

The Assembly of the Union of Teachers of the Republic of Serbia at the session held on June 15th 2019 in Čačak enacts

The Statute of the Union of Teachers of the Republic of Serbia

I Basic stipulations

Article 1

This statute designates the name of the Union, the seat, the outlook and the contents of the seal and the stamp, the program goals and the principles of activity, the legal status and financing, the membership, the rights and obligations of the union member, the termination of membership, the inner organization, the bodies, the ways of election, the decision making and other questions of importance for the activity of the Union of Teachers of the Republic of Serbia.

The terms in grammatical masculine gender used in this Statute imply natural masculine and feminine gender of the persons in question.

Article 2

The name of the union is the Union of Teachers of the Republic of Serbia. Shortened name is USPRS¹.

Article 3

The seat of the Union of Teachers of the Republic of Serbia (hereinafter USPRS) is in Belgrade, 10/II/17 Admirala Geprata street.

Article 4

In legal transactions, USPRS uses the round seal the diameter of which is 30 mm, at which, next to the edge, there's the text: "Union of Teachers of the Republic of Serbia", and in the middle the text "Belgrade".

Text in the seal is written in Cyrillic letters.

Stamp of the USPRS is rectangular, dimensions 50 x 30 mm, with the header with the name of the organization with the rubric for the reference number, date and the seat.

For the use and keeping of the seal, the person responsible is the President of the USPRS, or the person appointed by him/her.

USPRS has its trade mark and membership cards.

Article 5

USPRS is registered at the Ministry of work and social politics by the Decision No 110-00-215/99-02, on July 20th 1999 under the serial number 13865.

¹ USPRS is the original acronym for the name of the Union.

Article 6

USPRS is a voluntary organization of the employees in institutions, the activity of which is education, centers for professional training of the employees in education, united for the purpose of solidary protection of material, social and cultural interests and goals.

USPRS works at the territory of the Republic of Serbia,

Article 7

Founders of USPRS are:

- 1 The Union of teachers of Vojvodina
- 2 Forum of Belgrade grammar schools
- 3 Forum of Belgrade elementary schools
- 4 Union of education Čačak

Article 8

Unions, members of USPRS, are joined together for the purpose of achieving of common interests, and independent from the government, employers, political parties and other unions.

Article 9

Unions, members of USPRS, in the direct expression and harmonization of their interests, determine common attitudes and fight for their achievement, in accordance with program goals and accepted principles.

II Program goals and principles of operation

Article 10

The goals and principles of operation of USPRS are determined by the program documents, decisions and stipulation of this Statute.

Article 11

In its program activity, USPRS starts from the union rights guaranteed by the Constitution of Republic of Serbia, international law, laws and bylaws and collective agreements.

In achieving of goals and principles, USPRS will use all democratic and legitimate means of union struggle.

Article 12

USPRS will plead, in accordance with the need of organizing and development of autonomous union movement of teachers on ground of solidarity, for the fulfillment of following social rights:

- ✓ the right to have a job and equal possibility of getting a job, so that the righteous salaries would be earned, i.e. the salaries which are equivalent to the decent social standard;
- ✓ the right to working conditions, by acquiring and application of appropriate international, legal and bylegal regulations based on the dialogue with social groups;

✓ the right to a quality system of social protection, which is open and available to everybody, whereby the special attention will be paid to the most threatened groups;

✓ compliance with the laws by which the domain of work is regulated through the regard of international standards in this field and acceptance of the union as a partner in negotiations for establishing of collective agreements and professional standards which are accepted and respected;

✓ introduction of legal system of social regulation by establishing of the structures which enable true social and civil dialogue;

Article 13

In its work and operation, USPRS has following goals:

✓ protection, improvement, representation of economic, social and legal status of its members;

✓ absolute freedom of union and other interest organizing and operating in accordance with the Constitution of Republic of Serbia, international law, legal and bylaw regulations;

✓ active participation in realization of union surveillance and control, in realization of legality and prevention of abuse by the organs of the state or employers;

✓ working on organizing and using of all legal, legitimate and democratic rights of union struggle;

✓ commitment to and making of conditions for uninterrupted operation of USPRS at schools and other educational facilities and legal sanctioning of prevention of union organizing of employees;

✓ the struggle for providing of constitutionally guaranteed rights to strike, without legal restrictions together with the strict compliance with the signed international conventions and

✓ commitment for obligatory and active participation of USPRS in each reform of the educational system.

Article 14

While realizing its program goals, USPRS will in its work and operation:

✓ initiate discussions and actions on all current questions of established rights, obligations and responsibilities that result from work and are based on work;

✓ build attitudes toward all the important issues of working and living of its members and it will make them public;

✓ achieve full protection of its members in cases when some of their rights that arise from employment is violated;

✓ develop all the forms of protection of rights of its members, and for the purpose of achievement of conditions which will guarantee social security of its members and start appropriate procedures, if it is determined that those rights are violated;

✓ systematically, in a timely manner, truly and completely inform employees in education.

Article 15

In case of achieving of its program goals, starting from set principles of its operation USPRS can, for the purpose of union struggle, unite with other unions, associations and forums of workers or act independently in some union actions.

III Legal position and financing

Article 16

USPRS has the status of a legal entity.

In realization of its activity, in accordance with the law, USPRS can, based on the decision of the Main Board of USPRS, form other legal entities for the purpose of achieving its program goals and tasks.

Article 17

Material base for the activities of USPRS and all its organizations is means achieved from:

- ✓ membership fees;
- ✓ special contributions;
- ✓ incomes on the basis of sponsorship;
- ✓ and in some other way in accordance with the law.

Article 18

Level of individual membership fees in USPRS, the way of collecting, as well as the division of means is determined by the Rule book of collecting and the division of means which is enacted by the Main Board of USPRS.

The Rule book from the paragraph 1 of this article is binding for all the members of USPRS.

Article 19

From the means collected at the current account of the USPRS, special funds can be established, and they are following:

- 1 Fund of solidarity;
- 2 Fund for education;
- 3 Fund for legal protection;
- 4 Fund for international cooperation.

The means for each fund are separated on a special account.

Article 20

USPRS has a strike fund.

Means for the strike fund are separated on a special account.

The level, way of acquiring and the division of means is determined by the Rule book of the strike fund which is enacted by the Main Board of USPRS.

The Rule book from the paragraph 3 of this article is binding for all the members of USPRS.

IV Internal organization

I Members

1.1 The Rights and obligations of the union member

Article 21

Membership in the USPRS is obtained by signing the application form through union organizations, municipal, town, district, regional boards.

If in a municipality, town, county, region there's no organization of USPRS, union organization can become a member of USPRS by joining the nearest municipal, town, county, regional union organization.

Member of USPRS can't be a member of some other union at the same time.

Member of USPRS must be a member of USPRS in all the educational facilities in which he/she is employed, and in which there's registered USPRS.

Article 22

The rights of the member of the union are:

- ✓ to ask for and get legal advice and legal protection from the union, in accordance with the Rule book, in cases when the member's rights that arise from employment are endangered;

- ✓ to be elected in the organs and bodies of the union;

- ✓ to be present at the meetings of the Assembly, the Main Board of USPRS and the Presidency of USPRS with the announcement and the permission of the Presidency of USPRS;

- ✓ to request respect of his/her person;

- ✓ to request, with arguments, the responsibility of the members and organs of the union.

Article 23

The member of the union has following obligations:

- ✓ compliance with the regulations of this Statute;

- ✓ abidance and implementation of biding decisions of the organs of USPRS;

- ✓ active participation in actions of the Union, in accordance with one's possibilities, for the purpose of program goals and tasks of the Union;

- ✓ responsible relation towards the rights and obligations which result from the membership in the Union;

- ✓ implementation of the decision of the Union;

- ✓ regular payment of membership fee through the Administration of the Treasury, determined by the Main Board of USPRS;

- ✓ respect of the ethical code of the profession;
- ✓ self-criticism and criticism during the work at the Union;
- ✓ respect of the person and engagement of each member of the Union.

Article 24

The member of the Union who is chosen for the post of a municipal councilor, provincial or republican MP or for a function in local self-government, provincial or republican government, political function out of the Union, cannot be chosen to the organs of the Union during the mandate at specified functions.

1.2. Organization of the Union

Article 25

Union is a legal entity.

Union can be founded if there are at least five members. Union is registered at the competent ministry. Union can have its own current account through which it does its financial operations.

Union can perform material – financial operations through the account of the higher organ of the Union, with the consent of that organ.

Organization and the way of operation of the Union is regulated by acts of the union which must be in compliance with this Statute.

1.3. Municipal, town board and district, regional board

Article 26

Unions organize and connect at the municipal, town, district, regional level and register themselves at the competent ministry.

Municipal, district and regional boards are formed and registered at the proposal of the Main Board of USPRS and the Presidency of USPRS.

Municipal, town and regional board is made of unions from the territories of municipality, town or a district, region.

Union organizations from the territory of several municipalities or towns which have no possibilities to form municipal, town board within its municipality, town, can form district, regional board themselves or with the nearest existing town board and register it at the competent ministry.

Municipal, town board can perform material and financial operations from the account of the higher organ, with the consent of that organ.

Means for the operation of municipal, town and regional board are provided from membership fees, donations and other sources of means.

Municipal, town, district, regional organizations form their organs and bodies in accordance with the Statute of the Union.

1.4. Professional associations

Article 27

Within USPRS, professional associations can be formed.

Professional associations don't have the status of legal entities.

The inner organization of professional associations is regulated by the Rule book about the operation in accordance with the Statute of the USPRS. Representatives of professional associations at the proposal of the manager of the department can participate in the work of the department.

2. Termination of membership

Article 28

Member of the USPRS can step out of the membership and he/she is obliged to inform his/her organization in written form about the termination of membership (statement about the termination of membership) at least fifteen days prior to termination. If a member doesn't deliver the statement of termination to the organization, it will be considered that he/she hasn't stepped out of the union.

Upon withdrawal from the union, each member is obliged to settle his/her obligations concluding with the day of withdrawal.

The member who withdrew from the union on his own free will can become a member again by submitting of written request to the Executive Board of the basic organization for the admittance into Union after three months from the voluntary withdrawal from the Union.

Article 29

Membership at the Union also stops in the following cases:

- ✓ if he/she proposes or starts the procedure for members of the organization to leave membership in USPRS while being at the post of the representative of the organization;
- ✓ if a member doesn't pay membership fee of his/her own accord for three months on end;
- ✓ because of death of a member;
- ✓ because of retirement;
- ✓ if by his/her behavior and actions member harms the operation and respect of the Union;
- ✓ if the member doesn't implement the decisions of the Union;
- ✓ if he/she acts contrary to the regulations of this Statute;
- ✓ if, without the justifiable reason, he/she doesn't conduct binding decision of the Union's organ.

Before the exclusion from the Union, the member can be given a written warning.

Article 30

Membership in USPRS stops based on the decision about exclusion:

- ✓ of basic union organization, for the member of the union;

✓ of municipal, town, district, regional board for the member and president of the union;

✓ of Main Board of USPRS for the member and the president of the union organization, president of municipal, town, district, regional board.

The organ which made the decision of exclusion delivers the same to the member or the union within 15 days from the moment the decision was made.

In case responsible organ makes the decision on termination of membership of the president of the union, i.e. the president of municipal, town, district, regional board, after the finality of the decision of exclusion names the trustee who has the same rights and obligations as the president, and whose mandate cannot be longer than 90 days.

The decision of exclusion must contain instruction on legal remedy.

Article 31

The excluded member has the right to appeal to the Board for Statutory issues and appeals. The appeal is submitted within 15 days from the day of delivery of the decision about exclusion. The organ to which the appeal is submitted is obliged to decide upon the appeal within 15 days from the day of delivery.

The decision on the appeal is final.

Article 32

The proposal for the exclusion from membership can be given by 1/3 of the members or the Executive Board of the union.

The proposal for the exclusion of a member and the president of the union can be given by the Executive Board of municipal, town, district, regional board, the Presidency or the Main Board of USPRS.

In relation to the proposal from the paragraph 1 and 2 of this article, the organization is obliged to make a decision at the latest within 15 days from the acceptance of the proposal.

Article 33

Membership in USPRS can be terminated to the union, municipal, town, district, regional board based on the decision on exclusion made by the Main Board of USPRS.

Union, municipal, town, district, regional board which is excluded has the right to appeal to the Board for Statutory Issues and Appeals.

The appeal is submitted within 15 days from the day of delivery of the decision on exclusion.

The Board for Statutory Issues and Appeals is obliged to decide upon the appeal within the 15 days from the day of delivery.

The decision related to the appeal is final.

Article 34

Union to which, based on the final decision, the membership in USPRS is terminated, it is forbidden to use the name, the logo and the seal.

V Organs of USPRS

Article 35

Organs of USPRS are:

- 1 The Assembly of USPRS;
- 2 The Main Board of USPRS;
- 3 The President of USPRS;
- 4 The Vice President of USPRS;
- 5 The Presidency of USPRS;
- 6 The Board for Statutory Issues and Appeals of USPRS and
- 7 The Supervisory Board of USPRS.

1 The Assembly of USPRS

Article 36

The Assembly is the highest organ of the USPRS.

The Assembly is constituted from:

- ✓ President of the USPRS;
- ✓ Vice president of the USPRS;
- ✓ Members of the Presidency of the USPRS;
- ✓ President of the Board for Statutory Questions and Complaints of the USPRS;
- ✓ President of the Supervisory Board of the USPRS;
- ✓ Members of the Main Board of the USPRS and
- ✓ one representative member out of each municipal, town, county, regional organization, on every 400 members. Municipal, town, regional organizations can join other such organizations with the aim of delegating the mutual representative in the Assembly, if they haven't joined together for the member of the Main Board of the USPRS.

Article 37

The Assembly has following jurisdictions:

- ✓ It determines program goals and principles of work of the USPRS;
- ✓ It enacts the Statute of the USPRS;
- ✓ It determines the program of work of the USPRS;
- ✓ It considers and adopts the report of the President of the USPRS about the work of the USPRS, the Presidency of the USPRS and the Main Board of the USPRS;
- ✓ It considers and adopts work report of the Supervisory Board of the USPRS;
- ✓ It considers and adopts work report of the Board for Statutory Questions and Complaints of the USPRS;
- ✓ It appoints and disengages the members of the Supervisory Board of the USPRS;

- ✓ It makes the decision about the termination of operation of the USPRS;
- ✓ It makes other decisions in accordance with the stipulations of this Statute of the USPRS.

Article 38

Regular Assembly of the USPRS is convened every fourth year, and extraordinary one is convened out of need.

Regular session of the Assembly is convened by the Main Board of the USPRS in accordance with the stipulations of this Statute of the USPRS.

The session of the Assembly is convened at least thirty, and at the most sixty days prior to the date of the session. Working material is delivered to the members of the Assembly of the USPRS seven days prior to the date of the session at the latest.

Extraordinary session of the Assembly is convened at the request of:

- ✓ Presidency of the USPRS;
- ✓ More than the half of the members of the Main Board of the USPRS

Convener of the session of the Assembly proposes the agenda and prepares the session of the Assembly of the USPRS.

Article 39

For each session of the Assembly of the USPRS, the convener of the session chooses Working Presidency consisting of three members, one out of which presides the session of the Assembly of the USPRS.

The Chairman of the Assembly signs the Statute of the USPRS and the decisions which are made by the Assembly.

The convener of the session of the Assembly also determines the person who keeps the record of the work of the Assembly.

The record is signed by the Chairman and the recorder, and it is kept in the archive of the USPRS.

Article 40

The Assembly can start the session if majority of total number of members of the Assembly is present.

Representatives of municipal, town, regional organizations deliver an open and signed authorization for the participation in work and decision making of the Assembly of the USPRS.

In case majority of the members of the Assembly is absent, Working Presidency makes the decision to postpone the session of the Assembly for the 30 days at the most.

Article 41

At the Assembly, the decision is made if majority of the total number of members of the Assembly voted for it.

The decision about the termination of activities of USPRS is valid if at least 2/3 of total number of members of the Assembly of the USPRS voted for it.

Article 42

The way of operation of the Assembly of the USPRS is more closely defined by the Rules of Procedure of the Assembly of USPRS, which is enacted by the Assembly of USPRS.

2. Main Board

Article 43

Main Board is an executive body of the Assembly of USPRS.

The mandate of the Main Board lasts four years.

Main Board is constituted of:

- ✓ President of the USPRS;
- ✓ Vice president of the USPRS;
- ✓ Heads of Departments of USPRS;
- ✓ one representative of municipal, town, county, regional organization of the USPRS at every 800 members. Municipal, town, county, regional organizations from the same or closest school management can join together because of the membership in the Main Board of the USPRS.

Candidate for the member of the Main Board has to be member of the USPRS for the last three years.

Member of the Main Board of the USPRS is obliged to have correct and complete information about the work of all union organizations which he/she represents and to inform Main Board of the USPRS about them.

Article 44

Main Board of the USPRS is the body that manages the USPRS between the two sessions of the Assembly of the USPRS within the jurisdiction and authorizations set by this Statute of the USPRS and program of the operations which is set by the Assembly of the USPRS.

Article 45

Main Board of the USPRS has following jurisdiction:

- ✓ It verifies the mandates of new members of the Main Board of the USPRS;
- ✓ It chooses and dismisses heads of departments and vice president of the USPRS;
- ✓ It determines about the mutual struggle for the interests of its members, about entering into alliances with other unions or professional associations;
- ✓ It makes the decision about the change of the seat, seal, logo and flag of the USPRS;
- ✓ It sets the starting points for any kind of negotiations with the employer;
- ✓ It decides, within program jurisdiction and statutory documents, about current union and organizational issues;
- ✓ It enacts the Rule Books and other documents in accordance with this Statute of the USPRS;
- ✓ It enacts the Rule Book about acquiring and distribution of funding of USPRS and the Rule Book of the strike fund;

- ✓ It considers and accepts the reports about the work of departments, at least once a year;
- ✓ It verifies the representatives in the other bodies and organizations;
- ✓ It considers reports and proposals of the Supervisory Board of the USPRS and makes appropriate decisions in accordance with them;
- ✓ It appoints boards and commissions at the proposal of the Presidency of the USPRS or members of the Main Board of the USPRS;
- ✓ It enacts the code of union behavior;
- ✓ It makes the decision about appointing the trustee from the article 30, paragraph 3;
- ✓ It makes the decision about the financing of bodies of the USPRS and other employees in the USPRS at the proposal of the Presidency of the USPRS;
- ✓ It makes the decision about the beginning and ending of strike with previously obtained opinion of members;
- ✓ It analyses organization of the union;
- ✓ It considers questions and proposals of other bodies of the USPRS;
- ✓ It makes the decision about entering into unions and confederations of unions;
- ✓ It decides in cases of collision between decisions of the bodies of USPRS;
- ✓ It makes the decision about excluding of a member, president of union organization, president of municipal, town, county, regional board;
- ✓ It makes the decision about the exclusion of union organization, municipal, town, county, regional organization;
- ✓ It decides about the salaries in the bodies and the salaries of professionally employed workers in the USPRS;
- ✓ It enacts the documents about rights and obligations and employment for the employees at the USPRS;
- ✓ It proposes founding of union conferences, municipal, town, county, regional boards;
- ✓ It makes the decisions about founding professional associations and publishing of newsletters;
- ✓ It gives its consent for signing of collective contracts, arrangements and agreements with the state authorities and local authorities;
- ✓ It enacts Rule Books about the work of departments;
- ✓ It makes decisions about other activities of importance for the USPRS between the two sessions of the Assembly of the USPRS.

Article 46

The meeting of Main Board of the USPRS is preceded by the president of the USPRS.

Main Board of the USPRS makes decisions by majority of the total number of members, apart from the decision of starting a strike which is made by majority of 2/3 of the members.

Meeting of the Main Board is convened by the Presidency, one third of the members of the Main Board of the USPRS, Supervisory Board of the USPRS or the Board for Statutory Issues and Complaints of the USPRS.

Meetings of the Main Board of the USPRS are held out of need, and at least once in three months.

Meetings of the Main Board of the USPRS are held within 15 days from the date of the written request of one third of the members of the Main Board of the USPRS, Supervisory Board of the USPRS or the Board for Statutory Issues and Complaints of the USPRS.

Article 47

The way of operation of the Main Board of the USPRS is determined in detail by the Rules of Procedure, which is enacted by the Main Board of the USPRS.

3 The President of the USPRS

Article 48

The President impersonates, represents and signs USPRS.

The President is chosen by the Assembly of USPRS, by a secret ballot.

The candidate for the President of the USPRS must fulfill following conditions:

- ✓ He/she has support of at least three municipal, town, county, regional boards;
- ✓ He/she is an active member of the USPRS for the last five years, continuously.
- ✓ He/she has at least 4 year experience in leading of a union organization

The President Elect is the candidate who gets more than half the votes of the total number of the Assembly of USPRS.

If neither of the candidates doesn't get more than half the votes of the total number of members of the Assembly of USPRS, the vote will be repeated for the two candidates with the biggest number of votes in the first turn at the most.

The candidate who gets the bigger number of votes out of the present members of the Assembly of the USPRS in the second round is elected president of the USPRS.

Mandate of the President of the USPRS is four years.

The President of the USPRS can be chosen at the most two times in a row.

The President can perform his/her function professionally.

Article 49

The President has following rights and authorizations:

- ✓ He/she convenes the sessions of the Presidency of USPRS and the Main Board of USPRS;
- ✓ He/she proposes heads of departments and Vice President of the USPRS;
- ✓ He/she does the communication with the public;
- ✓ He/she impersonates and represents USPRS;
- ✓ He/she coordinates the work of the departments;

- ✓ He/she submits the work report for him/herself and the Presidency to the Main Board at least once a year;
- ✓ He/she submits the report to the Assembly of USPRS about the work of USPRS, Main Board of USPRS and the Presidency of the USPRS;
- ✓ He/she manages the work of administrative and technical service and legal affairs service of the USPRS as the authorized person;
- ✓ He/she uses the seal of the USPRS or authorizes other person to use it;
- ✓ He/she proposes the members of the strike committee to the Main Board of the USPRS which appoints them;
- ✓ He/she does the constant communication with the presidents of municipal, town, county, regional boards and holds meetings with them at least once a year, if these boards don't have their representatives in the Main Board of the USPRS.

4 Vice President of the USPRS

Article 50

The Vice President does all the duties of the President of the USPRS in case he/she is prevented.

The Vice President does organizational, operational and technical work related to conducting of decisions, conclusions and attitudes of the President, Presidency and the Main Board of the USPRS and coordinates the work of Presidency of the USPRS with the other bodies of USPRS.

The Vice President is chosen by the Main Board of the USPRS at the proposal of the President of the USPRS or the members of the Main Board of the USPRS, out of the members of the Assembly of the USPRS.

For the Vice President of the USPRS is chosen the member of the Assembly of the USPRS who fulfills the following conditions:

- ✓ He/she is an active member of the USPRS in the last five years;
- ✓ He/she has at least four years of experience in leading the union organization or in the work of the Main Board of the USPRS or the Presidency of the USPRS;

5 The Presidency

The Presidency of the USPRS is the executive body of the Main Board of the USPRS.

The Presidency of the USPRS is constituted from the President and Vice President of the USPRS and the heads of the departments.

Mandate of the members of the Presidency of the USPRS lasts four years.

Article 52

The Presidency has following jurisdiction:

- ✓ It conducts the strategy of the USPRS;
- ✓ It executes the decisions of the Main Board of the USPRS;

- ✓ It looks after the material-financial management of the USPRS and gives proposals about the use of the means to the Main Board of the USPRS;
- ✓ It nominates negotiating teams;
- ✓ It prepares the meetings of the Main Board of the USPRS;
- ✓ It also does other jobs which are determined both by the Statute and other acts of the USPRS or by special decisions of the Main Board of the USPRS;
- ✓ It prepares the annual program of work, financial plan, and review of realization of the decisions and realization of financial plan;
- ✓ It prepares meetings of the Main Board of the USPRS and approves the proposals of decisions and acts which are enacted by the Main Board of the USPRS;
- ✓ It organizes seminars, forums and other forms of union activities;
- ✓ It coordinates the work of municipal, town, county, regional boards;
- ✓ It controls conducting of collective agreements;
- ✓ It connects USPRS with the organizations in the sphere of education and science at the international level;
- ✓ It proposes the members for permanent or occasional commissions and organizes their work;
- ✓ It nominates representatives into other bodies and organizations;
- ✓ It proposes the sphere of work and the number of persons who will do the administrative work.

Article 53

The meetings of the Presidency are convened and presided by the President of the USPRS, and in case of his/her impediment, the Vice President,

In case nobody is authorized by President or Vice President, it is preceded by the oldest member of the Presidency of the USPRS.

Meetings of the Presidency of the USPRS are held out of need, and at least ten times a year. The issues of the way of operation of the Presidency of the USPRS are closer defined by the Rules of Procedure, which is enacted by the Presidency of the USPRS.

The Presidency of the USPRS makes its decisions by the majority of votes out of the total number of members.

5.1. The Departments

Article 54

USPRS has three departments for:

- ✓ Educational system;
- ✓ Informing and marketing and
- ✓ Finances, analytics and membership

The work of the department is managed by the head of the department.

Article 55

The heads of the departments are chosen by the Main Board of the USPRS at the proposal of the President of the USPRS or the members of the Main Board of the USPRS, out of the members of the Assembly of the USPRS.

For the heads of departments are chosen members of the Assembly of the USPRS who fulfill the following conditions:

- ✓ that they are active members of the USPRS in the last 5 years;
- ✓ that they have at least 4 years of experience in leading of a union organization or in the work of the Main Board of the USPRS or the Presidency of the USPRS;

Article 56

Main Board of the USPRS considers and adopts reports of work of the departments, at least once a year. If the Main Board doesn't adopt the report of work or evaluates the work of a department negatively, the Main Board of the USPRS will relieve the head of the department of duty and choose the other.

The head of the department can form teams for doing the department jobs.

6 The Board for Statutory issues and Complaints of the USPRS

Article 57

The Board for Statutory Issues and Complaints of the USPRS is an independent body of the Assembly of the USPRS which mediates in disputes of union organizations inside USPRS and determines about the complaints of members of the USPRS.

The Board for Statutory Issues and Complaints of the USPRS chooses its president at the constitutional meeting.

Article 58

The Board has following jurisdiction:

- ✓ It determines whether the provisions of the Statute are complied with by the members or the bodies of the USPRS;
- ✓ It determines the proposal of the Statute of the USPRS or its changes and amendments and proposes it to the Assembly for adoption after collected proposals of the union, municipal, town, county and regional organizations;
- ✓ It evaluates the compatibility of the general acts of union, municipal, town, county, regional organizations and other bodies of the USPRS with the Statute;
- ✓ It proposes introduction of the commissioner to the Main Board in case union organizations do not act in accordance with regulations of this Statute of the USPRS;
- ✓ It makes decisions of remonstrance and complaints of the members of USPRS.

Article 59

The Board is chosen by the Assembly of USPRS by secret ballot. The mandate of the members of the Board lasts four years.

The Board is made of three members and three deputy members who are delegated by the municipal, town, county, regional organizations at the proposal of the Presidency of the USPRS.

Members and deputies of the Board cannot be members of the Main and Supervisory Board.

The Board makes decisions, conclusions, recommendations or opinions by the majority of votes of its members and delivers them to the competent body to further action.

Article 60

The way of operation and other issues related to the work of the Board are more closely defined by the Rules of Procedure of the Board.

7 Supervisory Board of the USPRS

Article 61

The Supervisory Board, as an independent body, is chosen by the Assembly of the USPRS by a secret ballot. The mandate of the members of the Board lasts four years.

The Supervisory Board constitutes of three members and three deputies, who cannot be members of the Main Board and the Board for Statutory Issues and Complaints.

Members and the deputies of the Supervisory Board are delegated by municipal, town, county, regional organizations at the proposal of the Presidency of the USPRS.

The Supervisory Board of the USPRS chooses its president at the constitutional meeting.

Article 62

In conducting of its function, the Supervisory Board has following jurisdiction:

- ✓ It controls the disposal of material and financial means by the bodies of the USPRS;
- ✓ It controls the disposal of financial means of the Strike fund;
- ✓ It analyses validity of certain decisions which are made by the Main Board of the USPRS or the Presidency of the USPRS;
- ✓ It proposes the measures in order to rationalize of material-financial management of the USPRS;
- ✓ It does other individual control jobs at the request of bodies of USPRS.

Article 63

The Supervisory Board of the USPRS is independent in its work and all the bodies of the USPRS are obliged to give in the complete wanted documentation of their work for inspection.

The Supervisory Board of the USPRS meets at least once in four months.

The Supervisory Board is obliged to report to the Main Board about the work of the bodies of the USPRS once in four months.

The way of operation and other issues related to the work of the Board are more closely defined by the Rules of Procedure of the Board.

VI Administrative and Technical Service

Article 64

For doing of administrative and technical jobs, USPRS can organize special service which will do these jobs professionally.

The persons who do the jobs of this service can be hired permanently or occasionally, according to the need and the decision of the Main Board of the USPRS.

The salaries of these persons are determined by the special decision of the Main Board.

Within administrative and technical service, it will also be organized the service for legal affairs of the USPRS.

The President of the USPRS is the manager of Administrative and Technical Service as well as of the Service for Legal Affairs.

VII Transitional and final provisions

Article 65

This Statute enters into force eight days since the day of publishing at the site of the USPRS, **apart from articles 50 and 51 which enter into force immediately.**

By entering into force of this Statute, the Statute of the USPRS from June 20th 2015 ceases to be valid.

Article 66

Changes and additions of this Statute are conducted in the way and according to the procedure determined for its passing.

Article 67

Organizations and bodies of USPRS are obliged to harmonize their acts with this Statute within 6 months since the day of its entering into force.

Until the harmonization of the statutes of organizations with this Statute, regulations which are in collision with the regulations of this Statute, won't be applied.

Čačak,
June 15th 2019



President of the Assembly,
Zvonimir Jović