

TRANSPORT AND TELECOMMUNICATIONS UNION

NEZAVISNOST

S T A T U T E

**DOCUMENTS**  
Belgrade, April 2006.

According to the article 30 of the Statute of TUC “Nezavisnost” adopted on the 5<sup>th</sup> Congress, held on 26-27 January 2002; Statute of transport and telecommunications union “Nezavisnost” adopted on founding Congress in Belgrade on 23<sup>rd</sup> March 2002 as well as to the proposal for supplement and alteration of the statute made by Head Committee, The second Congress of Trade Union is bringing the following:

## **S T A T U T E**

Of the Transport and Telecommunications Union “Nezavisnost”

### **I BASIC PROVISIONS**

#### **Article 1**

The name of the Union: Transport and Telecommunications Union “Nezavisnost”

#### **Article 2**

Transport and Telecommunications Union “NEZAVISNOST” (hereinafter Union) is a voluntary, autonomous and interest Unions “NEZAVISNOST” organization in sectors, companies, and institutions in the following fields: postal, railway, road, air and waterway transport, as well as in the telecommunications sector and other companies founded from these sectors.

All affiliates at any level of the union’s organizational structure are obliged to have the word NEZAVISNOST (Independence) in their names.

#### **Article 3**

The Union Head Office is located in Belgrade.

#### **Article 4**

The Union is independent in regard to social bodies, employers, political parties and is religiously neutral.

#### **Article 5**

The Union is a part of the Trade Union Confederation “Nezavisnost” (hereinafter TUC “Nezavisnost”).

The Union is adjusting its statute to comply with the statute of TUC “Nezavisnost” and is implementing decisions of its authorized bodies.

The Union “Nezavisnost” can withdraw from TUC “Nezavisnost” based on the decision made by the unions Congress, with the 3/4 majority of the total number of delegates.

#### **Article 6**

The Union cooperates with other union organizations in the country and abroad, based on principles of equality, reciprocity and solidarity, according to basic program orientation and jointly determined positions in TUC “NEZAVISNOST”.

#### **Article 7**

The Union has its logo, stamp, seal and a flag.

**Logo** is a blue rectangle, shaped as a back side of an envelope. Above the rectangle is a blue exclamation mark with the red dot. Both on the left and on the right side of the exclamation mark are two blue circles.

**Stamp** is round, 32mm in diameter, on the border of the circle is the name of the union written in Cyrillic letters: Грански синдикат саобраћаја и телекомуникација Београд; in the center of the stamp is the union’s logo, beneath it is a text saying “Независност”. In the lower half of the stamp is a number which represents the number of organizational union’s office that is using the stamp.

**Seal** of the union “Nezavisnost” is a 60X40mm rectangle. On the top of the seal is the logo of the union “Nezavisnost” and beneath it is the text saying Transport and Telecommunications Union “Nezavisnost”, Belgrade with the blank space for the number and date.

**Flag** is a 2000X1000mm, dark blue rectangle. On the top left side are the union’s logo and the name of the union.

All of the symbols used by the union organization, name, logo, flag, stamp and seal are the property of the TUC “Nezavisnost”.

#### **Article 8**

Union offices formed in sectors mentioned in article 2 of this statute, perform their activities in accordance with the statute, program and statutory decisions made by their authorized bodies.

Trade union represents common, specific and material, economic, legal, social and cultural interests which are set by the affiliates.

## **II TASKS AND GOALS**

#### **Article 9**

All Trade Union “Nezavisnost” affiliates are dedicated to: establishing of democratic relations in all aspects of social and political life, facing people and

employees with realistic political and economic situation, war consequences, country's disintegration and long standing crisis; creation of a real strategy for ending the crisis based on a wide consensus and building of institutional mechanisms of social dialogue; modern market economy based on a partnership of work and capital; fighting against corruption and organized crime; developed system of democratic institutions centered on the citizens; legal and social state, individual freedoms and rights with the developing equality, solidarity and tolerance, multi partied parliamentary democracy with the parliament as the center of power; cooperating with other union organizations in the country and abroad, based on principles of equality, reciprocity and solidarity and consolidation of an international democratic trade union movement.

### **Article 10**

Trade Union is especially involved in insuring:

- Equality of all employees, members of the union, as well as their joint activities based on principles of solidarity and reciprocity,
- Job and social security of members,
- Suitable level of living standard for all employees, in compliance with the material and civilization achievements of the modern world,
- Equality of all employees in the economy, state and society,
- Regulation, better income and working conditions through collective bargaining and collective agreements, based on principles of equality and social dialogue,
- Humane and democratic labor and social legislation,
- Most efficient health care for all employees, especially for young people and women,
- Protection and upgrading of the environment,
- Development and upgrading of a tripartite industrial democracy as a whole,
- Establishment and development of employee participation in decision making as well as defining and implementation of strategic socio-economic objectives and policies,
- Members training and education in union activities, decision making participation in economy as well as general professional education,
- Labor and legal protection as well as financial support of members according to the STATUTE and financial capability,
- Publication of union newspaper and other publications, maintaining of transparency and good relations with press, radio and television,
- Joint actions with other unions within the Trade Union Confederation "Nezavisnost",
- Cooperation with unions from other countries as well as taking active part in the activities of international union organizations.

### **Article 11**

In achieving these goals union “Nezavisnost” uses all democratic, legal and legitimate internationally adopted means and methods of union fight.

### **III MEMBERS RIGHTS AND OBLIGATIONS**

#### **Article 12**

Union member can be employed in companies – institutions or sectors from article 2 of this Statute, except bearers of operating functions with special responsibilities and authorizations.

Union member can be a student, intern, an employee in these sectors that is no longer working, invalid, as well as a pensioner who until retirement worked in these sectors.

The Head Committee can make a specific decision in which way member categories from article 2 can be organized.

#### **Article 13**

Joining the union is voluntary and is performed by signing the application form.

By signing the application form, the union member is obliged to accept union’s statute, positions and decisions of authorized bodies and regularly pay the membership fees.

The form and content of the application is set by the Head Committee with consideration of the TUC “Nezavisnost” Executive Committee opinion.

#### **Article 14**

A member of the TUC NEZAVISNOST cannot be a member of any other union organization.

By signing the application, the union member earns the right to have a membership card.

The form and content of membership card is set by the TUC NEZAVISNOST Executive Committee.

The Membership card is property of the TUC NEZAVISNOST and in case of withdrawal or exclusion from membership, the member is obliged to return it.

Loss of membership card must be reported to the member’s union office within ten days.

#### **Article 15**

The transfer to the Union from other unions affiliated to TUC NEZAVISNOST must be done within 30 days from the day of withdrawal from the former union.

In that case member’s rights and obligations are continued.

## **Article 16**

The Union member has the following rights:

- To choose and be chosen to the Union bodies at all levels,
- To give initiatives before union bodies,
- To influence and participate in collective bargaining on wages and other worker rights,
- To legal protection,
- Support from the Strike fund during strikes,
- Support in case of dismissal from work because of his union activities,
- Training for union activities,
- Using facilities for vacation and recreation,
- And other rights determined by this Statute and unions statutory documents.

## **IV MEMBERSHIP TERMINATION**

### **Article 17**

Membership in the Union terminates by:

- a) Withdrawal,
- b) Transferring to other union,
- c) Deletion from the union,
- d) Exclusion.

With the termination of membership, all rights and requests to the Union and its property are terminated.

Fee refund is excluded.

### **Article 18**

The member can withdraw from the union.

Withdrawal is performed by signing the withdrawal form or by submitting a written statement with the time line of one month from the submission.

When withdrawing, membership card and all of Union property are returned.

Member is obliged to fulfill all of his obligations until the day of withdrawal.

### **Article 19**

The member who is not paying a fee determined by the Statute for longer than three months, and has not submitted a written explanation and request for delaying of payments to the authorized union body, is deleted from membership.

By deletion from membership, all the member's rights are terminated, including the right to legal protection.

## **Article 20**

Exclusion, as a disciplinary measure, is used when a member is causing damage to the Union, Union interests, violates the Statute and disregards the independence and Union role in regards to the state, employers, management, political parties and religious neutrality of the Union.

It is considered that the significant damage to the Union interests is caused when a member is:

- Violating the Statute,
- Working against union interests and positions,
- Violating the principles of free democratic society,
- Proven to have committed fraud or stole union property,
- Trustee who is not performing the distribution of fees determined by the TTU's Statute.

## **Article 21**

Decision of exclusion is made by the Trustee Committee in company – institution office.

Before the decision has been made, a commission must be formed with the task of gathering and checking all of the facts that can influence the decision of exclusion.

The Commission is formed by the Trustee Committee whereat it is obligatory that one-third of commission members are appointed on the proposal of the member that is the subject of exclusion.

## **Article 22**

The member that is the subject of exclusion cannot perform any function in the Union, during the case.

The member is entitled to appeal to the higher bodies of TUC NEZAVISNOST within 30 days from receiving the written notification of exclusion. When considering the appeal, authorized body must get the opinion of the Statutory Committee.

Decision made by Congress is final.

## **Article 23**

In extremely severe cases of basic statutory provisions and Union program principles violation, which damage the Union's independence and reputation, the Union Head Committee can make a decision to automatically exclude the member, without investigation but with the right to appeal to the TUC "Nezavisnost Executive Committee.

The following are considered as extremely severe cases of violation of basic statutory provisions: intentional or blatant violation of the Statute, working during the strike actions, avoiding membership fee payment and disobeying of Union bodies' decisions.

## **V ORGANIZATION**

### **Committee**

#### **Article 24**

Basic forms of membership organization within the Trade Union are:

- Committee within the company, institution and working group,
- Sector union,
- Branch union.

#### **Article 25**

Union performs its role, functions and tasks through organized workers, union members in the committees as the basic form of union organization.

#### **Article 26**

Rules of organization, activities, bodies and material and financial operations closely determine the issues of the importance of committees work.

### **Sector union**

#### **Article 27**

Dealing with necessities, interests and specifics in work-technology and territory, sector union is formed within the public sector.

#### **Article 28**

All committees formed within sectors (fields) are a part of sector unions in fields mentioned in article 2 of the Statute.

#### **Article 29**

Number, organization and work of union are determined by acts of Trade Union bodies.

#### **Article 30**

Sector union bodies are:

- Election Assembly,
- Executive Committee (Head Committee),
- Presidency.

### **Article 31**

Internal organization and decision making process in sector unions is more precisely determined with a specific statutory decision.

#### **Branch union**

### **Article 32**

Union organizations, mentioned in article 2, that have common economic, social and union interests as well as joint owner denominator, achieve their interests through branch organization according to their basic statutory and program principles of TUC NEZAVISNOST.

## **VI UNION BODIES**

### **Article 33**

Union bodies are:

- a) **Congress;**
- b) **Head Committee;**
- c) **Statutory Committee;**
- d) **Supervisory Committee.**

#### **Congress**

### **Article 34**

Congress is the highest Union body.

Congress can be regular or extraordinary.

Regular Congress session is held every fourth year.

Decision about the convening, time and date, decisions needed to be made and Congress agenda are made by the Head Committee at least 30 days before meeting is due.

### **Article 35**

Congress is composed of sector delegates.

Number and composition of Congress members are set by Head Committee.

At least one Congress delegate is elected from each organizational part of union in a company – institution, sector,

Right to fully participate in Congress is conditioned by a regular membership fee payment.

Head, Statutory and Supervisory Committee members participate in Congress work as delegates, but without the right to vote on operation reports and submitting dismissals to these bodies.

### **Article 36**

For valid decision making, 2/3 of chosen delegates must be present.

### **Article 37**

Extraordinary Congress sessions are convened based on the decision of the Head Committee, Executive Committee of TUC or based on the request of more than 50% union members from article 2.

### **Article 38**

Union Congress:

- Adopts the Statute, Agenda and other documents;
- Determines the general course of union strategy and policy;
- Verifies Head, Statutory and Supervisory Committee members and Congress delegates;
- Reviews and adopts reports on Head, Statutory and Supervisory Committee work;
- Evaluates arbitration procedures within the union and makes decisions on appeals and petitions submitted to the Congress;
- Creates Rules of procedure;
- Decides on other important issues significant for the work of Union.

### **Head Committee**

### **Article 39**

Head Committee is the highest body of Trade Union between two Congress sessions.

Head Committee performs Congress duty from the article 38 of this Statute, between two Congress sessions.

### **Article 40**

Union Head Committee members mandate lasts four years.

### **Article 41**

Sector union presidents by function are members of the Head Committee and Head Committee Presidency.

## **Article 42**

Head Committee members are elected in sector Committee sessions based on the number of Trade Union members in that sector.

## **Article 43**

Besides the ones mentioned in the article 39, union Head Committee performs other duties as well:

- Achieving program goals and tasks determined in the Trade Union Congress;
- Prepares and convenes the Trade Union Congress;
- Makes decisions about forming, terminating or merging of specific sector Committees;
- Coordinates the sector Committees activities;
- Elects and dismisses Union Presidency members;
- Elects and revokes Head Committee President and Vice-presidents;
- Elects and revokes Head Committee Secretary;
- Makes decisions on general strike action;
- Decides on professional work within the Union;
- Submits report on Union Head Committee work to the Congress;
- Creates Rules of procedure;
- Sets collective bargaining policy and participates in the process of establishing collective agreements;
- Reviews the annual activity and financial operations report ;
- On the proposal of the union, it sets higher membership fees;
- Decides on work organization of Founds within unions;
- On the proposal of the sector union, it appoints and dismisses Found Executive Committee members and submits proposals on the use of funds;
- Protects union activists and makes sure that international conventions on union freedom and rights are respected;
- Forms its own work groups, organizes work, forms and organizes work of professional-administrative services;
- Decides on appeals in its jurisdiction;
- On the Statutory Committee proposal, between two Congress sessions Head Committee may alter and supplement the Statute.

## **Presidency**

## **Article 44**

To improve work organization and increase efficiency, Head Committee elects the Head Committee Presidency from its own membership.

## **Article 45**

Presidency is consisted of: president, secretary, sector committee's presidents, Women section and Youth section presidents and a specific number of members in relation to the number of sector union members.

All presidency members except the president are in charge of specific sectors work.

#### **Article 46**

Union presidency:

- Makes decisions on ongoing policy, economy and union issues;
- Participates in collective bargaining, conclusion of collective agreements and founding negotiating team;
- Coordinates union activities in companies – institutions and sectors;
- Observes and analyses occurrences significant for the work of union;
- Makes decisions on financial issues;
- Makes decisions on business travel;
- Prepares Head Committee sessions;
- Prepares proposals, positions and decisions of the Head Committee;
- Decides on expenditure of funds according to the agenda;
- Implements Head Committee positions and decisions;
- Appoints chief editor for the union bulletin;
- Sets editorial policy of the bulletin and other forms of informing members;
- Gives initiatives for dismissal of the president, presidency members and Head Committee members;
- Performs other operations for which the Head Committee gives authorization or assesses are of general interest for membership;
- Union body Rules of procedure determines the way of working and decision making in detail.

#### **Article 47**

Head Committee President who is at the same time the president of Trade Union:

- Represents the Union in relations with third parties;
- Convenes and presides over both the Head Committee and Presidency sessions;
- Is in charge of implementing of the Head Committees and Presidency positions and decisions.

Head Committee Vice-presidents:

- Replace the president when absent or not able to perform his duty;
- Organize and manage work in sectors they are in charge of;
- Help the president in performing his duty;
- Perform other tasks appointed to them by Presidency and the Head Committee.

Head Committee Secretary:

- Organizes the work of all services in the Head Committee;
- Coordinates work in different sectors;
- Takes care of union body session preparation;
- Takes care of Head Committee financial plan implementation;
- Performs other tasks appointed to him by Presidency and the Head Committee.

### **Statutory Committee**

#### **Article 48**

Statutory Committee has six members verified by Congress.

Head Committee determines from which sector union organization members of the Statutory Committee will be elected.

Statutory Committee:

- Interprets the Statute and finds possible maladjustments with the TUC's Statute and submits proposals for Statute alteration and supplement;
- Decides on statutory disputes and submits proposals for Statute alteration and supplement;
- On the request of the body and membership, it gives its opinion on specific disputes;
- Analyses Statute implementation and performs other tasks regarding Statute implementation.

Statutory Committee members mandate lasts four years.

Statutory Committee members cannot perform other duties within the union.

#### **Article 49**

Statutory Committee members elect the president from their own membership.

Statutory Committee president can participate in Head Committee and Presidency work, without the right to vote.

Statutory Committee is operating according to the union body Rules of procedure.

### **Supervisory Committee**

#### **Article 50**

Union Supervisory Committee has six members verified by Congress.

Head Committee and Presidency are adjusting proposals on which sector union organization will Supervisory Committee members be elected from.

Supervisory Committee is monitoring the use of entire union property and funds.

To improve efficiency in performing duties, Supervisory Committee can appoint a number of financial supervisors. By the authorization given by Supervisory Committee they will be performing financial supervision in the Union.

Supervisory Committee members cannot perform other duties within union.

Supervisory Committee submits the annual report on material and financial operations to the Head Committee and a mandatory report to the Congress.

#### **Article 51**

Supervisory Committee members elect the president from their own membership.

Supervisory Committee president can participate in Head Committee and Presidency work, without the right to vote.

Supervisory Committee is operating according to the union body Rules of procedure.

#### **Article 52**

Supervisory Committee controls the use of entire union property and has insight into the union's financial operations. Regular control is performed at least once a year.

Supervisory Committee can perform an extraordinary control on its own initiative, and inform Head Committee of its observations during the control.

If during the control of funds usage and financial operations, Supervisory Committee discovers irregularities, it is obliged to inform the Head Committee and Union Congress.

#### **Women section**

Women section is organized according to the branch principles within TUC NEZAVISNOST.

More precise ways of Women section work are determined by the rules of Women section work.

#### **Youth section**

Youth section is organized according to the branch principles within TUC NEZAVISNOST.

Youth section members can be members younger than 35 years.

More precise ways of Youth section work are determined by the rules of Youth section work.

### **VII FINANCIAL FOUNDS, MEMBERSHIP FEE AND UNION FOUNDS**

#### **Article 53**

##### **Sources of income:**

- Union member fees in sector union offices, companies – institutions;
- Appertaining share of trade union fees;
- Fees of directly affiliated individuals;
- Collective member fees;

- Income from property, publishing and commercial activities;
- Donations and donor gifts;
- Other sources.

### **Membership fees**

#### **Article 54**

Every member is obliged to regularly pay a membership fee.

Membership fee is at least 0.7% of gross wage.

Total of gathered fees is distributed as following:

- 21% for TUC NEZAVISNOST;
- 44% for trade union;
- 35% belongs to the Trustee Committee.

Share of fees belonging to the trade union (44%) is used for financing the work of:

- |                                     |     |
|-------------------------------------|-----|
| - sector union (committee)          | 7%  |
| - trade union                       | 26% |
| - joint activities on the TUC level | 9%  |

Share of fees belonging to the TUC NEZAVISNOST (21%) is used for financing joint activities of trade unions and TUC and established founds related to TUC NEZAVISNOST as following:

- 6% for financing TUC NEZAVISNOST activities;
- 15% for founds established on TUC NEZAVISNOST level;
- Educational found;
- Publishing and information services;
- Legal protection found;
- Found for establishing new unions, expanding the network and organizational development;
- International cooperation found.

Transport and Telecommunications Union its share of fees (26%) distributes into founds as follows:

- Strike Found
- Labor and legal protection Found
- Education Found
- Solidarity Found
- Collective bargaining Found

### **Union founds**

#### **Article 55**

Head Committee makes the decision on how money is distributed into founds taking into account that a single found cannot have the base lower than 2%.

Found usage is governed by the Found Steering Committee formed of sector union representatives.

Steering Committee has five members.

Steering Committee elects its president from its own membership.

Steering Committee operates according to the union body Rules of procedure.

On the proposal of Head Committee, Steering Committee makes decisions on the use of money distributed into funds.

Head Committee is obliged to form the Found Steering Committee within the 45 days of the Statute adoption.

Found Steering Committee president can participate in the work of union body but without the right to vote.

### **Article 56**

Trade Union affiliates are obliged to use funds exclusively for the purpose of union activities and for improving material and financial strength of the union.

### **Article 57**

The following is considered as the usage of funds exclusively for the purpose of union activities: financing of the network expansion, recruitment of new members, capacitating union offices for successful union work, professional and research work for the needs of union, covering material and technical expenses and equipment supplies for the union activities, organizing meeting, science and professional conferences, establishing and developing relations between unions, international cooperation and other needs directly related to the union activities.

### **Article 58**

Union bodies at all levels are obliged to create a financial plan and adopt annual report on fund expenditure for realization of union programs.

## **VIII METHODS AND FORM OF UNION STRUGLE**

### **Article 59**

According to the democratic constitution and goals for which it's fighting, the union is above all, using democratic methods:

- Establishment of a social partnership;
- Collective bargaining;
- Making efforts to ban lock-out (temporary closing down of enterprises);
- Public protests;
- Strikes.

However, union reserves the right to adjust these methods and forms to the specific situation.

## **Article 60**

Decision about the strike activities in a company – institution or sector union is made by the highest union body of that organization.

For the strike to commence in a company – institution, i.e. sector union, consent of Head Committee or Presidency is needed.

Presidency or Head Committee can deny the decision on strike, if there are ongoing strikes in other places, if a collective agreement cancellation is impendent, if the situation in the organization or other factors are adverse.

Prior to decision making on strike action majority of members must vote for going into strike on a referendum.

## **IX ELECTION PRINCIPLES AND DECISION MAKING**

### **Article 61**

Union body session can make valid decisions if there are 2/3 of the union body members present.

Decisions are made by majority of (50%+1) votes of members attending.

In case of electing between more than two candidates for office holders in union, election is made by a simple majority. If no one gets the necessary majority in the first round, two of the candidates with the highest number of votes go into the second round, and the one with the majority of attending members' votes wins.

Decisions: on joining, forming, suspending or excluding trade union body from TUC NEZAVISNOST, about general strike, concluding collective agreement, joining political election alliance, making alliances with other unions and about financial issues, are made by 2/3 majority of members attending.

The decisions are made by a public vote.

When 1/5 of body members make a request for decision to be made in secret, then secret voting is obligatory.

During the decision making process the Trade Union affiliates can single out their opinion on the issue.

The decision made is obligatory for the union that has singled out their opinion or has been in the minority.

### **Article 62**

Body can dismiss its member before the ending of his mandate if he does not perform his duties or violates the Statute and program goals of the Union.

Instead of the dismissed, body can elect new member.

In that manner, between two Congress sessions up to 1/3 of union body members can be replaced.

Union body member can resign.

### **Article 63**

If TUC NEZAVISNOST Executive Committee finds problems or conflicts in Head Committee work, it can demand the convening of a Head Committee session.

Head Committee President is obliged to convene the session within 10 days.

Head Committee can present the object of dispute to the Executive Committee and request its inclusion in solving the dispute.

In these cases, TUC Executive Committee and union body Head Committee are obliged to; by mutual consent in democratic procedure solve this dispute within 60 days.

If the issue is not solved in given time line, TUC Executive Committee has the right to suspend the trade union Head Committee for not longer than 6 months and undertake measures to capacitate trade union for continuing its work.

In this time line, Executive Committee has the right to convene extraordinary Congress session.

Mentioned measures TUC Executive Committee must undertake in following cases:

- Violation of the Statute and other TUC NEZAVISNOST acts;
- Damaging TUC NEZAVISNOST;
- Making decisions that are under TUC NEZAVISNOST jurisdiction;
- Not accepting conclusions and positions of TUC NEZAVISNOST arbitration body;
- Refusing to implement positions and decisions of TUC NEZAVISNOST bodies.

## **X COMMUNICATION WITHIN UNION**

### **Article 64**

Union work is public.

Union body members at all levels are obliged to inform members and public on their work.

Notification is performed by reporting on activities, participation in union meetings, by leaflets, bulletins, press, radio, television, forums, special publications and journal "Nezavisnost" and bulletin "Pravda".

## **XI UNION PROPERTY**

### **Article 65**

Union property is the ownership of all members.

Head Committee manages the union property.

Property is undividable, meaning that a single member does not have the right to a fee or other property refund.

## **XII DISSOLUTION OF UNION**

### **Article 66**

TU TTU “Nezavisnost” can be dissolved with the decision of 3/4 majority of Congress in full assembly.

In case of the union dissolution, the Congress decides about the property, and in that case union property should be used for the purpose close to goals of union.

## **XIII TRANSITIONAL AND FINAL PROVISIONS**

### **Article 67**

Alterations and supplements of this Statute are performed in the manner of its introduction.

In exceptional cases, the Head Committee, with the consent of the Statutory Committee, can make specific alterations and supplements to the Statute.

### **Article 68**

The Statute is put into effect the day it is adopted.

All union and union affiliate acts must be adjusted to comply with the Statute within three months of the day it was put into effect.

### **Article 69**

Interpretation of the Statute is given by the Statutory Committee on the behalf of the Trade Union Congress.

Belgrade, April 7<sup>th</sup>, 2006

Transport and Telecommunication  
Union “NEZAVISNOST”  
Head Committee

(Aleksandar Titović, the President)