

STATUTES

PAN-HELLENIC FEDERATION OF POSTAL ASSOCIATIONS (P.O.S.T. or Π.O.Σ.T. in Greek characters)

Article 1

A second-degree union is hereby founded by the employees of the organization “Hellenic Post” as well as the employees of other postal services that operate in Greece, under the name “PAN-HELLENIC FEDERATION OF POSTAL ASSOCIATIONS (P.O.S.T or Π.O.Σ.T. in Greek characters, from here on referred to as “P.O.S.T” or “the Federation” in the present statutes). The P.O.S.T. Federation is seated in Athens, Greece, and operates according to the provisions of the present statutes.

Article 2

MISSION AND PURPOSES OF P.O.S.T.:

1. The safeguarding and promotion of all interests of the Hellenic Post and other postal services employees, such as their working, economical, ethical, social security, unionist, social and social class interests.
2. The representation of the first-degree professional associations in a uniform manner.
3. The protection of the growth of the trade union movement independence.
4. The cultivation of solidarity among the employees as well as the continuous increase of interest in unionism, so as to create a mass union movement.
5. The offering of support and solidarity to the struggles of our country’s working class and the promotion of fellowship and cooperation with unions and workers from other countries.
6. The contribution to the safeguarding and promotion of the democratic institutions in our country.
7. The contribution to the improvement of the legislation concerning working, social and union matters.
8. The education and training for better and faster promotion and achievement of the goals of the labor movement as well as the development of the Hellenic Post, through the upgrading of the quality of the services rendered to the Greek people and the international postal communication.

9. The protecting of the employees from violations of laws and regulations by the various levels of corporate administration and the forming of a united front of employees for the solution of their problems before any administrative and judicial authority.
10. The promotion of the members' cultural interests and the organization of cultural events.
11. The contribution to the self-reliant economical growth of our country, our national independence, to the ideals of social justice and freedom of the working class as well as the promotion of the ideas of détente and peace, disarmament and solidarity for all the people in the world who are fighting for self-determination, democracy and progress.

Article 3

For the realization of its goals, P.O.S.T. uses all legal means. In particular:

- a. It cares for the resolution of its members problems and promotes negotiations among them.
- b. It takes action for the signing of Collective Labor Agreements and the issuing of mediation and arbitration awards for the improvement of the working conditions of the employees and the resolution of collective disputes.
- c. It actively participates – through its representatives – in collective bodies of the Hellenic Post, in social security collective bodies, in national and international committees and in all bodies and organizations where it can be represented.
- d. It takes any action related to and participates in strikes, mobilizations, gatherings and demonstrations, always in compliance with the legal and statutory provisions.
- e. It takes part in the Congress of the General Confederation of Greek Workers (G.C.G.W. or Γ.Σ.Ε.Ε. in Greek characters, referred to from now on as G.C.G.W. in the present statutes) through its representatives.
- f. It cooperates with unions, cultural and cooperative organizations as well as local government authorities.
- g. It founds schools of education on trade-unionism as well as an Educational Institution, organizes seminars on union-related subjects for the specialization and documentation of subjects and issues that concern the working class and for the upgrading of the training and education of the unions administrative staff.

- h. It organizes and participates in international seminars, congresses and conferences on union, professional, national, social and economical-related subjects, that take place in Greece or abroad.
- i. It publishes a newspaper and various announcements and other newsletters or leaflets, that aim to better inform the member associations and the employees in general and to promote issues to the benefit of all employees.
- j. It takes all necessary action to promote the foundation of, assistance to and participation in cooperative associations that benefit – in the best possible way – its member employees and all the Greek working class.
- k. It aims to help all those working for the Hellenic Post or private-owned postal companies to subscribe to professional associations, in compliance with the rulings and directives of the P.O.S.T. bodies and the provisions of the present statutes.
- l. It promotes in every way the after-work entertainment of the employees, in cooperation with the Institution of Professional Studies (K.E.Σ. in Greek characters) and the cultural agencies of our professional area, in particular by organizing various cultural events, by operating clubs and libraries and by taking any other action that aims at the realization of the goals described in the present statutes.

Article 4

By ruling of the Pan-Hellenic Convention, P.O.S.T. is to subscribe to international union organizations.

Article 5

- 1. All trade union associations that represent in a uniform manner all those employed by the Hellenic Post, in accordance with the principle of representation, may register as members of the P.O.S.T. Federation. The above-mentioned associations may be seated:
 - a. Within the same prefecture.
 - b. In two or more prefectures of the same district (a district is defined as the area set in the Hellenic Post peripheral structure plan currently in force).
 - c. Within the same district or
 - d. They may result from the unification (coalition) of existing associations, if their seats are in the same prefecture and if the resulting association represents all the employees within the same prefecture.

2. Furthermore, the union of employees who work at the Hellenic Post subsidiaries or other (private) Post Companies that render exclusively postal services, which has the most significant representative power, according to the provisions of art. 6 par. 2 of law 1976/1990, may subscribe as a member of P.O.S.T.
3. New unions that do not fulfill the necessary prerequisites, according to par. 1 and 2 of the above article, cannot subscribe to P.O.S.T. The harmonization of the statutes of the existing unions with the present statutes has to be concluded until the 2011 electoral convention, which will take place in November or December of 2011.
4. Decisions on admission of unions and other associations as members of P.O.S.T. are taken by its Management Board, according to the next article and the relevant legal provisions.

Article 6

For subscription of an association, the following are required:

- a. An application in writing, which contains the exact number of members included in its register, who have paid their subscription fee by the date of submission of the written application.
- b. A copy of the minutes of the association's General Assembly meeting, on which is mentioned that the its members are informed on the provisions of the present statutes and have decided – by secret ballot – to subscribe to P.O.S.T.
- c. A list of the names of the Management Board members.
- d. A copy of the association's statutes, certified by the competent Court of First Instance of the city where the association has its seat as well as a certificate stating that the association I question is registered in the Registry of Associations and is not dissolved, issued by the above Court of First Instance.
- e. Payment of the subscription fee, as determined in article 13 of the present statutes.
- f. A copy of its members register (including all data required under relevant laws in force).
- g. A copy of the minutes of the last Management Board elections and the elections of other bodies, as well as the election record (a list of all the members who voted).

Article 7

Any member association may freely resign from P.O.S.T.; this is decided by the General Assembly of the P.O.S.T. members, following the same procedure as for a member's admission.

The Federation's administration is notified by a document on which copies of the General Assembly meeting are attached. As soon as the P.O.S.T. administration receives it, it strikes the resigning member off the members register. The administration has the right to examine the legality and validity of the Assembly's decision and, in case of doubt, it can take any legal measure against it.

The resignation of an association is valid from the moment the P.O.S.T. administration, i.e. its Management Board, is notified.

Article 8

The P.O.S.T. member associations shall:

- a. Fully comply with and adhere to the P.O.S.T. statutes.
- b. Accept mediation from the Federation on any issue arising among the administrations of the member associations, if such mediation is requested by a member.
- c. Carry out the decisions of the Management Board and other bodies of the Federation.
- d. Fulfill, regularly and on time, their financial obligations towards P.O.S.T., in compliance with the payments collection system decided by every General Assembly.
Any member that delays payment of the fees for more than three months without justification loses its member rights provided for by the present statutes.
- e. Submit every year a copy of their members' register as well as any modifications concerning their bodies and representatives; in case of such modification, they shall inform P.O.S.T. right away.

Article 9

The associations that constitute the P.O.S.T. Federation, as long as they comply with the provisions of the present article, are entitled to:

- a. Attend through their representatives the ordinary and extraordinary meetings convened by P.O.S.T. and exercise control on the decisions of its administration.
- b. Vote through their representatives for the administration of P.O.S.T. as well as for its other bodies.
- c. Ask for moral and material support from the Federation for the realization of their goals.
- d. Propose subjects related to serious general problems to be included in the agenda of the Pan-Hellenic Convention and the Regional Conferences. The proposition for inclusion of the above subjects

shall be made at least one month before the opening date of the Convention or Conference.

The Management Board is entitled to decide on the seriousness and universality of the proposed subjects.

Article 10

By ruling of the P.O.S.T. Management Board, the following penalties are imposed on the administrations of its member associations, in case they violate the provisions of the present statutes or the decisions of the Federation's bodies:

- a. Warning recommendation.
- b. Written admonition.

The above disciplinary penalties are imposed on the members of the various bodies of the P.O.S.T., for the same reasons stated above.

Article 11

A member association is expelled from the P.O.S.T. in case its administration violates the provisions of the present statutes. The expulsion is decided by the various bodies of the Federation and approved by the Pan-Hellenic Convention of the P.O.S.T. with a 3/4 majority of the representatives who are present.

Article 12

FINANCIAL RESOURCES – PROPERTY

1. The Federation's resources of income are:
 - a. The member subscription fee, which amounts to 50,00 €. The above sum is not required from associations that result from the merger of previous members of the P.O.S.T.
 - b. Income from membership fees, donations, inherited assets, bequests etc.
 - c. Revenues from P.O.S.T.'s assets investments (interests, proceeds etc).
 - d. Financial aid from government authorities.
2. The sum of the monthly member fee as well as its allocation is decided by ruling of the Pan-Hellenic Convention.
3. The names of those who make donations or subsidies to the P.O.S.T. are always publically known.
4. By ruling of the Management Board, an extraordinary compulsory financial contribution may be imposed on or an extraordinary voluntary contribution may be asked from the members, in order to

cover emergencies or to ensure the necessary financial resources for the realization of specific P.O.S.T. goals.

5. The P.O.S.T. and its bodies are forbidden from receiving commissions for investing its assets.
6. The P.O.S.T.'s assets result from transactions, donations or other legal means. Proceeds and other kinds of income are used for the realization of the Federation's goals.

Article 13

The bodies of P.O.S.T. are the following:

1. The Pan-Hellenic Convention of the representatives of the member associations, which is its leading and supreme decision-making organ.
2. The 35-member Management Board.
3. The 13-member Executive Committee.
4. The 5-member Auditing Committee.
5. The 7-member Solidarity Fund Managing Committee.
6. The 5-member Solidarity Fund Auditing Committee.
7. The 7-member Resorts Managing Committee.

Article 14

PAN-HELLENIC CONVENTION

1. The Convention consists of representatives of the associations that are members of the P.O.S.T., who have paid their fees to the Federation and thus have exercised their voting rights.
2. Every association is represented at the Pan-Hellenic Convention by representatives elected by its members.

The number of each association's representatives is proportionate to the number of its members who have voted to elect said representatives.

This ratio is "one representative for every 40 members" and can be modified by the Convention; the majority required for the above modification is the same as for modification of the present statutes. In case the resulting fraction is more than half of the number of the ratio, one more representative is added.

An association with at least 21 voting members is represented at the Convention; this ratio shall be in force after the Convention of the year 2000.

3. In order to participate in the Convention, an association must have fulfilled all its financial and other legal obligations, according to the present statutes.

Article 15

1. The association's representatives as well as an equal number of alternates are elected by the association's members by secret ballot. After every election, the minutes and the all other necessary data determined by decision of the P.O.S.T. administration are submitted to it.
2. In order to be represented at the third-degree organization "G.C.G.W." (General Confederation of Greek Workers) through P.O.S.T., every member association must have a related decision of its General Assembly, which is taken by secret ballot, by relative majority of the present members.
Without the above decision, the representatives shall not have the right to vote at the elections for representatives who will participate in the G.C.G.W. Convention.
3. The representatives of member associations who participate legally in the P.O.S.T. Convention, have the right to be equally elected to all P.O.S.T. bodies.

Article 16

1. The Convention of the representatives is the supreme body of the Federation; it consists of the P.O.S.T. member associations that have paid their fees and has the power to decide on all matters concerning the Federation.
In particular:
 - a. It controls all actions of the administration that pertain to financial and administrative matters.
 - b. It approves the annual report of each accounting period that ends and votes for the budget of the next accounting period.
 - c. It elects the members of the Management Board, the Auditing Committee, the Administration of Social Security Funds, the Solidarity Fund Managing Committee, the Resorts Managing Committee, as well as the P.O.S.T. representatives at the G.C.G.W. Convention, at collective bodies of the Hellenic Post and at any other body it may decide to participate in.
2. The Pan-Hellenic Convention is convened once every three years, within the month of November or December of the third year of its term of office, by written invitation from the Managing Board, after ruling signed by the President and the Secretary General. The venue where the Pan-Hellenic Convention takes place can be not only in the city where the P.O.S.T. has its seat but also in any other city, by decision of the Management Board.

The invitation contains the date, place and agenda of the Convention and is announced to the members thirty days prior to the date set.

At the Convention, the following subjects shall compulsorily be discussed:

- a. The Management Board report.
 - b. The balance of the accounting period that ended and the budget of the one that has started.
 - c. The Auditing Committee report on the financial management of the previous year and on the management of the Solidarity Fund.
 - d. Any other subject that may be proposed by the Management Board.
 - e. Subjects proposed by member associations and by regional conferences and voted for by the Convention; the Convention Presiding Committee shall put all proposed subjects to voting.
3. The extraordinary Pan-Hellenic Convention shall be convened whenever deemed necessary by the Management Board or if it is so requested – in writing – by 1/5 of the member associations that have paid their fees to the P.O.S.T.; the written request shall contain the agenda and shall be addressed at the Management Board. The Management Board shall then convene the Pan-Hellenic Convention within 40 days from the date of submission of the above request.
 4. The expenses of the representatives are paid for by the associations that have elected them, however, they may be paid by the P.O.S.T., by ruling of its Management Board, after recommendation of the Executive Committee.

Article 17

Three days prior to the opening of the Convention, the administration verifies that the representatives of the member associations have been legally elected and checks whether or not their association has paid its fees to the P.O.S.T. Those who do not meet both requirements are excluded from the Convention.

At the opening of the Convention the Secretary General announces the representatives who are cleared for participation and those who are excluded from the Convention. The Pan-Hellenic Convention resolves any relevant dispute.

After that, a three-member Presiding Committee is elected from the present representatives, which is responsible for the supervision of the Convention's works. The Presiding Committee consists of:

- a. The President, who ensures that the agenda is observed, determines the sequence of the speakers and makes sure that the Convention is conducted in order and quiet.
- b. The Vice-President, who assists and if necessary substitutes the President in his/her duties.
- c. The Secretary, who keeps the minutes of the meeting.

All the above are elected by majority of the present members, either by raising of hands or by secret ballot.

Article 18

1. The Convention is in quorum when at least 1/3 of the total number of the representatives of the member associations that have paid their fees to the P.O.S.T. and thus have the right to vote, are present.
In case the above quorum is not met at the first meeting, another meeting is convened within 15 days; at the second meeting, at least 1/4 of the total number must be present. If the quorum is not met at the second meeting, a third meeting is convened within 15 days, for which a quorum of 1/5 is required.
2. Members of the Executive Committee and the Management Board have the right to speak and express their opinions on the matters under discussion, however they do not have the right to vote, unless they participate as representatives of their associations.
At the Convention, all voting procedures relevant to matters such as the election of collective bodies and representatives to third-degree organizations, issues of trust towards the administration, the approval of the accounts reports, personal matters and the proclamation of a strike, are conducted by secret ballot.
3. All other matters are decided by raising of the hands or by roll-call vote, never by acclamation vote.
4. All decisions at the Convention on any matter are taken by simple majority of the present members.
5. In case the dissolution of the P.O.S.T. or the modification of the present statutes must be decided, the Convention is extraordinarily convened and is in quorum if 1/2 of the total number of the representatives of its member associations are with the right to vote are present; the decision is taken by majority of 3/4 of the present representatives.

Article 19

1. Elections for the representatives of P.O.S.T. at G.C.G.W. and for members of the Management Board, the Auditing Committee, the Solidarity Fund Managing Committee, the Resorts Managing Committee, the Social Security Funds administration, the Management Board of the Professional Education Center of the Hellenic Post (in Greek characters “K.E.K. – EATA”), the collective bodies of the Hellenic Post etc, are held every third year, during the ordinary meeting of the Pan-Hellenic Convention. For this purpose, those present elect an Elections Committee of four (4) members, by secret ballot and according to the integral proportional representation system provided for in law 1264/1982; those who wish to run for the above offices, submit their candidacy to the President of the Elections Committee; as provided by law, President of the Committee is always the Officer of the Judicial Authority.
2. The Officer of the Judicial Authority is appointed by the Head of the Court of First Instance of the prefecture where the Convention is held, after petition requesting said appointment.
3. The Elections Committee ensures that the elections are conducted in an orderly way and in compliance with the legal provisions and the articles of the present statutes, and decides temporarily on any dispute or complaint that may arise.
4. Each elected representative of the P.O.S.T. shall participate in a third-degree organization only once.

Article 20

1. Before the opening of the voting procedure, the Officer of the Judicial Authority verifies that every representative has been legally elected and certifies a copy of the relevant register extract; the Executive Committee also authenticates the copy.
2. The register copy must contain the name of each association, the names and surnames of its representatives, the number of its members who have paid their fees, the number of those who voted at the association’s elections and the signature (initialing) of the Officer of the Judicial Authority at the margin next to the name of each representative who has voted.
3. The Officer of the Judicial Authority provides the representatives elected to a third-degree organization with certification containing the data determined by law.

4. The P.O.S.T. Administration shall provide the Officer of the Judicial Authority with all necessary information and assist him/her at the above procedure.
5. Those who wish to stand as candidates at the elections shall submit an application, on which they shall specify the body to which they want to be elected, within the time frame set by the Elections Committee on its invitation. In case there are combinations of candidates, each of them prepares one application for all its candidates and submits one copy of it for every Federation body its candidates wish to be elected to.
6. All representatives have the right to be elected to any P.O.S.T. body.
7. The ballot list of each combination is compiled according to the applications submitted. All ballot lists are on paper of the same size and color and the names of the candidates appear in alphabetical order in separate groups for each body the candidatures are relevant to. Immediately after the printing, the ballot papers are distributed to the representatives of each combination in sufficient numbers.
8. One representative of each combination may be present during the voting procedure and the sorting of the votes until the conclusion of the announcement of the elected representatives.
9. The elections are conducted according to the integral proportional representation system, which means that the seats of the Management Board, the Auditing Committee and the number of representatives are distributed among the combinations and independent candidates in proportion to the votes they received. The total number of the valid votes is divided by the number of seats of each body. The quotient, without the decimal, is the electoral quotient. In case more seats than those predicted for each body result, the decimal is also included. Each combination occupies as many seats in the Management Board or the Auditing Committee and as many of its representatives are elected, as many times the number of the valid votes it received can be divided by the electoral quotient.

An independent candidate who received votes of equal or bigger number than the electoral quotient, occupies one seat at the body for which he/she stood candidate or is elected as a representative if he/she was candidate for this office.

A combination that has less candidates than the seats it earned, occupies as many seats or has as many representatives elected as the number of its candidates. The number of seats and representatives offices that remain vacant, according to the

previous paragraphs, are distributed one to each combination that received at least one seat or at least one of its candidates was elected as a representative and the remainder of the number of valid votes it received is bigger than 1/3 of the electoral quotient; the combination with the remainder of valid voters closest to the electoral quotient, receives the first vacant seat or representatives office, the next combination the second etc, until all vacant seats and representatives offices are distributed.

In the event that after the above distribution there are still vacant seats or representatives' offices, those are distributed among the combinations with the biggest remainder of valid votes; in case of equal number of remaining votes, a decision shall be taken by drawing lots.

10. In order to vote for a candidate, each voter draws a cross sign next to the candidate's name, before or after it.

The order by which each candidate is elected is determined by the number of votes he/she received and in case of equal votes, the order is decided by drawing lots.

11. In order to participate in the voting procedure, each voter shall produce an identity card or other official identification document as well as his/her health insurance carnet. The Officer of the Judicial Authority writes on the carnet the date when the voter exercised his/her voting right, the term of office of the representatives to be elected as well as the term of office of the bodies to be elected by the representatives. To authenticate the above entries, the Officer of the Judicial Authority signs and stamps using the P.O.S.T. stamp under them.

Article 21

REGIONAL CONFERENCES

1. The Regional Conferences are convened by ruling of the Management Board, ordinarily once a year and before the forming of a strategy for the signing of a Collective Labor Agreement, and extraordinarily whenever deemed necessary by the P.O.S.T. Management Board.

During the three-year term of the P.O.S.T. Management Board, three (3) Regional Conferences are conducted; the last one of them, the third, takes place before the Pan-Hellenic Convention, at a date no longer than three months prior to the opening date of the Convention.

2. The Regional Conference is a preparatory procedure for the Convention and acts an advisory body of the P.O.S.T.

3. The Regional Conferences take place in all the following regions:

- Attica
- Aegean Sea
- Crete
- Central Macedonia
- Epirus
- Eastern Macedonia – Thrace
- Western Macedonia
- Central (Continental) Greece
- Thessaly
- Western Greece
- Peloponnese

Every region consists of the prefectures that belong to the respective Regional Divisions of the Hellenic Post.

4. The Regional Conference consists of:

- a. One member of the Executive Committee which presides over the Regional Conference.
- b. An inter-political-party group constituted by officers of the Management Board, the number of members and composition of which is determined by ruling of the P.O.S.T. Management Board.
- c. The elected representatives of the P.O.S.T. member associations in various regions, and especially: members of the Management Boards, the Auditing Committees, representatives to the Pan-Hellenic Convention and the Workers' Centers.
- d. Those appointed by law to the Socialization organs.

The above representatives are legally accepted as participants in the Regional Conferences by ruling of the Executive Committee, after recommendation of the Secretary of Coordination, who draws up a list based on the data from the previous elections at his/her disposal.

- e. All employees-members of the associations may participate as observers.

5. The decisions of the Regional Conferences are taken into account by the Pan-Hellenic Convention and the Management Board. They are related to:

- The planning of a common union strategy and course of action in the various regions of Greece.
- The evaluation and promotion of views or opinions on matters concerning the various regions or the Hellenic Post in general.

- The processing of pre-selected subjects that shall be presented as conclusions or recommendations at the Pan-Hellenic Convention.
 - Any other matter of interest.
6. The conclusions and decisions of the Regional Conferences are published at the P.O.S.T. newspaper.
 7. The agenda, time and place of the Regional Conferences are determined by the Executive Committee in cooperation with the associations seated in the various regions. The participants are notified of the above 30 days prior to the opening of the conferences.
 8. The conference may take place at a different city of the region every time, but always within the region.
 9. The representatives' expenses are covered exclusively by the associations. However, by ruling of the Management Board, they may be paid for by the P.O.S.T. Treasury. The cost for the realization of a conference may be borne by the P.O.S.T. and approved by ruling of the Management Board.
 10. Postponement of a Regional Conference may be decided only by the P.O.S.T. Management Board, after recommendation of the Executive Committee and only for serious reasons.

Article 22

ASSEMBLY OF THE PRESIDENTS

1. The Assembly of the Presidents is a an advisory-recommendation body of the Administration and consists of:
 - a. The P.O.S.T. Management Board.
 - b. The Presidents of the P.O.S.T. member associations; in case of impediment, they are substituted by the Secretary General or another member of the Management Board, especially authorized by ruling of the association.
2. The Assembly convenes at least once during the Management Board term of office.
3. In order to participate in the Assembly, an association must have fulfilled its obligations to the Federation, in compliance with the present statutes.
4. The decisions made by the Assembly of the Presidents are of advisory nature and are discussed at the P.O.S.T. Management Board meetings.
5. The time when the Assembly takes place as well as its agenda are determined by the Management Board, after recommendation of the Executive Committee; the place is the seat of the Federation.

6. The Presiding Committee of the Executive Committee presides over the Assembly.
7. The Assembly may decide upon adding an issue to be discussed to the agenda.
8. The Assembly of the Presidents has the power to draw up and make suggestions and recommendations on:
 - Collective Labor Agreement drafts.
 - Courses of action concerning the Hellenic Post.
 - Union actions.
9. The expenses for convening the Assembly are borne by the P.O.S.T.; the expenses of the Assembly participants are borne by their associations, however, they may be paid for by the P.O.S.T. Treasury, by ruling of the Management Board.

Article 23

MANAGEMENT BOARD

1. The Management Board consists of 35 members who are elected by the Pan-Hellenic Convention every third year, according to the integral proportional representation system provided by law 1264.
2. The term of office of the Management Board members is of three years.
3. Apart from its regular members, an equal number of alternates is elected.
4. Every new Management Board assumes its duties from the date of its election, after its constituent meeting.

Article 24

1. The members of the Management Board shall convene its constituent meeting within ten (10) days after their election. The meeting is convened by the member who received the most votes from the ballot list with the most votes; in case two or more members have equal votes, the eldest convenes the meeting. If he/she does not do so within the above time-frame, the meeting is convened by the second in votes member from the ballot list with the most votes. If the meeting is not convened within five (5) days, the member who came third from the same ballot list shall convene the constituent meeting within six (6) days, then the fourth etc. After that the members of the Management Board shall elect a three-member Presiding Committee (that shall consist of President, Substitute President and Secretary), by secret ballot and according to the integral proportional representation system.

2. Immediately afterwards, the members of the Management Board shall elect the 13 members of the Executive Committee by secret ballot and according to the integral proportional representation system under art. 20 par. 9 of the present statutes. Then the Executive Committee shall elect by secret ballot and simple majority of the present members, the officers stated below (by order of importance) from its members:
 - President
 - Substitute President
 - Secretary General
 - Secretary of Finances
 - Second Substitute President
 - Substitute Secretary
 - Coordination Secretary
 - Secretary of International Relations and Affairs
 - Secretary of Press and Public Relations
 - Secretary of Education and Documentation
 - Substitute Secretary of Finances
 - Secretary of Culture and Resorts
 - Secretary of Social Security-Solidarity-Social Issues
3. The Management Board is in quorum when at least 18 of its members are present, including the President or his/her legal alternate. Decisions are taken by majority of the present members and registered in the minutes.
4. The Management Board holds an ordinary meeting once every 45 days and extraordinary meetings whenever deemed necessary; before each meeting, the President and the Secretary General send to the members written invitations signed by them, containing the issues of the agenda. Extraordinary meetings shall be convened within 72 hours after a relevant petition submitted by the Executive Committee or 9 of the Management Board members; the above petition contains the issues of the agenda and is accompanied by a written recommendation which is submitted with the petition.

Article 25

1. All members of the Management Board have to be present at its meetings. A member who is absent three consecutive times without justification is replaced by the first runner-up; the above is decided by the President and by ruling of the Management Board. In case a member resigns, the President calls the next in number of votes to take his/her place at the next meeting.

2. If the Administration does not consist of the required number of members, its remaining members, if they are enough to form a quorum, must convene the Pan-Hellenic Convention to conduct elections so that the vacant positions are filled. However, if the number of the remaining members corresponds to 2/3 of the total number of the Management Board members, the latter may perform its functions and duties until the end of its term of office. If all members are absent or if there are not enough to form a quorum, any member of the P.O.S.T. has the right to bring the matter before the Court of First Instance of Athens and ask the appointment of a temporary Administration, which shall conduct elections for a new Management Board within the time-limit set by the Court.

Until the new M.B. is appointed or elected, the previous one manages all matters concerning the Federation.

3. The members of the M.B. shall not be employed and receive salary by the P.O.S.T. or sign with it contracts for the rendering of any kind of paid services or any kind of contract for works, commissions etc.
4. A M.B member shall not have the right to vote on a matter pertaining to a contract or the filing of a legal action or the withdrawal from a legal action where one of the parties is the P.O.S.T. and the other the spouse or a blood relative up to the fourth degree (first cousin) of said M.B. member.

Article 26

1. The M.B. acts in compliance with the statutes and assigns the Executive Committee to execute its rulings. It may give to the E.C. its vote of confidence or deny it or replace the E.C., only when 18 of its members are present. The President convenes the M.B. meetings, presides over them and decides on the issues of the agenda.

The Secretary General has the duty to keep the minutes of the meetings.

2. A member of the M.B. or a member association of the P.O.S.T. may submit in writing to the President any issue accompanied by a relevant detailed recommendation. The M.B. in its next meeting decides whether or not and when the above issue should be included in its agenda.
3. None of the M.B. members shall take administrative action or promote an issue without previous ruling of the M.B.

4. The P.O.S.T. representatives who are elected to collective bodies are called before the M.B. and account for matters pertaining to their functions and duties.

Representatives against whom there is proof of violation of the rulings of the Pan-Hellenic Convention and the M.B., may be removed from office; the above decision is taken by majority of 3/4 of the present members. The ruling related to the removal from office of a M.B. member shall be submitted to the next Convention; if said ruling is approved by the Convention, the representative is replaced by the first alternate.

Article 27

MANAGEMENT BOARD DUTIES

The M.B. duties include all matters pertaining to the employees of the Hellenic Post and other postal companies as well as to the organizational structure of the /Federation and in particular:

1. Courses of action aiming at the realization of the statutes goals.
2. The organization and joint action of the P.O.S.T. and its members.
3. The training, education and instruction of the union officers and the employees.
4. The convening of the ordinary and extraordinary Pan-Hellenic Convention, the Regional Conferences and the Assembly of the Presidents.
5. The drawing up of the agenda and the recommendations to to the above bodies.
6. The execution of the decisions of the above bodies.
7. The decisions for interventions, mass mobilizations and any actions aiming at the realization of the P.O.S.T.'s goals.
8. The approval of the budget and the reports submitted by the E.C.
9. The signing of Collective Labor Agreements.
10. The establishment and modification of its operation rules and regulations.
11. The establishment of Secretariats-Sectors with the mission to better accomplish the Federation's goals, in which members of the M.B. or other union executives may participate; the respective Secretaries mentioned under art. 24 par. 2 of the present statutes act as directors of the above Secretariats-Sectors.
12. The approval of the decisions and actions of the E.C., as provided for in the present statutes.

13. The supervision of the management of the P.O.S.T. Resorts and the Solidarity Fund.

Article 28

EXECUTIVE COMMITTEE

1. The E.C. consists of 13 M.B. members who are elected by secret ballot by the M.B., in accordance to the integral proportional representation system under art. 25 par. 9 of the present statutes.
The E.C. is responsible for the execution of the M.B. decisions, for directing and managing the P.O.S.T. affairs, for hiring the necessary staff and the Federation consultants and for deciding on their compensation.
2. The President and the Secretary General represent the P.O.S.T. before the judicial authorities or other state authorities, in its transactions with any natural or legal persons and they have the power to sign all documents.
3. The E.C. has the obligation to keep the following books:
 - Register of member associations, which contains the registration number of each P.O.S.T. member, its name, its seat, the date of its registration and the date of its deletion as well as the number of its registered members.
 - Book of income and expenditure, where all revenues and expenditures of the Federation are regularly recorded.
 - Minutes of the Pan-Hellenic Convention meetings.
 - Minutes of the M.B. meetings.
 - Minutes of the E.C. meetings.
 - Treasury minutes, where all revenue and expenditure are recorded by chronological order.
 - Book of assets, where all movable and immovable property of the P.O.S.T. is recorded.
 - Minutes of the meetings of the Solidarity Fund Managing Committee.
 - Minutes of the meetings of the Resorts Managing Committee.

The collection bills are numbered and certified by the E.C. before being used.

The E.C. is in quorum when at least 7 of its members are present. The decisions are taken by simple majority and recorded in the minutes book.

Article 29

1. The E.C. convenes regularly at least once every 21 days or extraordinarily whenever deemed necessary by the resident and the Secretary General.
2. The President convenes the E.C. meetings, decides on the agenda and presides over them. In case the President is absent or otherwise impeded, he/she is substituted by the Substitute President.
3. A group of at least 6 E.C. members may ask, by petition in writing, that the E.C. is convened. The issues of the agenda must be stated on the petition, which shall be accompanied by a written recommendation. The President is to convene the E.C. within 3 days after the submission of the petition.
4. The E.C. convenes the M.B.

Article 30

THE PRESIDENT:

1. Jointly with the Secretary General represents the P.O.S.T. in all its transactions with any natural or legal person.
2. Convenes the E.C. meetings, decides on the agenda and presides over them. In case the President is absent or otherwise impeded, he/she is substituted by the Substitute President.
3. Jointly with the Secretary General signs all outgoing documents. The payment orders and collection bills are signed by the President, the Secretary General and the Treasurer jointly.
4. Manages the internal operation of the Federation and delegates duties to every committee, work group or sector that is established.
5. May assign some of his/her duties to the Substitute Presidents, even when he/she does not refrain from duty.

Article 31

THE SECRETARY GENERAL:

1. Jointly with the President represents the P.O.S.T. in all its actions and transactions.
2. Jointly with the President signs all outgoing documents; all payment orders and collection bills are signed by the Secretary General, the President, and the Treasurer jointly.
3. Supervises the keeping of the records of the meetings' minutes, the conduct of any written procedures and the redaction of documents concerning the P.O.S.T. and is responsible for the safekeeping of the P.O.S.T. stamp and files. In case of absence or impediment,

he/she is substituted by the Substitute Secretary General, who also assists him/her in any written procedure.

4. May assign some of his/her duties to the Substitute Secretary, even when he/she does not refrain from duty.

Article 32

THE SECRETARY OF FINANCES (TREASURER):

1. Keeps the book of income and expenditure, collects money according to the duplicate collection bills and makes payments according to the duplicate money orders signed jointly by him/herself, the President and the Secretary General. Furthermore, he/she keeps the book of assets of the P.O.S.T. and supervises all its financial and operational affairs. Finally, in cooperation with the President, he/she draws up the financial and management report as well as the Federation budget that are submitted for approval to the M.B. In case of absence or impediment, he/she is substituted by the Substitute Treasurer.
2. Provides the M.B. and the E.C. members with any information on the finances whenever asked by them. At the end of every month he/she submits a financial report and a treasury to the E.C. and asks for approval of the expenses. He/she deposits the treasury money in the P.O.S.T. bank accounts and is not to keep in it sums of money that exceed the maximum sum provided for in the statutes.
3. All receipts and vouchers are kept for 3 years.

Article 33

1. The Secretary of International Relations and Affairs is responsible for the international duties of the P.O.S.T.
2. The Secretary of Press and Public Relations is responsible for organizing all P.O.S.T. events, for the publishing and circulation of the newspaper and announcements and the invitation of the representatives of the press and the mass media to meetings with the E.C.

Article 34

THE COORDINATION SECRETARY:

1. Is responsible for researching and implementing all plans of action pertaining to the organization of the P.O.S.T. as well as for the keeping of records and all relevant data of the member

- associations. He/she provides all information requested by the P.O.S.T. members on matters related to union organization.
2. Supervises the organizing of the Pan-Hellenic Convention, the Regional Conferences and the Assembly of the Presidents.
 3. Is responsible for the connection and communication between the P.O.S.T. and its members.

Article 35

THE SECRETARY OF EDUCATION AND DOCUMENTATION IS RESPONSIBLE FOR:

1. The development of educational programs for the P.O.S.T. members.
2. The participation of the Federation in national and international seminars (jointly with the Secretary of International Relations).
3. The creation and keeping of the P.O.S.T. historical records as well as the founding of libraries.
4. Any matter pertaining to the education and training of the staff and the documentation of issues concerning the Federation.

Article 36

THE SUBSTITUTE SECRETARY OF FINANCES:

1. Assists the Secretary of Finances in his/her duties and substitutes him/her in case of absence or impediment.
2. Is responsible for statistical studies and financial researches that are elaborated for the P.O.S.T.
3. Supervises, controls and manages the Solidarity Fund.
4. Manages the assets of the P.O.S.T.

ARTICLE 37

1. The Secretary of Culture and Resorts is responsible for the promotion and implementation of cultural projects as well as all matters relative to the environment and sports.
2. The Secretary of Social Security, Solidarity and Social Issues is responsible for the P.O.S.T. relations with the social security organism and for any matter related to pension, health and social security.

Article 38

1. The Substitute Secretary General substitutes the Secretary General and, by ruling of the E.C., has the duty to elaborate written replies-explanations on matters submitted to the P.O.S.T. by its members

in the form of memorandums or other types of documents. Furthermore, he/she is responsible for redaction and reproduction of copies of recommendations made by the Federation E.C. to its M.B. as well as for all materials of the P.O.S.T.

2. The Substitute President substitutes the President in case of absence or impediment.
3. The Second Substitute President supervises the publishing of the newspaper and substitutes the Substitute President.

Article 39

The offices of the President, Secretary General and Treasurer shall not be held by the same person in any way.

Article 40

1. The management of the P.O.S.T. finances is conducted by all the members of the E.C. who keep the M.B. informed and render account to the Pan-Hellenic Convention.
2. All expenditures included in the approved budget are valid; the M.B. decides on expenditures that are not included in the budget.
3. Expenditures that do not exceed the sum of 1.500,00 € and are deemed necessary to cover emergencies, may be decided upon by the President, the Secretary General and the Treasurer, however, they shall introduce them for approval to the next E.C. meeting held after the expenditure.
4. Expenditures that do not exceed the sum of 6.000,00 € shall be decided upon by the E.C. For expenditures that exceed this sum, only the Federation M.B. has the power to decide.
5. For administrative expenses, the Secretary of Finance keeps a sum up to 3.000,00 € in the Treasury; all other sums of money belonging to the P.O.S.T. are deposited to the Postal Savings Bank or other bank. The E.C. decided on withdrawals.
6. By ruling of the M.B., the above sum may be modified. The P.O.S.T. may make payments by bank cheques.

Article 41

RIGHTS AND DUTIES OF THE ADMINISTRATION MEMBERS

The Federation E.C. and M.B. members, the members of the committees established by them as well as the M.B. and other members of the member associations of the P.O.S.T. that participate in the Federation **who are being prosecuted in any way for their unionist action**, are supported by the P.O.S.T. until they are fully redeemed.

Article 42

Any member of the administration is considered to have resigned and is replaced by an alternate:

- a. In case of submission of resignation.
- b. In case of absence without justification from three consecutive meetings, unless there are circumstances of force majeure and sickness.
- c. If he/she voluntarily resigns from being a Hellenic Post employee. The relative decisions are taken by the M.B. by secret ballot and absolute majority.

Article 43

AUDITING COMMITTEE:

1. It consists of 5 members elected by the Pan-Hellenic Convention according to the system described under art. 20 of the present statutes, at the same time when the M.B. is elected and for the same term of office.
2. The Auditing Committee has the duty to supervise and control the management of the P.O.S.T. finances by the E.C. and to draw up a relative report which is submitted to the Pan-Hellenic Convention every 18 months. For this purpose, its members are entitled to access all books, documents and receipts related to the P.O.S.T. revenues and expenditures. The Auditing Committee is in quorum when 3 of its members are present.
3. Apart from the full members, five more alternate members are elected; those are the next in number of votes candidates and they replace the full members in case of resignation, by order of vote power.
4. In case the Auditing Committee detects mismanagement of the P.O.S.T. finances, it has the right to appeal to the M.B. and ask that the necessary measures are taken and the guilty parties are charged.

Article 44

GENERAL PROVISIONS:

1. By ruling of the E.C., the members of the M.B., the E.C. and the specialized committees may receive compensation for their travelling and accommodation expenses related to the completion of the P.O.S.T. affairs and to the providing the Hellenic Pot employees with all necessary information. To cover these

expenses, a specific sum is provided for in the annual budget and approved by the Pan-Hellenic Convention.

2. All documents addressed to third parties shall contain:
 - The name and of the P.O.S.T.
 - Its seat and the exact address of its headquarters.
 - Its registration number in the register of professional associations kept by the competent department of the Athens Court of First Instance.

Article 45

The P.O.S.T stamp is round-shaped with the head of Hermes as an emblem in the center and the name of the Federation: “PAN-HELLENIC FEDERATION OF POSTAL ASSOCIATIONS” written around it.

Article 46

The Federation publishes a newspaper in which the members of its member associations can be informed on matters pertaining to the P.O.S.T. issues and goals as set in the present statutes as well as the decisions of the P.O.S.T. bodies. The newspaper is titled “THE FIGHTER OF THE POSTAL EMPLOYEES” and its financial management is conducted by the P.O.S.T. Secretary of Finances.

Article 47

The P.O.S.T. celebrates the 1st of May as the International Day of fighting and solidarity of the working class by proclaiming (jointly with the G.C.G.W.) a strike and organizing a demonstration of the employees and the members of the associations that are seated in the same city as P.O.S.T.

Article 48

DISSOLUTION – LIQUIDATION

1. The Federation is dissolved for the reasons provided for by Law as well as by decision of the Pan-Hellenic Convention, which is convened especially for this reason. At least half of the total number of the representatives-members with voting rights have to be present and the decision is taken by secret ballot and majority of 3/4 of the present members.
2. A copy of the above decision is submitted to the competent secretariat of the Athens Court of First Instance to be registered in the legal register.

3. After its dissolution for any reason, the P.O.S.T. goes into liquidation. For this reason, a three-member committee of liquidators is appointed by the Pan-Hellenic Convention, which the President and the Secretary of Finances have to be part of, if they are in office at the time of the dissolution.
4. The Pan-Hellenic Convention decides on where the P.O.S.T. assets will be signed over after the payment of its debts, however, under no circumstances are they to be distributed among the P.O.S.T. members.

Article 49

After recommendation of the E.C. which is approved by the M.B., the Pan-Hellenic Convention may decide to adopt an internal operation regulation pertaining to the organization and operation of the P.O.S.T. various services and bodies.

A Social Resources Fund-Strikes Fund is hereby established; all matters related to its institution, start date, financial resources, organization, purposes and operation shall be codified in a regulation, by ruling of the M.B. which shall be approved by the Pan-Hellenic Convention.

Article 50

Natural persons who are members of the associations-members of the P.O.S.T. and who occupy managerial posts after relevant petition by their part, in case they are elected as representatives at the P.O.S.T. Convention, do not have the right to be candidates for any position in any P.O.S.T. body, unless they have resigned from their managerial post six months prior to the opening date of the P.O.S.T. Convention.

Article 51

Any other matter which is not provided for in the present statutes, shall be resolved in compliance with the legislation in force related to professional associations as well as the provisions of the Greek Civil Code or by decision of the M.B. or the Pan-Hellenic Convention, if an issue is submitted to it according to the provisions of the present statutes.

A representative of the retired may be present and heard at the P.O.S.T. Management Board meetings, whenever the issues discussed concern the retired employees.

Article 52

By exception from the provisions of art. 16 par. 2 of the present statutes, a Pan-Hellenic Convention for the assessment of the P.O.S.T.'s work shall be held on the 2nd of May 2007.

Article 53

The present statutes has been officially approved by the 3974/1973 ruling of the Athens three-member Court of First Instance and modified by the 1956/1977, 3280/1989, 6101/2000 and 3751/2005 rulings of the same Court. The present statutes and all modifications on it were redacted and codified, it was read, approved of and signed as follows:

Athens, 25 of November 2005

THE PRESIDENT

THE MINUTES SECRETARY

SAVAS GIANNOPOULOS

AN. PARASKEVOPOULOU