

In compliance with Article 8, paragraph 4, line 18 of the Statute of the Federation of Trade Unions of Macedonia (CCM), the General Council of the Federation of Trade Unions of Macedonia on the session held on 29.10.2013 in Skopje had adopted a consolidated text of the Statute of CCM. The consolidated text comprises: the Statute of CCM adopted on the XVIII Congress of CCM held on 28.10.2010, Reg. No. 0701-481 from 11.11.2010, Decision on Amending the Statute adopted by the General Council on 26.12.2011, Reg. No. 0702-449/7 from 27.12.2011 and the Decision on Amending of the Statute of CCM adopted on 29.10.2013, Reg. No. 0702-345/3 from 07.11.2013.

S T A T U T E
OF THE FEDERATION OF TRADE UNIONS OF MACEDONIA
(CONSOLIDATED TEXT)

REG. NO. 0702-441/1
19.12.2013

I. General provisions

Article 1

1. The Federation of Trade Unions of Macedonia (hereinafter named CCM) is an organisation in which the trade unions are affiliated on voluntary and democratic basis. CCM unites and represents the common social, economic, and cultural interests of the affiliated trade unions.

2. CCM affiliates the following trade unions:

- Trade Union of the Workers in the Agro-industrial Complex of Macedonia (AGRO Trade Union) ;
- Trade Union of the Workers in catering, Tourism, Communal and Housing Economy, Handicraft and Protecting Associations of Macedonia (SUTKOZ);
- Trade Union of Civil Engineering, Industry and Design of Macedonia (SGIP);
- Trade Union of the Workers in Administration, Juridical Authorities and Citizens' Associations of Macedonia (UPOZ) ;
- Autonomous Trade Union of Health, Pharmacy and Social Protection of Republic of Macedonia;

- Trade Union of Workers in Textile, Leather and Shoe Industry of Republic of Macedonia (STKC) ;
- Trade Union of Industry, Energy and Mining of Macedonia (SIER);
- Autonomous Trade Union of Workers in Energy economy of Macedonia;
- Trade Union of Workers in Traffic and Communications of Macedonia (SRSVM);
- Trade Union of Chemistry and Non-metals and Metals of Macedonia (SHNM);
- Macedonian Police Trade Union (MPS);
- Trade Union of Postal and Telecommunication Workers of Macedonia (SPTRM).
- Trade Union of Workers in the Trade of Republic of Macedonia (SRTM);
- The Trade Union of Graphic, Informatics, Film, Publishing and Paper Production of Macedonia (GIFIH);
- Trade Union of Workers in Forestry and Wood Industry and Energy of Macedonia;
- Trade Union of the Financial Organisations of Macedonia (SFDM);
- Multiethnic Trade Union of Education of Macedonia, (MESO);
- Trade Union of the workers in Defence and Security.

2a CCM may affiliate associate members:

- Trade Unions and Associations of Pensioners
- Trade Unions and Student Associations
- other associations

Associative membership in CCM shall be regulated with a separate agreement adopted by the Presidency of CCM.

3. CCM has a Working Programme.

4. CCM is autonomous and independent of the state bodies, employers, political parties, religious communities and other organizations.

5. CCM stands for establishing a social, legal and democratic state, social justice, solidarity, humanity and social and economic growth of Republic of Macedonia.

6. Workers become members of the trade unions on a voluntary basis.

For the implementation of their goals and tasks, the Trade Unions affiliated in CCM are establishing trade union network, which is regulated by their Statutes.

7. Trade unions affiliated in the Federation of Trade Unions of Macedonia, are obliged to respect the Statute of CCM and to implement its decisions.

The Trade Unions' Statutes and their other acts cannot be opposite to this Statute;

8. In the implementation of its aims and tasks, CCM uses all the means and forms of trade union struggle in the framework of the Constitution and the Laws of Republic of Macedonia, this Statute, and generally recognized standards and norms of the International legislation (Conventions and Recommendations), especially those relating to the implementation of the workers' rights and their organizing in trade unions.

II. Name, headquarters, seal and symbols of CCM

Article 2

1. The name of the organisation is: Federation of Trade Unions of Macedonia. The acronym of the Federation of Trade Unions of Macedonia is CCM and it will be used in the text hereinafter.

In the International communication, the Federation uses the name: Federation of Trade Unions of Macedonia (CCM).

2. CCM is a legal entity.

3. The headquarters of CCM is in Skopje, boulevard 12 Udarna brigada, 2a.

4. The symbols of CCM are the sign, the arm and the flag.

The sign is wording of the three initial letters, in blue colour and it is written: CCM.

The arm of CCM has an elliptic shape inside of which is the styled sign. The background of the arm is in yellow colour and the sign is in blue colour, one part of the last letter is out of the ellipse.

5. The flag of CCM is red, with the arm in the centre, with the size 1 : 2.

6. The seal of CCM has a circular shape and contains the following inscription: "Federation of Trade Unions of Macedonia, Council of the Federation of Trade Unions of Macedonia - Skopje". In the centre of the seal is CCM's sign.

7. The dimensions of the seal are: 38mm.

III. Aims and tasks of CCM

Article 3

The basic aims and tasks of CCM are:

1. In the social and political area:

- establishing and providing democratic, legal and social state;
- monitoring of the implementation of laws and other regulations referring the worker's rights and the collective agreements and implementation of the international conventions, directives and other recommendations;
- institutional implementation of the constitutional right to manage and to participate in the decision making based on labour;
- representing the common worker's interests in the institutions of the system by direct participation or by submitting demands, initiatives, proposals and opinions;
- implementation and improvement of educational, cultural and science interests of the workers.

2. In the economic and social area:

- economic and material security and improving of the social and economic position of the workers, economic development, economic and social policy and salary' policy;
- determining of the collective bargaining at a country level;
- participating in preparation of laws of the social and economic area through respective institutional forms of acting;
- improving of the working conditions, environment and health of the workers;
- protection at work and the rights acquired on the labour basis;
- employment and material support during an unemployment period;
- pension, disability, and health insurance;

3. In the trade union organizing and acting:

- development of CCM as organisation of the affiliated trade unions;
- establishing of a joint strategy of CCM's activities;
- development of mutual solidarity, unity, and coordination of the trade unions affiliated in CCM;
- protection of the trade union rights and freedoms, and of the independence of the trade union movement;
- application of means of trade union struggle, including the right to protest and to strike;

- legal protection of labour relation through representing of the trade union members before the authorised courts and other institutions;
- protecting against any kind of repression and discrimination, especially those based on nationality, religion, sexual orientation, gender, political party or anything else;
- development and implementation of trade union education and training;
- development and cooperation with the associative members of CCM on mutual interests and aims;
- development of an International Trade Union cooperation based on a joint platform;
- development of the cooperation with the national and foreign trade unions;
- providing transparency of the work and developing information activities and promoting of the trade union policy and activities in the public;
- implementation of other mutual goals and interests.

IV. Members of CCM

Article 4

1. Member of CCM can be trade union from Republic of Macedonia which accepts the Statute and the Programme of CCM. The affiliation in CCM is made on their own demand. Together with the Demand, the Trade Union submits Decision, Statute and Program.

2. The decision for affiliating in CCM is made by the Council of CCM, after determining that the Statute, the Programme and acting of the trade union are in compliance with the aims determined in the Statute and the Programme of CCM.

3. The demand for affiliation in the CCM will be refused in cases when the Statute and Programme of the union are opposite to the aims and interests determined in the Statute and Programme of CCM.

4. Prior to making the decision for affiliating in CCM, the council of CCM consults all CCM members.

5. The trade union – affiliate of CCM shall be suspended in a period of 3 months unless:

- does not respect the Statute and Program of CCM and does not implement its decisions;
- does not respect the Decision on Financing of CCM;
- does not submit a list of evidence of members of trade union who pay membership fees, signed and sealed by a legal representative of the union and employer.

After the end of the suspension period if the union does not fulfil its obligations and does not submit the official list of membership evidence and does not adopt a decision on exemption of obligations, i.e. does not respect decisions of the bodies of CCM, automatically the Trade Union will be excluded from CCM.

The suspension decision of a union is reached by the Presidency of CCM.

6. A Trade Union affiliated in CCM can withdraw from CCM after closing all obligations towards CCM.

The Decision on withdrawal of the trade union from CCM is adopted by the body determined by the Statute of the Trade union. Representatives of the Presidency of the CCM are obliged to be present on the discussion of the body determined by the Statute.

7. The Decision for exclusion from CCM is made by CCM's Council, with majority the of its members.

Before the final decision of exclusion, representatives of the Presidency, on the demand of the Trade Union, explain the reasons for such decision before its bodies.

8. The trade union excluded from the CCM in a period of 1 month after receiving the decision can submit a request to the Council of CCM for review of the decision.

The union that from objective reasons is unable to respect the financing decision can submit a request to the Presidency of CCM not to be excluded from CCM.

Upon solidarity principle the request may be accepted but only for a period no longer than 3 months.

Before adoption of decision on the request of the union, the Committee on membership fees in CCM, established by the Presidency of CCM shall prepare a Report on this issue.

If the request shall not be accepted and a decision on exclusion of CCM shall be adopted, the Union is not exempted from its obligations arising from the Decision on financing of CCM.

9. After the withdrawal or the exclusion of the affiliated Trade union, all benefits of the member cease according to this Statute (premises, finances, and technical benefits).

10. The procedure of affiliating and the procedure of excluding of CCM is additionally regulated with a specific Rules.

11. Trade Unions that independently can not realize their goals and interests can merge each others on a voluntary base due to the realization of goals and interests and participation in the bodies of CCM.

V. Membership fee and trade union property

Article 5

1. The membership fee is the essential source of income and financing of the activities of the trade unions and CCM. CCM can also be financed by renting and other sources.

2. By a special decision is determined the financing and functioning of CCM of the trade union membership fee being charged in amount of 0.6% to 1% of the net salary of the members.

The dynamics and the manner of payment of the affiliated trade unions' membership fee are determined in special memorandums for regulating of mutual relations.

3. CCM can develop entrepreneurship, and on this basis can establish funds for specific purposes which would function on the principles of solidarity. CCM and the trade unions can independently or together with other subjects, found trade union commercial associations, co-operatives, savings banks and banks.

4. The material and financial activities of CCM are being managed according to the positive law regulations of the state.

5. The trade union real estate or any other property cannot be transferred for use to external subjects without compensation. The decision for the conditions of using is made by the Presidency.

6. The transfer of the capital assets, the real estate and inventory between CCM and the Trade Unions, as well as alienating them, is performed in compliance with the positive legal regulations.

VI. Bodies of CCM

Article 6

1. The bodies of CCM are:

- The Congress
- The Council
- The Presidency
- The Supervisory Board

The Congress

Article 7

1. The Congress is the highest body of the CCM. It is held once in 5 years.

The decision for convoking the Congress is made by the Council of CCM, on a proposal of the Presidency of CCM, at least two months in advance and proposes the agenda of the Congress.

2. The Congress is consisted of trade union delegates elected by the Trade Unions, as well as delegates by function. The number of delegates is agreed by the Council of CCM according to the number of members paying the membership fee regularly to the CCM in the period between two congresses, and on basis of the number of trade union members being registered in the CCM Council and in the Ministry of Labour and Social Policy of Republic of Macedonia, until the day of the adoption of the decision on number, composition, and way of electing of the CCM's bodies.

Delegates by function are: the members of the Council, the Supervisory Board and the Presidency, participating in the work of the Congress with no right to participate in the decision making.

The Congress is opened by the President of CCM.

3. The Congress adopts the Written Procedure for work and elects the Operating Presidency. There is a record kept on the discussion and the decisions.

4. The Congress has the following tasks:

- adopting the Working Program and Statute of CCM;
- adopting the activity reports, reports for the material and financial operations of CCM in the period between the congresses;
- releases the members of the bodies;
- verifying the mandate of the members of the Council of CCM;
- verifying the mandate of members of the Supervisory Board;
- Electing the President of the CCM.

5. An extraordinary Congress is convened on the basis of a Decision of the Council of CCM, when required by trade unions organising 2/3 of the membership and paying the membership fee regularly in the period between two congresses.

The Initiative for an Extraordinary Congress has to be explained.

An initiative for extraordinary Congress is submitted when estimated that the Council of CCM is not acting according to the Programme and Statute, and when it does not accomplish the joint programme goals and tasks.

The delegates for an extraordinary Congress are the same ones elected for the prior regular Congress. The Trade Unions elect new delegates for those ones which mandates has been ceased on different basis.

Those submitting an initiative for an extraordinary Congress propose concrete and clearly defined agenda with explanation. The Initiative is to be submitted to the Presidency of CCM and the Council of CCM.

The initiative for an Extraordinary Congress which has not been accepted can be repeated on the same issue in a period not shorter than one year.

The Council of CCM

Article 8

1. The Council of CCM is the highest body of CCM in a period between two Congresses.

2. The Council is consisted of members elected by the trade unions, while the Congress verifies their mandates. Changing of the Council members is undertaken by the trade union bodies, according their Statutes.

The President of CCM by function is a member of the Council of CCM.

The members of the Presidency of CCM are obliged to participate in the work of the Council.

3. The number of members of the Council of CCM is determined by the Council of CCM, on the basis of the membership fee regularly paid to CCM in between two Congresses, and on the basis of members that the trade unions have registered to the Council of CCM and to the Ministry of Labour and Social Policy of Macedonia, by the day of adoption of the decisions on the number, composition, and manner of election of CCM's bodies.

Each Trade union has the right on one member in the Council, and also right on additional members, according to the previous line.

4. The functions of the Council of CCM are:

- acting according the Programme enacted on the Congress and taking responsibility for its implementation;
- adopting annual activity programme;
- performing changes and supplements to the Statute of CCM, up to 1/3 of the content of the Statute;
- representing the common interests of the trade unions before the state authorities, organisations and institutions in Republic of Macedonia;
- analysing the current issues in the area of the economic and political developments in the country being relevant to the trade unions;
- analysing general issues connected to the social and material situation of the trade union members;
- analysing the suggestions and the initiatives of the Presidency of CCM and the trade unions' bodies;
- in the period between congresses verifies the mandate of the members of the Council and the Supervisory Board, in a case of change;
- determining the proposal for President of CCM based on Presidency's proposal;
- electing the secretary of CCM Council based on Presidency's proposal;
- electing Vice-presidents of CCM Council based on Presidency's proposal;
- in the period between two Congresses, if for any reason the function president is vacant, an acting president is to be appointed out of the lines of the Presidency, by a decision of the Council of CCM, for period of 2 months; in this period an Extraordinary Congress is convened on which a president of CCM is elected;
- adopting Rules of Procedure, criteria on proposing and electing members of the bodies of CCM;
- adopting a plan of income and expenses;
- establishing solidarity fund and general strike's and protest's fund, if needed;
- analysing the annual reports of the Supervisory Board and proposes correspondent measures;
- convoking elections in CCM;
- deciding on other issues of its field of activities;
- altering and adding in CCM Statute;
- deciding on organizing protests and general strikes.

5. The Council can establish councils, commissions and other bodies for specific fields and activities.

The president of the Women section and the president of the Youth section participate in the work of the Council of CCM with no right to vote.

6. For the implementation of the functions of its domain, the Council of CCM is responsible before the Congress.
7. The Council works on sessions.
8. Decisions, standpoints and conclusions of the Council of CCM are being adopted on basis of the attitudes of the trade unions – presented by the members of the respective trade union in the Council of CCM.

The Presidency of CCM

Article 9

1. The Presidency is consisted of the president of CCM, the secretary of the Council of CCM, and the presidents of the trade unions.
2. The Presidency has the following tasks and responsibilities:
 - to carry out all needed activities for realisation of the Programme and the Statute of CCM;
 - to adopt standpoints and decisions of its responsibility, to prepare draft-decisions and other documents of the domain of CCM's Council;
 - to co-ordinate the activities of CCM and the trade unions on every level when it comes for common tasks;
 - to inform the Council of its work;
 - to propose to the Council candidate for a president of CCM, general secretary of the Council of CCM and Vice-presidents;
 - to propose the agenda of the Council;
 - to propose to the Council alterations and amendments of the CCM Statute;
 - to organize the legal support on the level of CCM;
 - to follow regularly the economic, social and other issues concerning the position of the members and all the workers and undertakes concrete activities;
 - to review the initiatives of the trade unions and to include them in a procedure by its own estimation;
 - to determine the text and to give permission for signing of the general collective agreements;
 - to adopt a decision for internal organization of CCM
 - to implement the cooperation of CCM with national and international trade union organizations and associations, as well as with the NGO sector, for implementation of mutual goals and tasks;
 - to organise training and education of the trade union representatives;
 - to appoint, to give permission for appointment and election, and to relieve of duty;
 - to appoint and to relieve of duty of the managers of the trade associations, co-operations, saving banks, banks, etc.;
 - to organise the financial operations of CCM and to take care of the trade union property;
 - to organise the work of the specialised staff in CCM;
 - to organise the information activities in CCM;

- to submit proposals to the Parliament of Republic of Macedonia, as well as to other state bodies, and to the organizations of the employers of Macedonia as social partners, for laws and other acts referring to the financial and social position of the workers;
- to adopt Rules of procedure and other acts;
- to establish commissions and bodies for different issues;
- to perform other activities assigned by the Council of CCM.

The Executive Board of CCM

Article 10

The Executive Body of the Presidency of CCM is the Executive Board.

The Executive Board is consisted of the President of CCM, the General Secretary of the Council of CCM, and the Vice-Presidents of the Council of CCM.

The Executive Board prepares the sessions of the Presidency and implements its decisions.

The Executive Board works on sessions. The sessions are convened and chaired by the President of CCM.

For its work, the Executive Board informs the Presidency.

The President of CCM

Article 11

1. The President of CCM represents CCM and acts on behalf of CCM. In the same time he/she is the president of the Council, Presidency, and Executive Board of CCM. The president chairs the sessions of the Presidium, Council, and Executive Board of the Presidency of CCM.

2. Tasks and responsibilities of the President:

- co-ordinates the activities and is responsible for determining and implementing of the policy and attitudes of common interest with the trade unions;
- implements the decisions, conclusions, and standpoints of CCM bodies;
- proposes measures and solutions, contacts and organizes negotiations with representatives of state authorities and employers;
- signs the acts of CCM bodies;
- on a demand of the trade unions, he participates in the work of their bodies;
- before the bodies of the unions starts initiatives on the topic of interest of CCM;
- follows and implements the determined policy and adopted acts of CCM's bodies;
- gives proposals for election, assignment or dismissal;
- carries out the assignments and dismissals in CCM according to CCM's acts;

- accomplishes other tasks in compliance with the Programme and the Statute.

The General Secretary of the Council

Article 12

The General Secretary of the Council is elected by the Council of CCM.

Tasks and responsibilities of the General Secretary of the Council are:

- organising the work of the Presidency, Council, and the Executive Board;
- following the implementation of the established policy and enacted regulations of the CCM bodies;
- organizing and having contacts and communications with the Institutions of the system, NGOs, as well as with the employers' organizations, for implementation of agreed activities in the CCM bodies;
- being responsible for the functioning and coordination of the work of the specialized staff in the Council CCM;
- co-ordinating the work of the organisation units of CCM, and also on a territorial level;
- accomplishes other tasks in compliance with the Programme and the Statute.

Vice-Presidents of the Council of CCM

Article 13

The Vice-presidents of the Council of CCM are being elected from the presidents of unions. Vice presidents can not be elected from presidents who:

- do not respect the Statute and Program of CCM and does not implement their decisions
- have not submitted a list of membership evidence to the union signed and sealed by a official TU representative and employer
- do not respect the Decision of financing of CCM.

Vice-presidents of the Council of CCM, in the framework of their responsibilities, can coordinate and organize activities of their area of work according to the decision adopted by the Council of CCM.

Presidents of the trade unions can be elected as Vice-presidents of the Council of CCM.

The Supervisory Board

Article 14

1. The Supervisory Board supervises and controls the implementation of the policy of financing the CCM, the distribution and use of the material and financial assets in possession of CCM.
2. The Supervisory Board is consisted of 5 members and 5 deputies elected by the trade unions accordingly to the Decision of CCM's Council on the number and composition of the Supervisory Board, and the Congress is making the verification.
3. The Supervisory Board inspects and audits the total financial operations, application of the decisions, the Rules, the accountancy data for collecting and spending of the funds. After the revision a report is being composed and it is submitted to the CCM bodies.
4. The Supervisory Board has the right to undertake an audit of the financial activities without previously announcing it.
5. The CCM bodies are due to enable audit of their documents that proves the regularity of their entire material and financial operations.
6. The Supervisory Board participates in the work of the Congress and submits a report on its work.

VII. Territorial organisation of CCM

Article 15

1. For carrying out the common trade union goals and tasks on the territory of Republic of Macedonia, CCM establishes regional trade union offices.
2. The Regional trade union offices are established by a decision of the Presidency of CCM.
3. The Regional trade union offices can have their own bank sub-account, which can be decided by a decision of the Presidency.
4. The Regional Trade Union office has a secretary.

The president of CCM makes the proposal for secretaries of the regional trade union offices in an agreement with the trade unions.

The dismissal of the secretaries of the regional trade union offices is made upon proposal made by the President of CCM, after a consultation with the Presidency.

5. The tasks of the regional trade union office are:

- to represent CCM in the region;
- carrying out the policy, the attitudes and the tasks of CCM and the trade unions;
- to accomplish and co-ordinates the activities of the trade unions and to work in direction of implementation of solidarity between the trade unions for support of the joint demands and activities;
- to provide legal support and protection of the rights for members of the trade unions;

- to recruit the workers in the respective trade unions;
- to perform other tasks entrusted by the bodies of CCM and the trade unions.

VIII. Internal relations, decision making and responsibilities

Article 16

1. CCM and the trade unions act according to the principles and regulations of this Statute and their statutes, in compliance with the decisions of the Congress and their own highest bodies.

2. The bodies of CCM in the procedure of determining the attitudes and decision-making respect the proposals of the trade unions, while the implementation of the adopted attitudes and decisions is obligatory for the trade unions and the regional trade union offices.

3. The body can carry out its activities if the majority of the members of the body are participating in its work and decisions are adopted with 2/3 of the present members of the body. The Presidency can operate if the majority of the members of the Presidency are present.

The decisions of the Presidency of CCM are adopted by number of votes according to the list of membership evidence signed and sealed by an official TU representative and employer submitted to CCM and according to the amount of paid membership in compliance with the Decision of financing.

The minimum amount of paid membership fee of one vote with right to decision making in the Presidency of CCM is being regulated with a special Rules of Procedures adopted by the Presidency of CCM.

The number of votes for those unions that pay above the minimum amount for one vote is also being regulated with a special Rules of Procedures adopted by the Presidency of CCM.

4. With the majority of the present members of the body decisions are being made such of: collective bargaining; general strike; joint actions or other forms of public pressure; for protection of the economic and social interests; for membership fee and assets; changes and amendments of the Statute; affiliating a new member in CCM, and excluding a trade union of CCM.

5. The bodies are due to decide in term of at least 3 months, for the initiatives of the trade unions.

6. All members of the bodies and bearers of functions are individually responsible, can be replaced, recalled, can be put on procedure of voting confidence and can be released.

7. The bodies and the bearers of functions of CCM are elective. The elections in CCM are held upon democratic principles, by secret or public ballot.

As bearers of functions are being elected the ones who got more than a half of the votes of the present members of the body.

If the necessary majority of votes is not obtained, a second round of elections is being held and the candidate with the most votes is elected. In case of equal number of votes, the election is repeated.

8. All functions in CCM, and it is a rule, are professional.

9. During the mandate period the members of the body can be replaced with new members.

10. The mandate of the members of the bodies and bearers of the functions in CCM lasts for 5 years.

11. CCM bodies adopt a written procedure defining precisely the manner of their work.

12. After finishing the electoral function in CCM and in the trade unions, the possibility of implementation of the labour rights is being regulated by a special decision of the Presidency of CCM.

Article 17

1. The function of the president, the secretary, and other bearers of the functions, is terminated by :

- dismissal of the function ;
- submitting resignation ;
- Recalling the function of member of the body where the function is performed.

2. A dismissal of the function is made due to incapability to accomplish the function.

3. The president of CCM, the General Secretary, and the Vice-presidents of the Council of CCM submit their resignations to the CCM Council.

4. With a decision on acceptance of the resignation of the president or any of the holders of functions in CCM, an acting officer of the members of the Presidency is being appointed for a period of 2 months. During this period, an extraordinary congress is being convened and new president of CCM is being elected.

If there is a change in the function of the President one year before the regular congress the function of a nominated officer is being executed until the congress.

5. The proposal for recalling of function can be submitted by the trade unions that affiliate 1/2 of the members and 1/2 of the members CCM Council.

6. The membership in the CCM bodies ends as a result of :

- recall;
- submitting resignation.

7. The recall of a member of CCM body proposed by the trade unions is being done in compliance with the Statute of the trade union.

The recall can be as well initiated upon a proposal of the CCM body submitted to the trade union.

8. The recall as in paragraph 7 is being done in following cases:
- acting opposite to the Statute and the Programme of CCM;
 - acting from a political party position in CCM and in the trade union;
 - disrespecting or not implementing the decisions of the body;
 - participating in activities that lead to destruction of CCM or the trade union or encouraging such activities;
 - unexplained absence of CCM body's sessions more than three times.
9. During the period of unfulfilling financial responsibilities towards CCM, and when due to objective reasons the financial obligations to CCM are on stand by according to the Statute, the Trade Union does not have the right to participate in the work of all the bodies of CCM, until the moment of their fulfilment.

IX. Mediation and arbitration

Article 18

1. In case of dispute upon essential issues when the attitudes of two or more trade unions can not be conciliated, the Presidency organises mediation between one or more trade unions and CCM.
2. In case of dispute between one or more trade unions and the CCM which can not be resolved in a regular procedure of mediation or conciliation, then a procedure of arbitration is being undertaken.
3. The Presidency of CCM and the trade unions establish mediation / arbitration Commission.
4. The decision of the Commission for arbitration is final and binding for the parties involved in the dispute. The decision has to be enacted in term of three months after the proposal being submitted.
5. The procedure and the method of resolving disputes by mediation or arbitration are regulated by special Standing Orders of the Presidency of CCM.

IX a

Article 18a

1. In CCM may be established a Solidarity Fund and Fund for strikes and protests.
2. Funds shall be gathered from affiliates of CCM as well as from other parties in form of donations, gifts, sponsorships and other sources of financing.
3. The General Council shall reach a decision of the establishment of the Funds, as well as Rules of Procedures for their use.

X. Information

Article 19

1. CCM informs the members and the public for its standpoints, decisions and activities by its information newsletters, the media and other means.
2. The Presidency of CCM Council determines the form and the concept of information.

XI. Specialised service

Article 20

1. CCM establishes specialised service for performing of the professional, administrative and technical work of CCM.
2. The Presidency of CCM, with the trade unions, is agreeing upon perform of certain expert, administrative, technical and financial work.
3. The rights and the responsibilities of the employees in the specialised service of CCM are regulated by a Collective Agreement. The Collective Agreement is agreed between the Presidency of CCM and the trade union organisation of CCM.

XII. Dissolution of CCM

Article 21

1. CCM can terminate its functioning by dissolution. The decision for dissolution is being adopted by the Congress, convoked exclusively for this item of the Agenda. The decision is valid only if 4/5 of the delegates of the Congress agree with it.
2. The Congress that makes the decision for dissolution of CCM, decides upon the legal heritage of the real estate and the funds of CCM.

XIII. Transitional and final regulations

Article 22

1. The Statute of the Federation of Trade Unions of Macedonia is effective from the day of its adoption.
2. In the Statutes of the trade unions, as members of CCM, is determined the obligation that they are going to comply to the Statute of CCM and will implement the decisions of CCM bodies.
3. The decisions on Amending of the Statute of CCM No. 0702/449/7 from 26.12.2011 and No. 0702-345/3 from 29.10.2013 enter into force on the day of their adoption.

Article 23

The Statute of the Federation of Trade unions of Macedonia is being published on the official web-site of CCM.

President of CCM
Zhivko Mitrevski, PhD