTORS**

1. No later than ten (10) days after the elections, the newly elected Board of Directors shall convene in a meeting upon the invitation of the leading councillor of the list that received the most votes, and shall elect from among its members the Chairperson, the Vice-Chairperson, the General Secretary, the Treasurer, and the Ordinary Member.
  2. Election to the various positions of the Bureau shall require the absolute majority of the members of the Board of Directors. If no candidate receives the absolute majority, the vote shall be repeated between the two candidates who received the most votes, and the one who receives the most votes shall be elected.
  3. At the first meeting of the new Board of Directors, the bureau of the outgoing Board of Directors shall also be invited, which shall hand over to the new Board the documents, books, and all the records of the Union in general, by means of a handover-and-receipt protocol signed by both parties.
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## **ARTICLE 23. MEETINGS OF THE BOARD OF DIRECTORS**

1. The Board of Directors shall meet regularly once a month, on a designated day and time, upon invitation by the Chairperson issued 48 hours in advance, specifying the items for discussion. It shall meet in extraordinary session at the discretion of the Chairperson and the General Secretary or if one-third (1/3) of its members so request, by application to the Chairperson specifying the items for discussion. In this case, the Board of Directors must be convened within three days.
2. The Board of Directors shall be in quorum when more than half of its members are present. If quorum is not achieved, the meeting shall be repeated in two days.
3. The meetings of the Board of Directors shall be open — that is, any member of the Union shall have the right to attend, with the right to speak subject to the Board's permission, but without the right to participate in the proceedings.
4. The decisions of the Board of Directors shall be adopted by absolute majority of the members present, by open vote, unless the decision concerns a strike or personal matters, in which case a secret ballot shall be conducted without the participation of the member affected by the decision.

5. The members of the Board of Directors: (a) shall be jointly and severally responsible for the fulfilment of their duties and obligations arising from the Articles of Association and the decisions of the General Assemblies; (b) shall not be liable for decisions adopted at a meeting of the Board of Directors at which they were not present, or at which they were present but dissented and their dissent was recorded in the minutes of the Board of Directors.
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## **ARTICLE 24. REMOVAL – RESIGNATION – VACANCY OF BOARD MEMBERS**

1. A member of the Board of Directors who is absent without justification from three (3) consecutive meetings or from five (5) non-consecutive meetings, without providing explanations upon being summoned in writing by the Chairperson of the Board of Directors for that purpose, shall be deemed to have resigned, shall be declared forfeit of their office by decision of the Board of Directors, and their position shall be filled by the first alternate of the same list. The Board of Directors shall adjudicate the merits of the explanations. The member so replaced may appeal to the General Assembly, which shall decide with finality.
  2. Any member of the Board of Directors may submit their resignation to the Board of Directors, which shall take effect immediately upon its receipt by the Board, without the need for acceptance.
  3. The Board of Directors in its entirety, or any member thereof, may be removed from office at any time by decision of the General Assembly.
  4. If, for any reason whatsoever, the members of the Board of Directors fall below the number required for quorum, the remaining members shall convene the General Assembly at the earliest possible time for the election of new governing and supervisory bodies.
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## **ARTICLE 25. DUTIES OF THE BOARD OF DIRECTORS – GENERAL**

1. The Board of Directors administers the Union, considers and decides on every matter presented by the Chairperson or its members.

2. It applies the Articles of Association of the Union and implements the decisions of the General Assembly of the members.
  3. It maintains the books required by Law for the Union and any other book deemed useful and necessary. It prepares the annual budget, the financial statements, the administrative accountability report, and the budget for the following fiscal year, and submits them for approval to the General Assembly.
  4. It drafts the operating regulations of the Board of Directors, convenes the General Assembly and draws up its agenda, prepares its financial and administrative accountability report and submits it to the General Assembly for approval, and generally ensures the fulfilment of the Union's objectives, and signs the minutes of the Board of Directors.
  5. It manages the assets of the Union, takes all appropriate measures for the handling and resolution of various matters, implements the decisions of the General Assembly, and applies the Articles of Association.
  6. It plans and coordinates the work of the Union and establishes, by its decision, auxiliary committees for the promotion of specific matters.
  7. It decides on the declaration of strikes and work stoppages.
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## **ARTICLE 26. DUTIES OF THE CHAIRPERSON – VICE-CHAIRPERSON**

1. The Chairperson represents the Board of Directors and the Union before the courts and before all authorities generally, and in all relations and disputes.
2. The Chairperson convenes, directs, and presides over the meetings of the Board of Directors and puts matters to a vote.
3. The Chairperson implements the decisions of the Board of Directors and the General Assemblies, co-signs with the General Secretary all documents and minutes of the Board of Directors, and co-signs with the Treasurer the payment warrants.
4. In the absence or incapacity of the Chairperson, the Vice-Chairperson shall act in their stead. By decision of the Board of Directors and with the consent of the Chairperson, specific duties may be assigned to the Vice-Chairperson.

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## **ARTICLE 27. DUTIES OF THE GENERAL SECRETARY**

1. The General Secretary manages the offices of the Union, maintains the books, the archives, and the seal, handles the correspondence, and keeps the membership register up to date.
2. The General Secretary drafts and co-signs with the Chairperson the minutes of the Board of Directors' meetings and all documents generally, and prepares, together with the Chairperson, the agenda for the meetings of the Board of Directors.

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## **ARTICLE 28. DUTIES OF THE TREASURER**

1. The Treasurer collects, by means of duplicate receipts, the membership fees and all revenue of the Union generally.
2. The Treasurer makes all payments on the basis of warrants bearing the signatures of the Chairperson and the Treasurer. Each warrant shall state the Board of Directors' decision approving the corresponding expenditure. The Treasurer is personally accountable and bears criminal and civil liability for any loss of funds or payment made without a warrant.
3. The Treasurer deposits the union's funds in the bank selected by the Board of Directors, in the name and on behalf of the union, except for an amount the level of which is determined by decision of the Board of Directors, which the Treasurer retains for the current needs of the union. The Board of Directors' decision determining the amount the Treasurer may retain may be varied according to need, and said amount may be increased or decreased by subsequent decisions of the Board. Any withdrawal by the Treasurer of any monetary sum from the union's bank deposits shall be permitted only upon specific written authorisation of the Chairperson.
4. The Treasurer maintains and keeps up to date: (a) the Cash Book; (b) the Assets Register of the Union, in which all the assets of the Union and any changes thereto shall be recorded; and (c) the receipt books and other supporting documents. The Treasurer shall also keep the membership register up to date with respect to the payment of each member's fee.

5. At the end of the financial year, the Treasurer shall prepare the management report, on the basis of which the Board of Directors shall prepare the financial report, the financial statements, and the budget for approval by the General Assembly. The Treasurer is obligated to provide all information to the Audit Committee and to make the books available for inspection upon request.
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## **ARTICLE 29. MAINTENANCE OF BOOKS**

The Union is obligated to maintain the following books:

- A. Membership Register, in which the names of the members shall be entered in sequential order together with all their details, the date of their registration, and any removal.
- B. Minutes Book of the General Assembly Meetings.
- C. Minutes Book of the Board of Directors Meetings.
- D. Cash Book.
- E. Assets Register.

The Union shall also maintain receipt and payment vouchers, which shall be numbered and certified by the Audit Committee before use.

The Board of Directors may resolve to maintain any other books and records.

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## **ARTICLE 30. AUDIT COMMITTEE**

1. During the elections for the Board of Directors, a three-member (3) Audit Committee shall be elected by the same procedure and for the same term. Its proceedings shall be directed by its Chairperson, who is elected at its first meeting. It shall meet regularly once every quarter, and in extraordinary session when the need arises, upon the invitation of its Chairperson or upon the request of one of its members.
2. The Audit Committee shall maintain a minutes book in which its decisions and its reports to the General Assembly shall be recorded. Its function is the audit and supervision of the financial management of the union. It has the right to examine at any time the Cash Book and the Assets Register and to verify the contents of the Treasury.

3. If the Audit Committee has objections regarding the financial management and discovers management irregularities, it shall be entitled to request the convening of a General Assembly for the adoption of decisions. The Board of Directors is obligated to convene an extraordinary General Assembly within one month of the Audit Committee's request. If this deadline lapses without action, the Audit Committee shall itself convene the General Assembly and inform it accordingly, and the General Assembly shall decide on the matter that has arisen.
  4. At the end of the financial year, the Audit Committee shall prepare a report on the management by the Board of Directors, which it shall submit to the General Assembly.
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## **ARTICLE 31. AUXILIARY COMMITTEES OF THE UNION**

The Board of Directors may, on its own initiative, establish auxiliary committees as the needs of the union require, for the promotion of specific matters. These committees shall have an auxiliary, advisory character, shall operate alongside the Board of Directors, and shall function on the basis of its directions and decisions. Any member of the union who can contribute through their reflection and practical work may freely participate in these committees. Such committees include, indicatively and not exhaustively, the following: Youth Committee, Women's Committee, Health and Safety Committee, Culture Committee, Sports Committee.

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## **ARTICLE 32. STRIKE**

1. A strike constitutes a right of the union's members and shall be lawfully decided by the General Assembly as a means for the safeguarding and promotion of the financial, occupational, social, and social security interests of the members, and as an expression of solidarity for such purposes. For the discussion and adoption of a decision to declare a strike, the physical or remote vote of at least one-half (1/2) of the members who are financially in good standing is required.
  2. The Board of Directors may declare short-duration work stoppages. The General Assembly may authorise the Board of Directors to declare successive work stoppages or an extended strike within the framework of the Constitution, international conventions, and labour legislation consistent with the Constitution.
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## **ARTICLE 33. GENERAL PROVISIONS**

1. Any interference by the state or by the employer in the functioning and activities of the Union is excluded.
  2. The Union shall participate in militant coalitions of unions for the promotion of the financial, occupational, and social security interests of workers throughout the country, by decision of the General Assembly.
  3. The Union shall celebrate May Day — the international day of the working class — in a militant manner, with a 24-hour strike and participation in workers' events.
  4. The Union shall participate in cultural and athletic events by decision of its Board of Directors.
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## **ARTICLE 34. AMENDMENT OF THE ARTICLES OF ASSOCIATION – DISSOLUTION OF THE UNION**

1. The amendment of these Articles of Association or the dissolution of the union shall be decided by the General Assembly, which shall be convened for that purpose with the amendment of the Articles of Association or the dissolution of the union as the sole agenda item. The General Assembly shall be in quorum when at least one-half (1/2) of the members who are financially in good standing are present, and the relevant decision shall be adopted by a majority of three-quarters (3/4) of the members present.
  2. The Union shall not be dissolved without a decision of the General Assembly, except where the grounds provided by law exist.
  3. In the event of the union's dissolution, its assets shall be transferred, by decision of the General Assembly, to another union, to a secondary-level or to the tertiary-level trade union organisation, or as the General Assembly shall decide.
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## **ARTICLE 35. SEAL**

The union shall have a circular seal. On its circumference, the name of the union shall be inscribed, and in the interior, the year of its founding.

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## **ARTICLE 36. TRANSITIONAL PROVISIONS**

Elections for the election of the governing bodies of the union and of the delegates to the secondary-level organisation, under the provisions of these Articles of Association, shall be called no later than the time of the convocation of the first ordinary General Assembly following the registration of these Articles of Association in the register of trade union organisations of the Court of First Instance of Thessaloniki. The same General Assembly shall also elect the Electoral Committee that will conduct said elections.

Any matter not provided for by these Articles of Association shall be governed by the applicable legislation on trade union organisations (Law 1264/1982), the provisions of the Civil Code on ordinary civil associations (Articles 78 et seq. of the Civil Code), and shall be supplemented by decisions of the General Assemblies of the members.

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## **ARTICLE 37**

These Articles of Association, consisting of thirty-seven (37) articles, were voted on unanimously, article by article and in their entirety, by the founding members at the founding assembly of the Union on 24 February 2026.

Thessaloniki, 24/02/2026