

UNION OF HIGHWAY TRANSPORTATION WORKERS

HTRAWU

UNION BYLAWS

PART ONE

GENERAL PROVISIONS

ARTICLE 1- NAME, HEADQUARTERS, AND ADDRESS OF THE UNION

- a) The name of the union is: Highway Transport Workers Union. The abbreviated name of the union is KATAŞ/SEN.
- b) The General Headquarters of the Union is in Istanbul. The General Assembly of the Union is authorized to move this headquarters to another city.
- c) Address of the Union Headquarters: Kaptanpaşa Mah. Darülaceze Cadd. No:31 Blaş İş Merkezi A Blok, Kat: 6, Daire: 63, Şişli, ISTANBUL. The Central Executive Board of the Union is authorized to change the address of the headquarters within the same city.

ARTICLE 2- PURPOSE OF THE UNION

As an organization of workers who are aware that workers can secure their rights when they are organized and united as a single class:

- a) It develops the international unity and struggle of the working class, taking into account its global interests.
- b) It works to ensure that working and living conditions reach a level worthy of human dignity.
- c) It fights to secure and develop the social and economic rights necessary for its members to face the future with confidence.
- d) It sees it as its duty to eliminate privileges, the conflict between labor and capital, to protect fundamental rights and freedoms, and to spread the struggle against all forms of oppression.
- e) It ensures the protection of the rights of all its members without discrimination based on religion, language, race, gender, or political opinion.
- f) It aims to combat unregistered and precarious work, subcontracting, and unemployment, striving for a safe working environment that prevents work accidents and occupational diseases.
- g) It struggles for the realization and improvement of trade union rights and freedoms based on national law, international conventions, and International Labor Organization decisions.

ARTICLE 3- WORKING METHOD OF THE UNION

a) The union ensures the continuous and unrestricted operation of internal democracy in the broadest sense. To implement free, class-based, and mass unionism, the union establishes workplace committees and councils to promote greater member participation in union activities.

b) The union guarantees that all representatives and executives are elected from among the members and by the members themselves.

c) The union follows the principle of democratic centralism, applying methods of discussion, criticism, persuasion, and self-criticism when forming decisions within its organizational units. The minority is bound by the majority's decisions, and minority views have the right to become the majority if accepted.

d) It works toward the liberation of the working class from the constraints of capital and oppression, striving for genuine equality and freedom.

e) The union acts independently of capital, the state, political parties, and organizations, focusing solely on the demands of the working class.

f) In its dealings with other trade unions and professional organizations, the union promotes cooperation and solidarity in the struggle for the rights of workers.

g) To enhance the unity of the working class, it participates in national and international unions, conducting joint actions and activities.

h) The union undertakes educational activities to raise the political, trade union, and cultural consciousness of its members and other sections of the working class. It also provides scholarships for members and their families and manages health, education, sports, and cultural facilities for their benefit.

i) It strives to protect and advance the rights of its members by establishing and operating media outlets (e.g., television, radio, printing houses) as necessary.

j) The union ensures that all members benefit equally from its activities without discrimination.

ARTICLE 4- PRINCIPLES OF THE UNION

a) The union operates in accordance with the principle of democratic centralism in its internal functioning. It adopts the principle of members' direct participation in decision-making processes and ensures that their will is reflected in all decisions. The union guarantees the broadest, unrestricted, and continuous operation of internal democracy. To implement democratic, free, class-based, and mass unionism, the union establishes committees and councils at the workplace level to promote more active participation in union work.

b) In the decision-making process, the union applies methods of discussion, criticism, persuasion, and self-criticism to instill the principle of democratic centralism. The minority complies with the decisions of the majority, and the right of minority views to become the majority is protected.

c) To develop the international unity of the working class, the union establishes international relations. On this basis, it creates and participates in international organizations and platforms.

d) The union fights against ideologies that divide the working class, such as racism, while viewing the specific demands and expectations of different sections of the working class as common demands. The union adopts these and fights for their achievement.

e) The union adopts legitimate forms of struggle to change existing laws and practices in favor of the working class to protect the rights of its members.

f) The union expects its members to observe class solidarity and not act against the rights and interests of the working class and workers.

ARTICLE 5- DUTIES AND ACTIVITIES

a) To work towards the realization of job security, considering that work is a fundamental right.

b) To conclude collective labor agreements, initiate collective labor disputes, decide on and manage strikes. In collective labor disputes, to apply to relevant authorities and judicial bodies, and to submit opinions, recommendations, and requests.

c) To become a member of international labor organizations, withdraw from membership, and send delegates, representatives, and observers to national/international labor organizations of which it is a member or with which it maintains solidarity.

d) To strive for the abolition and prohibition of subcontracting labor systems.

e) To provide assistance to members who are victimized due to union activities, in accordance with regulations. To fight to ensure that working employees are not deprived of legal protections, social security, social insurance rights, and occupational health and safety measures.

f) To purchase movable and immovable property necessary for the union's objectives and duties, sell them when necessary, and decide what will happen to these properties in the event of the dissolution of the union.

g) To file lawsuits on behalf of members and their heirs in disputes arising from labor legislation, collective labor agreements, customs, and practices. To represent members and their heirs in lawsuits, monitor these cases, and provide legal assistance concerning rights related to work, social security, retirement, and similar matters.

h) To raise awareness among members to ensure that they act in accordance with the union's bylaws.

i) To strive for the provision of continuous unemployment benefits sufficient to meet the living needs of individuals who become unemployed, for the duration of their unemployment. To organize cooperative, solidarity-based solutions and efforts among the unemployed, workers, and those lacking job security.

j) To organize courses, conferences, panels, and seminars for contemporary education, which will be considered cultural activities for members. To establish the necessary facilities for

libraries and publishing, and to provide opportunities for members to spend their leisure time productively.

k) To establish funds for assistance and education related to marriage, birth, illness, old age, death, disability, unemployment, without making donations. To provide loans not exceeding 5% of the union's cash assets.

l) To assist members in establishing cooperatives and to provide loans not exceeding 10% of the union's cash assets.

m) To organize vocational training and activities to enhance the knowledge and experience of members.

n) To invest in economic enterprises, provided that such investments do not exceed 20% of the union's cash assets.

o) To fight for the recognition of the right to strike and collective bargaining for all workers and for the elimination of all forms of pressure and practices targeting workers.

p) To fight for access to housing, rest, nutrition, and necessary healthcare services.

q) To use the legal powers granted to legal entities according to general provisions.

ARTICLE 6- THE SECTOR IN WHICH THE UNION WILL OPERATE

a) The union operates in the Transportation Sector, designated as Line of Business No. 15.

b) The union conducts its activities throughout Turkey in all workplaces where the primary work is transportation. This includes auxiliary areas related to the nature of the work and the requirements for its execution, such as rest areas, breastfeeding rooms, dining facilities, sleeping quarters, bathing areas, medical examination and care centers, physical or vocational training locations, courtyards, and other related units and extensions. Additionally, vehicles and parking areas are considered auxiliary to the main work and fall under the union's operational scope in all such workplaces.

PART TWO: MEMBERSHIP

ARTICLE 7- UNION MEMBERSHIP

a) Workers employed in the Transportation Sector, as specified in Article 2 of the Labor Law No. 4857 and Article 2 of the Law No. 6356 on Trade Unions and Collective Bargaining Agreements, who have completed the age of 15, are eligible to become members of the union. Workers employed in auxiliary jobs in workplaces operating in the transportation sector are also eligible for membership.

b) Workers who wish to become members shall apply for membership through the e-Government portal, using the electronic application system provided by the Ministry of Labor and Social Security. Membership is obtained through the approval of the Central Executive

Board via the e-Government portal. If the membership application is not rejected by the union within 30 days, the application is considered accepted.

c) Workers who are not accepted as members without just cause have the right to file a lawsuit with the local labor court within 30 days of receiving the rejection notification. The court's decision in this matter is final.

d) Workers whose membership is accepted will be issued a membership card and a copy of the union's bylaws.

ARTICLE 8- DUTIES AND RESPONSIBILITIES OF MEMBERS AND DUES

a) Union members agree to act in accordance with the union's bylaws and internal regulations adopted by the General Assemblies and to abide by the union's principles.

b) In addition to paying membership dues, union members have responsibilities towards the union and their fellow workers at the workplace.

c) Union members are obligated to comply with and implement the decisions made by the committees formed in accordance with the bylaws on union-related matters.

d) Disciplinary provisions will be applied to members who, as determined by the committees, fail to fulfill their responsibilities or fail to comply with and implement the decisions made by the committees.

e) The monthly membership dues to be paid by registered union members are equivalent to one day's base wage. Upon a written request from the Central Executive Board, the dues will be deducted from the employee's wages by the employer and deposited into the account specified by the union. Pursuant to Article 39 of Law No. 6356, the amount of solidarity dues collected is also equivalent to one day's base wage. The principles and procedures regarding dues deductions are governed by Article 18 of the Trade Unions and Collective Bargaining Agreement Law and the regulation to be issued by the Ministry of Labor and Social Security based on this article.

ARTICLE 9- RESIGNATION FROM MEMBERSHIP

a) A member may withdraw from membership by submitting a notification. The withdrawal notification shall be made electronically via the e-Government portal, and the notification will be delivered simultaneously to the Ministry and the union. The withdrawal becomes valid 1 month after the date of notification to the union. If the member joins another union within this 1-month period, the new membership is considered to begin after this period. A worker who leaves their job by receiving an old-age or invalidity pension, or a lump-sum payment from the Social Security Institution (SGK), shall have their union membership terminated.

b) A worker who starts working in another line of business automatically loses their union membership.

c) If unemployment lasts for more than 1 year, the membership is automatically terminated.

d) A member who withdraws from the union shall continue to pay membership dues for 1 month from the date of withdrawal.

ARTICLE 10- CONTINUATION AND SUSPENSION OF MEMBERSHIP

a) Union members who leave their workplace due to their appointment to the union's management, supervisory, and disciplinary boards shall continue to retain their union membership as long as they pay their membership dues.

b) Those eligible for union membership and serving as workers' representatives on the management boards or similar boards of an enterprise or institution shall also continue to retain their union membership.

c) The rights and obligations of military personnel who have not adopted military service as a profession shall be suspended during the time they are serving in the military.

d) Temporary unemployment or transfer to another job within the same field of union activity does not affect union membership.

e) A union member who fails to pay membership fees for three consecutive months without a justifiable reason shall automatically lose membership status.

ARTICLE 11- EXPULSION FROM MEMBERSHIP

a) The situation of a member reported to have displayed attitudes and behaviors requiring expulsion from the union is reviewed by the Central Executive Board and, if necessary, by the Central Disciplinary Board. If these attitudes and behaviors are confirmed, the member's membership is suspended by the Central Executive Board and submitted to the first General Assembly with a request for expulsion.

b) The decision to expel members from the union is made by the General Assembly. The expulsion decision is electronically notified via the e-Government portal to the Ministry of Family, Labor, and Social Services and delivered in writing to the expelled member. The member may appeal the expulsion decision in court within 30 days of receiving the notification. Membership continues until the expulsion decision is finalized. Until the system for notification via the e-Government portal is established, the expulsion will be notified in writing to both the Ministry and the expelled member.

c) The conditions requiring expulsion are as follows:

1. Failing to comply with the union's program, statute, and regulations prepared according to the statute.

2. Failing to comply with the strike decision, provisions of the collective labor agreement, and the written decisions and instructions of the union's organs.

3. Losing the qualifications for union membership and acting contrary to these conditions.

4. Embezzling union funds or property, incurring debts, or causing financial losses.

5. Engaging in behaviors, statements, or actions that disrupt unity, solidarity, and cooperation among members.

6. Engaging in activities that obstruct the implementation of the union's principles and hinder the achievement of its objectives.

d) Membership is automatically terminated in the following cases:

1. The member leaves the line of work.
2. The member dies.

**ARTICLE 12- BECOMING A MEMBER OF THE SUPREME ORGANIZATION
AND RESIGNATION FROM MEMBERSHIP**

a) The quorum required for the union to become a member of a confederation is the absolute majority of the total number of members or delegates of the General Assembly.

b) The provision of paragraph (a) applies to resignation (withdrawal) from membership of a confederation.

c) Membership and withdrawal shall be announced and notified to the official authorities.

PART THREE: THE STRUCTURE OF THE UNION

ARTICLE 13- BODIES OF THE UNION

The Union is composed of the following bodies:

A- Headquarters Bodies

- a) Central General Assembly of the Union
- b) Union Central Executive Board
- c) Union Central Supervisory Board
- d) Union Central Disciplinary Board

B- Branch Bodies

- a) Branch General Assembly
- b) Branch Board of Directors
- c) Branch Supervisory Board
- d) Branch Disciplinary Board

C- Advisory Bodies

- a) Board of Presidents
- b) Branch Board of Representatives
- c) Regional Representatives
- d) Workers' Committees and Councils

ARTICLE 14- COMPOSITION OF THE CENTRAL GENERAL ASSEMBLY

a) The Central General Assembly is the highest decision-making body of the union.

b) The General Assembly of the Union is the highest and most authoritative body of the union. It is composed of 100 delegates elected according to the provisions of the bylaws at the Branch General Assemblies, along with members of the Central Executive Board, Central Supervisory Board, and Central Disciplinary Board. (Until branch administrations are established, delegates are determined based on all members.)

c) When determining the number of delegates for the Branch General Assemblies, the union informs the branch of how many delegates and alternate delegates it can elect for the Central General Assembly by dividing the active membership by 100. Alternate delegates are elected at a rate of 10% of the total number of delegates attending the General Assembly. Workplaces that are not affiliated with any branch shall be connected to the nearest branch. Delegates and alternate delegates are elected according to this principle at the Branch General Assembly.

ARTICLE 15- CONVENING AND WORKING METHODS OF THE CENTRAL GENERAL ASSEMBLY

a) The Central General Assembly convenes once every 3 years in the city where the union's headquarters is located, at the place, day, and time determined by the Central Executive Board.

b) The agenda, location, day, and time of the General Assembly meeting, prepared by the Central Executive Board, must be announced at least 15 days in advance in a local newspaper or on the union's corporate website. Additionally, written notice is sent to the local election board.

c) The work and account report for the period between the two General Assembly meetings, the Certified Public Accountant's Report, the Supervisory Board's Report, and the budget proposal for the next period must be sent to the delegates at least 15 days before the date of the meeting.

d) The quorum for the General Assembly meeting is the absolute majority of the total number of delegates. If the quorum is not met at the first meeting, the second meeting is postponed for no more than 15 days. No quorum is required for the second meeting; however, the number of participants cannot be less than one-third of the total number of delegates.

e) Persons who are not delegates cannot be counted in the quorum and are not entitled to vote in the General Assembly.

f) The Central Executive Board is responsible for calling the Central General Assembly to convene.

g) The General Assembly convenes at the announced place, day, and time.

h) Only the items on the agenda are discussed at the General Assembly. Adding an item to the agenda is possible with the written proposal of 1/10 of the delegates attending the General Assembly.

i) A roll call is taken by a member of the Central Executive Board. If the quorum is met, the General Assembly is opened by the President of the Union or by a member of the Board of Directors appointed by the President. A chairman, two deputy chairmen, and enough secretaries

are elected to manage the General Assembly. The election of the Council is conducted by open ballot.

j) The quorum for General Assembly decisions is the absolute majority of the delegates present at the meeting. However, this number cannot be less than one-fourth of the total number of delegates.

ARTICLE 16- CONVENING PRINCIPLES OF THE EXTRAORDINARY CENTRAL GENERAL ASSEMBLY

a) The Central Executive Board, Central Supervisory Board, or the General Representatives Board, if deemed necessary, or upon the written request of 1/5 of the General Assembly delegates, may convene an extraordinary General Assembly within a maximum of 2 months. The reasons for requesting the extraordinary General Assembly must be clearly stated. The call for the General Assembly is made by the Central Executive Board.

b) The agenda items specified in the call for the extraordinary General Assembly cannot be reduced by the Central Executive Board.

c) No topics other than those on the agenda can be discussed, and no proposals can be made. The rules governing the ordinary General Assembly also apply to the extraordinary General Assembly.

ARTICLE 17- DUTIES AND POWERS OF THE CENTRAL GENERAL ASSEMBLY

a) Determine the policies of the union and make decisions.

b) Elect the union's organs.

c) Amend the bylaws.

d) Discuss the reports of the Executive Board, Supervisory Board, and Certified Public Accountant.

e) Grant separate acquittal to the Executive Board and Supervisory Board.

f) Discuss and approve the budget prepared by the Executive Board, either as presented or with amendments.

g) Grant the Executive Board authority to purchase necessary immovable property or to sell existing immovable property.

h) Decide on joining or withdrawing from confederations.

i) Open, merge, or close branches, or authorize the Executive Board to open branches.

j) Decide on the union's membership or withdrawal from international labor organizations.

k) Dissolve the union.

l) Review the decisions of the Disciplinary Board and assign the Executive Board to implement them.

m) Assign the Executive Board to carry out the union's objectives, principles, and powers as outlined in the bylaws.

n) Determine the salaries, allowances, travel reimbursements, and compensation for the union officials serving in various union bodies.

o) Determine the allowances, travel reimbursements, and compensation for members temporarily assigned to union duties.

p) Elect delegates to attend the General Assembly of the upper organization.

q) Perform any other duties required by the legislation or the union's bylaws that need the General Assembly's decision, or decide on matters not assigned to another union body.

r) Establish rules to be followed in the election of delegates, provided they do not conflict with the law.

s) Authorize the Executive Board to make social expenditures for members and employees, not exceeding 5% of the union's cash revenues.

t) Authorize the Executive Board to construct technical and vocational training facilities.

ARTICLE 18- QUALIFICATIONS REQUIRED FOR UNION LEADERSHIP

a) Possess the qualifications specified in Article 6 of Law No. 6356.

b) Not hold positions in the management or supervisory boards of public institutions or organizations, or in the management of undertakings or partnerships in which public institutions participate, or in the management of political parties.

c) Meet the qualifications required for a managerial role as specified in the Trade Unions and Collective Bargaining Agreement Law No. 6356, aside from the provisions mentioned above.

ARTICLE 19- COMPOSITION OF THE CENTRAL EXECUTIVE BOARD

a) The Central Executive Board is authorized to represent the legal entity of the union as a union organ. It consists of seven full members, including the General President, General Secretary, General Financial Secretary, General Organizing Secretary, General Education Secretary, Women's Secretary, Collective Bargaining Agreement (CBA) Secretary, Press Secretary, and Legal Secretary, all of whom are elected by the Central General Assembly through secret ballot and open counting from among the delegates. An equal number of alternate members are also elected to the Board of Directors.

b) The Central Executive Board decides, considering the number of members, the union's financial situation, and the organizational requirements, which of its members or regional branch officials and branch members will work professionally.

ARTICLE 20- DUTIES AND POWERS OF THE CENTRAL EXECUTIVE BOARD

a) The Central Executive Board is the highest decision-making and executive organ of the union, following the General Assembly.

b) The authority to represent the union is exercised by the General President on behalf of the Central Executive Board.

c) The primary duties and powers of the Central Executive Board are:

- 1- To conclude collective labor agreements on behalf of and in consultation with members.
- 2- To initiate collective labor disputes.
- 3- To decide on, implement, and lift strikes.
- 4- To enforce and interpret the bylaws when necessary.
- 5- To implement decisions of the General Assembly and other boards.
- 6- To convene the General Assembly.
- 7- To prepare work and financial reports, the estimated budget, and present them to the General Assembly, and ensure the submission of the Certified Public Accountant's report.
- 8- To transfer funds between budget chapters and annual budgets.
- 9- To manage income and expenditure accounts and finalize related transactions.
- 10- To select representatives to attend meetings of labor organizations, official and private organizations in Turkey and abroad, and to designate participants in studies and trips abroad.
- 11- To decide on the acceptance or rejection of membership applications.
- 12- To take necessary steps for the election of new Branch Boards of Directors in cases where the number of members on the board falls below the required quorum or if a branch has dissolved.
- 13- To select and send worker members to committees convened under the law, collective labor agreements, or international agreements.
- 14- To apply to relevant authorities, mediators, and courts in labor disputes, and to make recommendations and requests in accordance with the law.
- 15- To represent members in negotiations concerning employment rights, collective labor agreements, and customs, and to engage in legal actions such as filing lawsuits, making agreements, and participating in arbitration or mediation.
- 16- To establish educational, scientific, and technical offices necessary to achieve the union's objectives and appoint staff for these offices.
- 17- To organize courses, conferences, seminars, and panels to promote modern education as cultural activities for members and to make social expenditures not exceeding 30% of the union's cash assets.
- 18- To assist in the establishment of funds for marriage, birth, illness, unemployment, and other social purposes, without making donations, and to provide loans to these funds, not exceeding 5% of the union's cash assets.
- 19- To promote the professional education and experience of members.
- 20- To make investments in industrial and economic enterprises, not exceeding 20% of the union's cash assets.
- 21- To implement the decisions of the General Assembly regarding the purchase and sale of immovable property.
- 22- To convene the Board of Presidents.
- 23- To refer the situation of branch managers or workplace representatives who act contrary to the law, the General Assembly decisions, bylaws, or regulations to the Central Disciplinary Board and request their temporary suspension.

- 24- To decide on the convening of an Extraordinary Branch General Assembly in accordance with the bylaws.
- 25- To prepare and submit to the General Assembly new regulations and amendments to existing regulations and bylaws.
- 26- To establish regional representative offices and appoint regional representatives and sufficient staff.
- 27- To establish or authorize branches to establish representative offices in workplaces within their jurisdiction.
- 28- To refer decisions of the Branch Disciplinary Boards to the Central Disciplinary Board when necessary, or take urgent actions as required.
- 29- To review and approve branch expenditures, ensuring compliance with laws, bylaws, and regulations.
- 30- To create staff positions for personnel in branches within the budget.
- 31- To establish new branches as needed.
- 32- To appoint or replace workplace representatives after consulting with the Branch Boards of Directors.
- 33- To take action against branch officials convicted of offenses under Article 6 of Law No. 6356, including termination of duties based on written notifications from the relevant authorities.
- 34- To establish commissions in line with the union's principles and objectives, and to take necessary initiatives and actions.
- 35- To decide on the transfer or decommissioning of fixed assets and their assignment to branches.
- 36- To conduct administrative and financial audits of the branches.
- 37- To approve travel for union officials, members, and employees, with special provisions for extraordinary cases.
- 38- To determine the aid to be provided to union members during strikes and lockouts based on current conditions.
- 39- To fulfill the duties assigned to the Central Executive Board in the relevant articles of the bylaws.
- 40- To carry out other duties assigned by the General Assembly.
- 41- To fulfill the duties and exercise the powers not delegated to the General Assembly as outlined in Article 17 of the bylaws.
- 42- To establish rules governing delegate elections, in compliance with the law.

ARTICLE 21- WORKING PRINCIPLES OF THE CENTRAL EXECUTIVE BOARD

a) The Central Executive Board meets regularly once a week. An extraordinary meeting may be called by the General President of the union or, in the President's absence, by the Board member acting as deputy.

b) The quorum for board meetings is the absolute majority of the total number of members. Decisions are made by a majority vote of the members present.

c) In the event of a tie, the decision is based on the side favored by the meeting chairperson's vote.

d) Whether voting is secret or open is determined by the decision of the Executive Board.

e) If one or more members of the Executive Board leave their positions for any reason, alternate members shall be called to fill the vacancies, starting with the one who received the most votes, in the order of the election results. Once the vacancies are filled, the remaining members of the board shall meet to elect new members for the vacant positions based on the duties required.

f) If resignations cause the number of board members, including alternates, to fall below half of the total, the General Assembly shall be convened within one month by the remaining members of the Executive Board or the Supervisory Board. If the call for the General Assembly is not made within this period, the local court, upon the request of any member, shall appoint three members from among the union members to convene the General Assembly within one month.

ARTICLE 22- DUTIES AND POWERS OF CENTRAL EXECUTIVE BOARD MEMBERS

The members of the Central Executive Board carry out the duties assigned by the board and are responsible to it. They assume responsibility for the union's work units according to the division of labor deemed appropriate by the Executive Board.

I - DUTIES AND POWERS OF THE GENERAL PRESIDENT

a) The General President represents the union's legal entity both domestically and internationally. The General President chairs the Central Executive Board, the Board of Presidents, and all commissions established within the union under general provisions. The General President may delegate the chairmanship of commissions to any member of the Executive Board.

b) The General President is the superior authority over all union offices and is empowered to inspect and supervise all activities, including those of the branches.

c) The General President has the authority to hold press conferences and make statements on behalf of the union. The General President is personally responsible for any statements made or press conferences held without the decision of the Central Executive Board.

d) The General President signs all correspondence together with the General Secretary, and all financial and transaction documents together with the General Financial Secretary.

e) The General President is responsible for submitting the report of the Supervisory Board at the first meeting of the Central Executive Board.

f) The General President is the owner of the union's publication.

II- DUTIES AND POWERS OF THE GENERAL SECRETARY

- a) The General Secretary is responsible for all correspondence, receiving information, and compiling publications, research, and statistics related to the union's principles and objectives, as well as collecting and preparing data necessary for collective labor agreements.
- b) All relevant departments are under the authority of the General Secretary.
- c) The General Secretary is responsible for ensuring the smooth operation of the offices under his/her control.
- d) The General Secretary is responsible for the implementation of regulations and the collective labor agreement concerning union personnel.
- e) The General Secretary prepares and presents the agenda of the Central Executive Board.
- f) The General Secretary carries out the decisions and duties assigned by the General President and the union's organs.
- g) In the absence of the General President, the General Secretary assumes the President's duties.

III- DUTIES AND POWERS OF THE GENERAL FINANCIAL SECRETARY

- a) The General Financial Secretary manages the union's accounting in accordance with the relevant laws, bylaws, and regulations, ensuring the implementation of the term budgets.
- b) The General Financial Secretary maintains the financial balance by presenting income-expenditure tables and balance sheets to the Central Executive Board at the end of each month.
- c) The General Financial Secretary ensures the collection of union revenues, oversees expenditures in line with the budget, maintains proper accounting records, and manages the accounting office.
- d) The General Financial Secretary ensures the timely payment of taxes and insurance premiums.
- e) The General Financial Secretary oversees the timely transfer of advance funds to the branches and supervises their spending.
- f) The General Financial Secretary ensures that documents and fixed asset records related to the union's movable and immovable properties are kept in order.
- g) The General Financial Secretary ensures that union accounts are ready for internal and external audits at all times.
- h) In line with the decisions of the Central Executive Board, the General Financial Secretary ensures the insurance of the union's immovable properties and vehicles and renews insurance policies on time.
- i) In accordance with the decisions of the General Assembly, the General Financial Secretary makes proposals and obtains the approval of the Central Executive Board for transfers between budget chapters and expenses.
- j) The General Financial Secretary signs financial and transaction documents together with the General President, and submits them to the Executive Board when the President is absent.

k) The General Financial Secretary deposits union income in a bank designated by the Central Executive Board within 30 days of receipt.

l) The General Financial Secretary ensures that no more than 20 times the gross amount of the minimum wage is kept in the union's cash reserve, unless otherwise decided by the Central Executive Board.

m) The General Financial Secretary records the notarized property declarations of Executive Board members in a special section of the Executive Board's resolution book and ensures that they are signed by auditors.

n) The General Financial Secretary ensures that all required information and documents are submitted on time to the Ministry of Labor and Social Security.

o) The General Financial Secretary makes proposals to the Central Executive Board regarding cost-saving measures for union expenditures.

p) The General Financial Secretary ensures that lists of members whose union dues are to be deducted are sent to employers in a timely manner, in accordance with Article 18 of the Trade Unions and Collective Bargaining Agreement Law, and ensures that union dues are deducted and sent to the union on time.

q) The General Financial Secretary performs other duties assigned by the General President and the Central Executive Board.

IV - DUTIES AND POWERS OF THE GENERAL ORGANIZING SECRETARY

a) The General Organizing Secretary monitors the union activities of the branches and ensures that activities are carried out appropriately.

b) The General Organizing Secretary supervises membership registration and resignation processes and manages related duties, such as creating membership inventories, in accordance with Article 17 of Law No. 6356 on Trade Unions and Collective Bargaining.

c) The General Organizing Secretary investigates the need for new branches and recommends the opening or closing of branches, preparing reports for the Central Executive Board.

d) The General Organizing Secretary assists in the proper and timely organization of delegate elections and branch general assemblies.

e) The General Organizing Secretary ensures that workplaces outside the union's jurisdiction are organized under the union's scope.

f) The General Organizing Secretary consults with Branch Presidents regarding the appointment of union representatives and makes recommendations to the Central Executive Board.

g) The General Organizing Secretary prepares and distributes publications such as books, brochures, and bulletins explaining the benefits of unionization to workers at newly organized workplaces. The General Organizing Secretary also organizes meetings to promote unionization and ensures the implementation of decisions related to organizing activities.

V - DUTIES AND POWERS OF THE GENERAL EDUCATION SECRETARY

- a) The General Education Secretary ensures the implementation of the general education program determined by the Central Executive Board and provides instructions to the organization regarding the methods of education to be applied. The General Education Secretary uses other unions if necessary to ensure in-depth education for union officials and members.
- b) The General Education Secretary oversees the union's propaganda work and informs provincial and regional branches to achieve sufficient results. The General Education Secretary monitors education activities organized by the branches and reports possible developments or changes in members or officials to the Central Executive Board.
- c) The General Education Secretary prepares reports for the Central Executive Board on education activities and carries out research. The General Education Secretary carefully examines and tracks wages, social benefits, and economic developments and changes.
- d) The General Education Secretary performs duties assigned by the General President and the Central Executive Board, signs documents related to the department with the General President, and exercises the President's powers when authorized.
- e) The General Education Secretary is also responsible for matters related to organizing and assists the General Secretary when necessary.

ARTICLE 23- DUTIES AND POWERS OF THE CENTRAL SUPERVISORY BOARD

- a) The Central Supervisory Board consists of three full members elected by secret ballot from among the delegates with the qualifications listed in Article 19 of the bylaws, by the General Assembly. An equal number of alternate members are also elected. The term of office for the Supervisory Board is three years. At its first meeting, the full members of the Supervisory Board elect a chairman and a rapporteur from among themselves.
- b) The Supervisory Board is required to audit the union every three months. For an audit to take place, at least two auditors must meet. The Central Supervisory Board makes decisions by majority vote. In the case of a tie, the side with which the chairman votes is considered the majority.
- c) Only full members may participate in meetings of the Central Supervisory Board. If one or more full members leave the board, the Chairman of the Supervisory Board shall call alternate members to duty, starting with the one who received the most votes in the election.
- d) Auditors conduct audits at the union's headquarters and are not permitted to remove union documents or books from the Union Headquarters.
- e) The Supervisory Board carries out administrative and financial audits in accordance with the union's bylaws and submits interim reports to the General Presidency of the Union. The end-of-term report is presented to the General Assembly.
- f) The Supervisory Board audits the activities of the Central Executive Board to ensure they are in line with the General Assembly's decisions.
- g) The Supervisory Board may request that the Central Executive Board convene an extraordinary General Assembly.

- h) The Supervisory Board performs other auditing duties specified in the union's bylaws.

ARTICLE 24- DUTIES AND POWERS OF THE CENTRAL DISCIPLINARY BOARD

a) The Central Disciplinary Board consists of three full members elected by secret ballot from among the delegates with the qualifications listed in Article 19 of the bylaws, by the Central General Assembly. An equal number of alternate members are also elected. At its first meeting, the full members of the Disciplinary Board elect a chairman and a rapporteur from among themselves.

b) If one or more full members of the Disciplinary Board leave their position, the Chairman of the Disciplinary Board shall call alternate members to duty, starting with the one who received the most votes.

c) The Central Disciplinary Board convenes upon the decision of the Central Executive Board. For the board to meet, at least two members must be present. The Disciplinary Board makes decisions by majority vote. In case of a tie, the side with which the chairman votes is considered the majority. After obtaining the written defense of the concerned party, the board submits its decision to the Central Executive Board for implementation.

d) The Central Disciplinary Board investigates allegations against central and branch union executives accused of acting contrary to the union's bylaws, objectives, and principles, and may issue penalties such as warnings, reprimands, or temporary suspension. It reports its findings and decisions to the General Assembly and other relevant parties.

e) The Central Disciplinary Board reviews decisions made by Branch Disciplinary Boards regarding union members and that are appealed for further examination. The board submits its findings to the Branch Presidency for necessary action.

f) The Central Disciplinary Board reviews reports prepared by Branch Disciplinary Boards concerning offenses that warrant expulsion from the union and presents its opinion along with the report to the General Assembly.

ARTICLE 25- UNION BOARD OF PRESIDENTS

The Board of Presidents consists of the Branch Presidents, members of the Central Executive Board, and members of the Central Supervisory Board. The board convenes regularly once every three months upon the call of the General President or a designated member of the Central Executive Board, and may hold extraordinary meetings when necessary.

The Board of Presidents:

- a) Raises local issues of the branches and makes recommendations to the relevant authorities.
- b) Provides opinions on the preparation and implementation of collective labor agreements.
- c) Receives information about the activities of the boards and makes recommendations to improve their efficiency.
- d) Expresses opinions on laws, bills, and other legislation affecting working life.

- e) Provides opinions on matters concerning the vitality of the union.
- f) Makes proposals to ensure balance and cooperation among branches regarding branch relations and common issues.
- g) The opinions expressed by the Board of Presidents are evaluated by the Central Executive Board.

BRANCHES OF THE UNION

ARTICLE 26- PRINCIPLES OF BRANCH ESTABLISHMENT

- a) Branches are established, merged, or closed by a decision of the General Assembly.
- b) The decisions of the General Assembly regarding branches are implemented by the Executive Board.

ARTICLE 27- COMPOSITION OF THE BRANCH GENERAL ASSEMBLY

- a) The Branch General Assembly is the highest and most authoritative body of the branch and is composed of members working in workplaces within the branch's jurisdiction. If the number of union members exceeds 500, the assembly is composed of delegates, along with full members of the branch's Executive Board, Supervisory Board, and Disciplinary Board.
- b) In branches with 500–750 members, the General Assembly convenes with 150 delegates, and in branches with 750 or more members, it convenes with 200 delegates.
- c) Delegate elections are held before the Branch General Assembly decision, based on dividing the active membership of the branch by 150 or 200, with elections held separately in each workplace. Workplaces with fewer members than needed to elect a delegate are combined to meet the required number, and elections are held. The regulations regarding delegate elections are prepared by the Central Executive Board.

ARTICLE 28- MEETING TIME AND PRINCIPLES OF THE BRANCH GENERAL ASSEMBLY

- a) The Branch General Assembly meets at least once every three years, with the approval of the Central Executive Board, and no less than two months before the Central General Assembly of the union. It is held at the location, day, and time determined by the Branch Executive Board within the branch's operational area.
- b) The agenda, location, day, and time of the Branch General Assembly meeting, prepared by the Branch Executive Board, must be announced at least 15 days in advance in a local newspaper, or if no newspaper is published in the area, using available local means and resources. Additionally, written notice is sent to the highest-ranking local administrative official.
- c) The rules for quorum and meeting procedures for Branch General Assemblies follow the same procedures applied to Central General Assemblies.

ARTICLE 29- EXTRAORDINARY BRANCH GENERAL ASSEMBLY

- a) The Branch General Assembly may be convened extraordinarily upon the decision of the Branch Executive Board or the Supervisory Board, or upon the written request of 1/5 of the branch members or General Assembly delegates. (The reasons for the meeting must be clearly stated in the request.) The call for the General Assembly is made by the Branch Executive Board.
- b) No topics outside the agenda can be discussed or proposed during extraordinary General Assembly meetings.

ARTICLE 30- DUTIES OF THE BRANCH GENERAL ASSEMBLY

The main duties and powers of the Branch General Assembly are as follows:

- a) Election of the branch organs.
- b) Discussion of the reports of the Executive Board and Supervisory Board.
- c) Granting discharge (acquittal) to the Executive Board and the Supervisory Board.
- d) Carrying out other tasks specified by law and the bylaws, and deciding on matters not assigned to another body.
- e) The Branch General Assemblies do not have the authority to grant financial discharge

ARTICLE 31- BRANCH EXECUTIVE BOARD

- a) The Branch Executive Board is elected by secret ballot by the Branch General Assembly from among members (for assemblies composed of members) or delegates (for assemblies composed of delegates) who meet the qualifications specified in Article 19 of the bylaws.
- b) The Branch Executive Board consists of five full members, including the Branch President, Branch Secretary, Branch Financial Secretary, and two additional board members. An equal number of alternate members are also elected.
- c) In regional branches and branches with more than 200 members, the Branch President works on a professional basis.

ARTICLE 32- DUTIES AND POWERS OF THE BRANCH EXECUTIVE BOARD

- a) The authority to represent the branch is exercised by the Branch President on behalf of the Executive Board.
- b) The management of the branch within the framework of the law, the union's bylaws, and the authority granted by the Central Executive Board belongs to the Executive Board.
- c) The duties and powers of the Branch Executive Board are as follows:
 - 1- To manage the branch's income and expenditure accounts, ensure that expenditures within their authority are made in accordance with procedures, and finalize them. Certified copies of the decisions on expenditures, along with expenditure

documents, must be sent to the central office for review and necessary action by the 15th of the month following the expenditure.

- 2- To prepare the work report to be submitted to the Branch General Assembly and to convene the General Assembly.
- 3- To represent the branch in all dealings with official and private organizations within the branch's jurisdiction.
- 4- To request the Central Executive Board to open positions for personnel to be employed in the branch.
- 5- To take necessary action in resolving all types of union disputes arising within the branch's jurisdiction.
- 6- To ensure that applications for union membership made to the branch are sent to the Central Executive Board within 3 working days of the application date for approval or rejection.
- 7- To convene the Board of Representatives.
- 8- To propose to the Central Executive Board the appointment or replacement of workplace union representatives.
- 9- To review any requests from members working in the workplaces within the branch's jurisdiction, establish relations with employers and relevant authorities, and escalate unresolved matters to the Central Office.
- 10- To carry out other tasks assigned by the Branch General Assembly and other authorized union organs.

ARTICLE 33- WORKING PRINCIPLES OF THE BRANCH EXECUTIVE BOARD

a) The Branch Executive Board meets regularly once every 15 days. Extraordinary meetings may be called by the Branch President, or in their absence, by a member of the Branch Executive Board acting as deputy.

b) The quorum for Branch Executive Board meetings is the absolute majority of the total number of members. Decisions are made by a majority vote of the members present. In the event of a tie, the vote of the meeting chairperson prevails. Whether the voting is conducted secretly or openly is determined by the decision of the Branch Executive Board.

ARTICLE 34- DUTIES AND POWERS OF THE MEMBERS OF THE BRANCH BOARD OF DIRECTORS

I- DUTIES AND POWERS OF THE BRANCH PRESIDENT

a) The Branch President represents the branch. The Branch President chairs the Executive Board and the commissions established within the branch. If necessary, the Branch President may delegate the chairmanship of commissions to any member of the Executive Board.

b) The Branch President is the superior authority of all branch offices and is empowered to inspect and supervise all activities.

c) The Branch President signs all correspondence together with the Branch Secretary, and all accounting and financial documents with the Branch Financial Secretary. The Branch President takes necessary measures to ensure the coordination of branch activities.

II- DUTIES AND POWERS OF THE BRANCH SECRETARY

- a) In the absence of the Branch President, the Branch Secretary assumes the President's duties and powers.
- b) The Branch Secretary is responsible for conducting branch correspondence and managing the branch offices.
- c) The Branch Secretary carries out other tasks assigned by the Branch Executive Board and the Branch President.

III- DUTIES AND POWERS OF THE BRANCH FINANCIAL SECRETARY

- a) The Branch Financial Secretary manages all financial matters of the branch in accordance with the law, bylaws, and the instructions of the union's authorized bodies.
- b) The Branch Financial Secretary carries out other tasks assigned by the Branch Executive Board and the Branch President.
- c) The withdrawal of funds from bank accounts on behalf of the branch requires the joint signatures of any two of the following: Branch President, Branch Financial Secretary, or Branch Secretary.

ARTICLE 35- BRANCH SUPERVISORY BOARD

- a) The Branch Supervisory Board consists of three full and three alternate members elected by secret ballot from among the members (for General Assemblies composed of members) or delegates (for General Assemblies composed of delegates) by the Branch General Assembly.
- b) At its first meeting, the full members of the Branch Supervisory Board elect a chairman and a rapporteur from among themselves.
- c) The Branch Supervisory Board operates in accordance with the bylaws governing the working methods of the Central Supervisory Board.
- d) The Branch Supervisory Board audits the activities of the Branch Executive Board to ensure they are in line with the decisions of the General Assembly.
- e) The Branch Supervisory Board conducts necessary audits in accordance with the union's bylaws, submits interim reports to the Branch President, and presents the end-of-term report to the Branch General Assembly.

ARTICLE 36- BRANCH DISCIPLINARY BOARD

- a) The Branch Disciplinary Board consists of three members elected by secret ballot from among the members or delegates by the Branch General Assembly. An equal number of alternate members are also elected.
- b) The Branch Disciplinary Board operates in accordance with the bylaws governing the working methods of the Central Disciplinary Board.

c) The Branch Disciplinary Board investigates union members accused of acting contrary to the union's bylaws, objectives, and principles, and may issue penalties such as warnings or reprimands. The results are reported to the Branch General Assembly and other relevant parties.

d) The Branch Disciplinary Board submits reports concerning offenses warranting expulsion from the union to the Branch President, who forwards them to the Central Office.

ARTICLE 37- BRANCH REPRESENTATIVES BOARD

a) The Branch Representatives Board consists of representatives assigned within the branch's jurisdiction by the Central Executive Board. It makes advisory decisions and convenes upon the call of the Branch Executive Board.

b) Representatives are appointed to serve in the regions and units within the branch's jurisdiction based on the Branch Executive Board's proposal and the Central Executive Board's decision.

c) The duties and powers of the representatives are determined by regulations prepared by the Central Executive Board and approved by the Central General Assembly.

d) The Central Executive Board may appoint representatives to areas without branches, especially distant areas, to assist in union organization and branch formation efforts. The Central Executive Board determines the powers, salaries, and expenditure authority of these representatives. These representatives report directly to the Central Executive Board and operate under regulations prepared by the Central Executive Board.

ARTICLE 38- PRINCIPLES TO BE FOLLOWED IN ELECTIONS

a) Elections for members of the mandatory organs of the Central Office and branches, as well as the election of delegates, are conducted based on the principles of free, equal, secret voting, open counting, and open listing of results.

b) An equal number of alternate members are elected for each full member elected to the mandatory organs outside of the General Assembly

ARTICLE 39- UNION REVENUES

a) Membership dues collected from members.

b) Solidarity dues as specified in the Collective Labor Agreement, Strike, and Lockout Law.

c) Revenues from activities conducted under the Trade Unions Law, such as events, concerts, and similar activities.

d) Donations.

e) Income from the union's assets and profits from the transfer, assignment, or sale of asset values.

f) Profits generated from investments made in industrial and economic institutions, up to 10%.

ARTICLE 40- UNION EXPENDITURES

a) The union may not make expenditures outside of its objectives and activities, nor can it provide donations.

b) Union revenues may be used to enhance the professional education, knowledge, and experience of members and for their social development. Social and essential needs of members dismissed from their jobs due to union membership are met based on the authority granted by the General Assembly.

c) The union may not lend money to anyone, including its members and employees.

d) Items or materials classified as fixed assets, recorded in the fixed asset inventory book under the Tax Procedure Law, cannot be expensed. The procedure and principles for the sale and disposal of fixed assets are determined by regulations issued by the Central Executive Board.

ARTICLE 41- BUDGET PREPARATION

a) The budget is prepared by the Central Executive Board and submitted to the Central General Assembly for approval, at which point it becomes final.

b) The budget is prepared for a three-year period, with each year presented separately. The fiscal year corresponds to the calendar year.

c) The budget must itemize all expenditures, including salaries and the value of movable and immovable property.

ARTICLE 42- BOOKS, FILES, AND RECORDS TO BE MAINTAINED BY THE UNION

The union maintains the following books, files, and records and organizes the relevant receipts:

a) Membership registration forms and books, along with exit notifications.

b) Decision books used to record the decisions of the General Assembly, Executive Board, Supervisory Board, and Disciplinary Board, in order by number and date.

c) Incoming and outgoing mail registration books, recording incoming and outgoing correspondence in chronological order, along with a receipt book.

d) Files for storing the originals of incoming mail and copies of outgoing mail.

e) Dues, journal, inventory books, and the general ledger.

f) Income receipts, their registration book, and files for expense documents and their storage.

g) The books listed above must be notarized within 15 days following each regular General Assembly.

h) The union may also maintain supplementary books in addition to the required books and records.

i) The union is required to keep all books and documents for ten years starting from the calendar year following the year they pertain to.

ARTICLE 43- ASSET DECLARATION

) The presidents and executives of the central union and its branches must submit an asset declaration within two months of taking office, detailing their own assets, as well as those of their spouses and children under their guardianship, in accordance with Law No. 3628 and Law No. 6356 on Trade Unions and Collective Bargaining Agreements.

b) Alternate members must submit their asset declarations within two months of assuming their duties.

c) The managerial status of those who fail to comply with this obligation is terminated one month after the deadline for submission.

d) Individuals who submit asset declarations must resubmit them at the end of their term of office, even if re-elected.

e) Asset declarations are submitted once per term and are kept at the notary for five years after the end of the individual's term of office.

f) The contents of the asset declarations are confidential but may be obtained by judicial authorities or other competent bodies for audit or investigation, provided they are returned afterward.

ARTICLE 44- ACQUISITION OF PROPERTY

a) The union may acquire movable and immovable property necessary to fulfill its objectives and duties.

ARTICLE 45- MEMBERSHIP OF SUPREME ORGANIZATION

a) Application for membership in a supreme organization is subject to the decision of the General Assembly. Membership in a supreme organization is granted upon the approval of the authorized organ specified in the bylaws. Membership in more than one supreme organization at the same time is not permitted. In such a case, subsequent memberships are invalid.

b) Withdrawal from membership in a supreme organization is subject to the decision of the General Assembly. Withdrawal becomes effective one month after notification to the supreme organization.

c) Expulsion from membership in a supreme organization is decided by the General Assembly of the supreme organization.

d) Decisions regarding membership, withdrawal, and expulsion must be reported to the Ministry by the supreme organization within one month.

ARTICLE 46- BRANCH REPRESENTATIVES ASSEMBLY

a) The Branch Representatives Assembly consists of members of the Branch Executive Board, Supervisory Board, Disciplinary Board, and workplace union representatives.

b) It meets at least once every six months upon the call of the Branch Executive Board.

ARTICLE 47- RELATIONS BETWEEN BRANCHES, UNION HEADQUARTERS, AND THE SUPREME ORGANIZATION

Union branches, the central union office, and confederations operate in accordance with the principles of class and mass unionism within a framework of democratic centralist coordination.

ARTICLE 48- SALARIES, COMPENSATION, AND SOCIAL RIGHTS OF OFFICIALS

a) The salaries, allowances, per diems, and compensation for members of the Executive Boards and presidents of the union and its branches are determined by the Central General Assembly. The salaries of union officials and employees may not exceed three times the minimum wage.

b) The Central General Assembly also sets the ceiling for the wages, daily allowances, and per diems for members temporarily assigned to union services.

c) The Central Executive Board is authorized to execute and terminate the employment contracts of staff employed at the central and branch levels, and to determine their salaries, allowances, per diems, compensation, and other social rights. These details are included in the budget estimates and the work report presented to the General Assembly. Provisions of the collective labor agreement remain unaffected.

d) The union guarantees the social security, insurance, and rest rights of its officials and employees. These matters are regulated by a bylaw.

e) In the event of the death of Central or Branch Executive Board members or other members or employees assigned by the union due to work-related accidents, their heirs will receive the deceased's gross annual salary as a social aid. In case of disability, aid is provided based on the degree of disability, up to the maximum limit of one year's salary, as determined by the Central Executive Board. The affected parties retain other legal rights.

f) Central and Branch Executive Board members who serve professionally and are not re-elected, or who resign due to death, disability, or retirement, or choose not to run for re-election, are entitled to receive severance compensation based on the ceiling specified in Law No. 5434, with the total gross amount including severance pay and notice pay calculated according to collective labor agreements signed with warehouses in Istanbul. The net compensation is paid, with taxes and other deductions covered by the union.

g) Executive compensation is paid according to budgetary provisions for the term in which the General Assembly is held and is settled after each General Assembly.

h) The severance pay for personnel, experts, and advisors employed at the central or branch levels is paid by the union at the rate of 40 days per year of service in accordance with the law.

i) Elected officials who are discharged by the General Assembly, even if re-elected, may request compensation for their past service periods as outlined in the bylaws.

ARTICLE 49- COMBINABLE DUTIES

Central and branch executives may stand for, be elected to, and simultaneously perform other duties within the union. However, Central Executive Board members cannot hold positions in more than one central organ, and branch executives cannot hold positions in more than one branch organ (excluding the General Assembly). Executives working professionally, if elected to more than one professional role, may only receive the salary corresponding to the higher-ranking position.

ARTICLE 50- PER DIEMS AND WAGE LOSSES

a) Travel expenses and per diems of members or delegates attending the Central General Assembly and serving in mandatory organs are paid by the union.

b) Wage losses and per diems of members of the Central Supervisory Board, Disciplinary Board, and the Board of Presidents incurred by attending meetings are paid by the union.

c) Wage losses and per diems of members of the Branch Supervisory Board, Disciplinary Board, and the Board of Representatives incurred by attending meetings are paid by the branch.

ARTICLE 51- SENDING MEMBERS ABROAD

The union covers the salaries and per diems of executives, advisors, and representatives sent to international organizations to which the union is affiliated. The amount and terms of these payments are determined by the General Assembly.

ARTICLE 52- AMENDMENT OF THE BYLAWS

In the event of a bylaw amendment, the General Assembly convenes with at least two-thirds of the delegates present. If a quorum is not reached and the meeting is postponed, a simple majority is required for the second meeting. However, the number of members present must not be fewer than the total number of full and alternate members of the union's organs. General Assembly decisions are made by a simple majority of the members present, but amendments to the bylaws require a two-thirds majority. Amendments are reported to the relevant confederations and supreme organizations.

ARTICLE 53- DISSOLUTION

In the event of the dissolution of the union, the General Assembly convenes with at least two-thirds of the delegates present. If a quorum is not reached and the meeting is postponed, a simple majority is required for the second meeting. However, the number of members present must not be fewer than the total number of full and alternate members of the union's organs. The decision to dissolve the union requires a two-thirds majority of the members present. Upon dissolution, the union's assets are transferred to the supreme organization to which it is affiliated.

ARTICLE 54 – GENERAL PROVISIONS

In situations where the bylaws do not provide specific guidance, the relevant legal provisions shall apply. The provisions of the bylaws shall be interpreted in accordance with the principles of good faith and in favor of the workers.

ARTICLE 55 – UNION FOUNDERS

The names, surnames, professions, and residences of the union founders are listed below.