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UNION STATUTES

CHAPTER 1 – NAME, OBJECT AND ORGANISATIONAL AREA

Section 1 Name and domicile

The union's name is Finansforbundet (Financial Services Union Denmark). The domicile of the union is Copenhagen Municipality.

Section 2 Object and the organisational area

Para. 1.

The object of Finansforbundet is:

- To be a competent development- and internationally-oriented trade union
- To be a community of solidarity that supports the individual member
- To establish the best work life by representing the financial, professional and social interests of our members.

Para. 2.

Finansforbundet's organisational area covers everyone in and related to the financial sector.

Para. 3.

Finansforbundet is independent of party politics and a non-profit organisation.

Section 3 Finansforbundet's activities

Finansforbundet fulfils its object, inter alia, by:

- representing members in all matters relative to their employers
- representing members externally in all matters of common interest and of significance to the financial area
- representing the interests of students within educations that are directed towards the financial area
- representing the financial sector's interests through a collaboration with Danish and foreign organisations that follow the same general principles as Finansforbundet
- to represent the interests of the unemployed, with the aim of getting unemployed members in jobs.

CHAPTER 2 – MEMBERS

Section 4 Active membership

Para. 1.

Any employed person in the financial sector or in a related field is accepted as an active member, cf. Section 2 (2).

Para. 2.

Other employed persons from other sectors are accepted as active members depending on the circumstances. These members are regarded as individual members. The Executive Committee makes this decision and establishes further guidelines for the membership.

Para. 3.

Students within educations directed towards the financial sector or related fields are accepted as active members, cf. Section 2 (2).

Para. 4.

Unemployed persons associated with the financial sector are accepted as active members.

Para. 5.

Depending on the circumstances, self-employed persons employed in the financial sector or related fields are accepted as active members. The Executive Committee makes this decision and establishes further guidelines for the membership.

Para. 6.

As a general rule, members are associated with a local branch, cf. Section 18. However, this does not apply to individual members, cf. Section 4 (2), students, cf. Section 4 (3) or the unemployed, cf. Section 4 (5).

Para. 7.

The local branch affiliation is not affected if a member becomes unemployed unless the member does not want to switch to a financial local branch.

Section 5 Inactive membership

Para. 1

Members that take leave without pay can be transferred to inactive membership.

Para. 2.

This does not affect the local branch relationship, cf. Section 18.

Section 6 Passive membership

Para. 1.

Pensionists and recipients of early retirement benefits are transferred to passive membership.

Para. 2.

Members that work with or in relation to the financial sector abroad can – during this period – obtain passive membership if they, when possible, register to a union affiliated with UNI in the respective country.

Para. 3.

Unemployed members with temporary employment in other sectors can – during this period – be switched to passive membership if they are transferred to the organisation that has negotiating rights in the area. After the conclusion of temporary employment, the member continues as an active or inactive member.

Para. 4.

Being transferred to passive membership does not affect local branch affiliation for the member, cf. Section 18.

Section 7 Rights

Para. 1.

Active and inactive members have voting rights and eligibility in Finansforbundet's competent political bodies, pursuant to the instructions established for the individual bodies. This does not, however, apply to individual members, cf.

Section 4 (2), students, cf. Section 4 (3) or the unemployed, cf. Section 4 (5).

Para. 2.

A member that has outstanding membership fees for two months or more loses all membership rights until the outstanding amount is fully paid or a different agreement is reached concerning the settlement of the amount.

Para. 3.

Unemployed members affiliated with a local branch, cf. Section 4 (6), have voting rights but are not eligible for Finansforbundet's competent political bodies. Other unemployed members have neither voting rights nor eligibility.

Section 8 Duties

Para. 1.

All members are required to uphold the statutes and other decisions made by Finansforbundet.

Para. 2.

Members shall not be liable for Finansforbundet's financial obligations, cf. however, Section 9 (2).

Section 9 Withdrawal from membership

Para. 1.

For members covered by collective agreement between Finansforbundet and Finans Danmark/Employer, Employers' Association for Fintech or the member's company, withdrawal from membership may occur in writing with a 3-month notice period to end at the end of a month. For members who are not covered by a collective agreement with Finansforbundet, withdrawal from membership can occur with a one-month notice to end at the end of a month.

Para. 2.

If, in case of a conflict, the union had to take out a loan, withdrawal from membership can only take place when such a loan has been repaid or the member, in exceptional circumstances, pays his/her proportional share thereof.

Para. 3.

A member that has withdrawn has no claims on the union, the local branch or the resources of the union staff association.

Section 10 Exclusion

Para. 1.

A member who opposes Finansforbundet's activities, cf. Section 8 (1), can be excluded by the Executive Committee.

Para. 2.

An excluded member has the right to apply for a reversal of the decision for exclusion at the next ordinary National Congress.

Para. 3.

An excluded member has no claims on the union, the local branch or the resources of the professional staff association.

CHAPTER 3 – FINANSFORBUNDET'S ORGANISATIONAL STRUCTURE

Section 11 Finansforbundet's organisational structure

Para. 1.

Finansforbundet's centralised political activities are performed through:

- The National Congress
- The Assembly of Representatives
- The Executive Committee

Para. 2.

Finansforbundet's decentralised political activities are performed through:

- The local branches
- The union staff associations

Para. 3.

The overall activities are regulated through the union statutes, the local branch statutes and the statutes for the union staff associations.

CHAPTER 4 – THE UNION'S CENTRALISED ORGANISATION

Section 12 The authority of the National Congress

The National Congress is Finansforbundet's highest authority.

Section 13 The National Congress – convening notice, agenda, etc.

Para. 1.

The ordinary National Congress is held every third year before the end of October. The National Congress is convened by the Executive Committee with at least 2 months' notice.

Para. 2.

The individual local branch receives 1 delegate for each 200 active and inactive members or part thereof, calculated in connection with the latest information from membership fee collection on 1 January. The local branches send in the names of the delegates before 1 July every year. The number of delegates applies from this date and until 30 June next year. The delegates appointed by the local branches can meet by proxy. Delegates and any proxies must be members of Finansforbundet. Apart from the delegates for the local branches, Finansforbundet's Executive Committee is also a delegate. All delegates have voting rights.

Para. 3.

Individual members have the right, at their own expense, to observe the National Congress without the right to vote. The Executive Committee can assign the right to speak to individual members at the National Congress. The Executive Committee can, when so called for, limit the number of individual members who have access to the National Congress. The Executive Committee can invite non-members to witness the National Congress, with or without the right to speak.

Para. 4.

Proposals to be processed at the National Congress can only be submitted through the local branches, a delegate, the Executive Committee or the presidency and must be in the president's possession no later

than 5 weeks before the National Congress. Candidacies for election, cf. Section 13 (6), point 9, must be notified to the Executive Committee in writing no later than 5 weeks before the National Congress.

Para. 5.

Latest 3 weeks prior to the commencement of the National Congress, the agenda of the National Congress will be sent out, including relevant documents.

Para. 6.

The agenda for the ordinary National Congresses must, as a minimum, include the following points:

- 1 Election of the chairman of the meeting
- 2 Adoption of the order of business for the National Congress
- 3 Report from the Executive Committee on the activities of Finansforbundet since the last ordinary National Congress
- 4 Discussion of political focus areas
- 5 Adoption of accounts
- 6 Approval of principles for determining the remuneration of the presidency as well as other members of the Executive Committee for the next National Congress period
- 7 Discussion of proposals
- 8 Determination of membership fee, including the allocation of the membership fee
- 9 Election of:
 - President
 - Two Vice-Presidents
 - Two auditors
 - Two alternate auditors
- 10 Notification of the Executive Committee members appointed by the local branches
- 11 Any other business

Para. 7.

All expenses in connection with the National Congress shall be incurred by the centralised part of the union.

Section 14 National Congress – voting etc.

Para. 1.

The National Congress is competent to transact business when at least 2/3 of the delegates are present.

Para. 2.

Each delegate has one vote. Voting by proxy is not permitted.

Para. 3.

All votes shall be settled by simple voting majority, unless the statutes stipulate otherwise. In case of parity of votes, the proposal will be discarded, except when this involves an election of persons, cf. Section 13 (6), point 9.

Para. 4.

At the request of at least 10 delegates or the chair of the meeting for the National Congress, the voting at the National Congress must be in writing, possibly electronically.

Para. 5.

Electing the president from among 2 candidates takes place by simple voting majority. In case of an election between more than 2 candidates, a candidate is elected if they obtain more than 50% of the votes. If no candidate obtains more than 50% of the votes, the candidate with the fewest votes is eliminated and the vote is repeated for the remaining candidates until the previous condition is met. In case of parity of votes, the election is settled by drawing lots.

Para. 6.

When electing the vice-president and other persons, each delegate that wants to vote must submit 2 votes, distributed across 2 candidates. Only voting slips with 2 different candidates count.

If 2 and only 2 candidates each receive over 25% of the submitted votes, they shall be elected.

Otherwise, the candidate with the fewest votes is removed and the vote is repeated with the remaining candidates until there are only 2 candidates that received more than 25% of the votes.

In case of parity of votes, the election is settled by drawing lots.

Para. 7.

The National Congress negotiations are documented by recording on electronic media.

Section 15 Extraordinary National Congress

Para. 1.

An extraordinary National Congress is held upon the request of the Executive Committee, at least 1/3 of the members of the Assembly of Representatives, at least 1/3 of the delegates to the National Congress or at least 1/10 of the members. The convening notice must in such cases be issued no later than 14 days after receiving the request and with a reasonable notice, which however, cannot exceed 2 months. It must also specify the agenda.

Para. 2.

At an extraordinary National Congress, only the proposals that were included in the agenda can be discussed.

Para. 3.

The extraordinary National Congress is held according to the same principles and rules with respect to competence to transact business, voting, etc. as apply to the ordinary National Congress, cf. Sections 13 and 14.

Section 16 The Assembly of Representatives

Para. 1.

Ordinary meetings of the Assembly of Representatives are held once between 2 ordinary meetings of the National Congress. The convening notice for the meeting is issued with a notice of 1 month by the president.

The convening notice for extraordinary meetings of the Assembly of Representatives are issued either at the president's initiative or at the request of at least 10 members of the Assembly of Representatives.

Extraordinary meetings, e.g. discussion of the result of collective agreements, cf. Section 25 (3), will be called with a notice of at least 24 hours.

Para. 2.

The individual local branch receives 1 member of the Assembly or Representatives for each 600 active and inactive members or part thereof, calculated in connection with the latest information from membership fee collection on 1 January. The local branches send in the names of the members of the Assembly or Representatives before 1 July every year. The number of members of the Assembly of Representatives applies from this date and until 30 June next year. Members of the Assembly of Representatives appointed by the local branches can meet by proxy. Members of the Assembly of Representatives and any proxies must be members of Finansforbundet.

Apart from the members of the Assembly of Representatives, Finansforbundet's president and vice-president are members of the Assembly of Representatives. All members of the Assembly of Representatives have voting rights. The president of Finansforbundet is the president of the Assembly of Representatives.

Para. 3.

Executive Committee members who are not members of the Assembly of Representatives participate in meetings of the Assembly of Representatives without the right to vote.

Para. 4.

Members of a Local Branch Executive Committee that are not appointed as members of the Assembly of Representatives can participate in meetings of the Assembly of Representatives without the right to vote. The expense shall be incurred by the centralised part of the union.

Para. 5.

The Assembly of Representatives must ensure that the activities of Finansforbundet are performed in accordance with the adopted instructions of the National Congress and provide guidance to the Executive Committee. Furthermore, the Assembly of Representatives must engage in future-oriented political debates in accordance with the union's object paragraph. The Assembly of Representatives is included in questions concerning collective agreements, in accordance with the rules in Chapter 5.

Para. 6.

The Assembly of Representatives is competent to transact business when at least 2/3 of its members are present.

Para. 7.

Decisions are made by simple majority of votes. In case of parity of votes, the proposal will be rejected.

Para. 8.

The Assembly of Representatives can establish committees.

Para. 9.

The Assembly of Representatives negotiations are documented by recording on electronic media.

Para. 10.

The Assembly of Representatives establishes its own order of business.

Para. 11.

All expenses in connection with the Assembly of Representatives shall be incurred by the centralised part of the union.

Section 17 The Executive Committee

Para. 1.

The Executive Committee consists of the president of Finansforbundet, the vice-president and members appointed by local branches, cf. para. 2.

Para. 2.

Members of the Executive Committee appointed by local branches shall be appointed for a National Congress period between two ordinary National Congresses, in accordance with the following instructions:

All local branches are represented in the Executive Committee with 1-3 Executive Committee members. Local branches with less than 6,000 active and inactive members will be represented in the Executive Committee with 1 member. Local branches with 6,000 or more active and inactive members will be represented in the Executive Committee with 2 members. Local branches with 9,000 or more active and inactive members will be represented in the Executive Committee with 3 members. The calculation of the member numbers shall take place on the basis of a calculation in connection with the latest information from membership fee collection as of 1 January. Members appointed by the local branches to the Executive Committee must be members of the respective local branch and also be members of the Local Branch Executive Committee, although the requirement for membership to the Local Branch Executive Committee can be dispensed with during years when an ordinary National Congress is held. The current Executive Committee member can then continue in the Executive Committee until the conclusion of the Executive Committee.

Para. 3.

The president and vice-president of Finansforbundet are also president and vice-president of the Executive Committee. In case of long-term absence in the presidency position, the Executive Committee will temporarily appoint one of the vice-presidents as president. In case of long-term absence in one of the vice-president positions, the Executive Committee will temporarily appoint a new vice-president.

Para. 4.

If a member of the Executive Committee withdraws or chooses to withdraw due to personal reasons, the local branch will appoint a new member of the Executive Committee for the remaining National Congress period.

Para. 5.

The Executive Committee is accountable to the National Congress and must perform its work in accordance with the guidelines adopted at the National Congress. The Executive Committee will keep the Assembly of Representatives informed of its work.

Para. 6.

The Executive Committee is authorised to enter into demarcation agreements with other organisations.

Para. 7.

The Executive Committee holds meetings when the presidency calls such meetings or when at least 2 members of the Executive Committee submit such a request with a specification of the agenda.

Para. 8.

The Executive Committee is competent to transact business when at least 2/3 of its members are present.

Para. 9.

Decisions are made by simple majority of votes. In case of parity of votes, the president's vote shall decide.

Para. 10.

The Executive Committee can establish committees.

Para. 11.

Minutes are taken of the negotiations in the Executive Committee.

Para. 12.

The Executive Committee establishes its own order of business.

CHAPTER 5 – THE UNION'S DECENTRALISED ORGANISATION

Section 18 Organisation into local branches

Para. 1.

Finansforbundet is organised into company local branches and finance local branches.

Para. 2.

The area of the local branches is established at the National Congress.

Para. 3.

If a request is made to change the area of one or more local branches during the National Congress period, the decision shall be made by the affected local branches. In connection with this, the local branches must also address the economic consequences that the change would imply. If – within a period of 6 months – agreement cannot be reached between the affected local branches, the decision will be made by the Executive Committee until the next National Congress.

The Executive Committee can, after a specific assessment, request that the Assembly of Representatives make the decision concerning the determination of a local branch's/local branches' respective area(s) and the economic consequences thereof until the next National Congress.

Section 19 The statutes and operation of the local branches

Para. 1.

The work of the local branches is carried out in accordance with the statutes in force for the local branch and the union's statutes. The local branch's statutes cannot be in conflict with the union's statutes.

Para. 2.

The National Congress prepares the standard statutes for the local branches. Amendments to the statutes within these standard statutes are approved by the local branches. Amendments to the statutes that are within the provisions for standard statutes do not require approval by the Executive Committee.

Para. 3.

Each local branch is managed by a Local Branch Executive Committee.

Para. 4.

The Local Branch Executive Committee establishes its own order of business.

Para. 5.

The Local Branch Executive Committee is required, with a reasonable notice period, to notify the centralised part of the union that it is holding a General Assembly. The Executive Committee has the right to be represented at the General Assembly of local branches.

The Local Branch Executive Committees are required to notify the centralised part of the union about all elections and changes that took place at any time in the Local Branch Executive Committee.

Para. 6.

The local branches are not liable financially for Finansforbundet's financial liabilities.

Section 20 Forming new local branches

Para. 1.

New company local branches can be established when there are at least 1,200 active and inactive members in a company/group.

Para. 2.

New financial local branches can be formed by the staff associations/members in 2 or more companies if there are at least 1,200 active and inactive members in the respective companies.

Para. 3.

The formation of a new local branch, cf. para.1 and 2, requires that the Executive Committee approves the statutes of the local branch. The local branch must then be approved at the next ordinary National Congress.

Section 21 Closing a local branch

Para. 1.

If a local branch that, cf. Section 17 (2), is entitled to 1 or more Executive Committee members does not take advantage of this option, the local branch will be shut down from the following ordinary National Congress, whereupon the members will be transferred to a local branch as decided by the National Congress.

Para. 2.

If a local branch that was approved at a National Congress before 1996 drops below 600 active and inactive members, the branch will continue until the next ordinary National Congress, whereupon it will be shut down. Members will be transferred to a local branch to be decided by the National Congress.

Para. 3.

If a local branch that was approved at a National Congress in or after 1996 drops below 1,200 active and inactive members, the branch will continue until the next ordinary National Congress, whereupon it will be shut down. Members will be transferred to a local branch to be decided by the National Congress.

Para. 4.

If a new local branch, cf. Section 20 (1 and 2), drops below 1200 active and inactive members prior to an ordinary National Congress, cf. Section 20 (3), the branch will continue until the next ordinary National Congress, whereupon it will be shut down. Members will then be transferred to a local branch to be decided by the National Congress.

Para. 5.

A local branch can also be closed by a decision pursuant to the applicable statutes for the local branch.

Section 22 Union staff associations

Para. 1.

In any company/group, a union staff association can be formed consisting of all members of Finansforbundet which are employed in the company/group.

Para. 2.

The union staff association's work is carried out in accordance with the statutes of the union as well as the statutes of the respective local branch and the union staff association.

The union staff association's statutes cannot be in conflict with the statutes of the union and the statutes of the local branch to which the union staff association belongs.

Para. 3.

The National Congress prepares the standard statutes for the union staff association.

Para. 4.

When establishing new union staff associations, the statutes must be approved by the respective local branch. If the statutes include provisions that fall outside the standard statutes prepared by the National Congress, the statutes must, however, be approved by the Executive Committee.

Para. 5.

Amendments to the statutes within the frameworks of the standard statutes prepared by the National Congress are approved by the union staff association. The respective local branch will be informed of this.

Para. 6.

Amendments to the statutes that fall outside the provisions for standard statutes require approval by the Executive Committee.

Para. 7.

A Union Staff Association can be founded when so decided in accordance with applicable statutes for the union staff association.

Para. 8.

In connection with a company merger and/or an acquisition of another company and similar situations, discussions must take place between the affected union representatives and local branches on the future organisational situation.

The Executive Committee can, upon so being requested, appoint a representative to assist the parties, and the Executive Committee can, if necessary, make the decision if agreement cannot be reached.

Section 23 Union representative/senior union representative

Para. 1.

The union representatives are Finansforbundet's representatives with the companies. The union representatives must uphold the interests of the members by contributing to maintain and promote a steady and good collaboration based on open dialogue and mutual trust. The union representatives must, in connection with this, discuss local matters with management and can – if the authority to make the decision is not with the local branch or union staff association – enter into local agreements with consideration for other concluded agreements. The union representatives must also check to ensure compliance with existing agreements.

Para. 2.

Election of union representatives and senior union representatives shall take place pursuant to the rules for the individual collective agreement areas

Para. 3.

During the election period, a union representative can be removed when more than 50% of the members in the respective election area so request in writing to the Executive Committee of the local branch/the staff association.

Para. 4.

During the election period, an area union representative can be removed when more than 50% of the union representatives in the respective election area submit such a request in writing to the Executive Committee of the local branch/the staff association.

Para. 5.

A senior union representative can be removed during the election period if more than 50% of the union representatives in the company submit such a request in writing to the Executive Committee.

CHAPTER 6 – COURT PROCEEDINGS, COLLECTIVE AGREEMENT NEGOTIATIONS AND WORK STOPPAGES

Section 24 Member cases

Para. 1.

Members of Finansforbundet may call upon the assistance of the union in any case concerning wages and employment conditions as well as in relation to unemployment.

Para. 2.

The Executive Committee will set the guidelines for the extent of the assistance. Even if the assistance of Finansforbundet is not called upon, the Executive Committee can also take on any case, including cases on interpretation of and breach of applicable collective agreements when it is deemed that the matter justifies intervention.

Section 25 Centralised collective agreement negotiations

Para. 1.

The Assembly of Representatives discusses proposals for future centralised collective agreement negotiations at an agreement conference convened for this purpose. On this basis, the Executive Committee selects the centralised collective agreement requirements.

Para. 2.

Termination of the centralised collective agreements is submitted to the Assembly of Representatives for approval.

Para. 3.

The result of the centralised collective agreement negotiations with Finans Danmark/Employer are submitted to the Executive Committee, which decides whether the result should be rejected or submitted to the Assembly of Representatives at an ordinary or extraordinary meeting of the Assembly of Representatives. If the Assembly of Representatives approves the proposal, it is sent for a membership ballot among all affected members.

If at least 1/3 of the Assembly of Representatives' members so requests, the proposal is presented at an extraordinary National Congress before being sent for a membership ballot among all affected members.

Para. 4.

The Executive Committee decides on the result of the centralised collective agreement negotiations with other employers than Finans Danmark/Employer. If the result is not deemed to be on par with the result of similar negotiations with Finans Danmark/Employer, the Executive Committee must – if one wants to approve the result – send this for a membership ballot among all affected members.

Section 26 Company collective agreements

Para. 1.

In any company – both within and outside Finans Danmark/Employer – where there is a head of the local branch (an Executive Committee in a company branch, an Executive Committee in a union staff association, a senior union representative or a union representative) a company collective agreement may be entered into if there is a basis for this in a centrally-negotiated framework collective agreement approved pursuant to Section 25.

Para. 2.

The head of the local branch makes the decision whether one wants to negotiate and enter into a company collective agreement.

Para. 3.

The collective agreement entered into with the head of the local branch is approved by the representative and must then be similarly approved by all members of Finansforbundet in the company. A membership ballot can, however, not be held before any dispensation has been processed by the Executive Committee, cf. para. 5 and 6.

Para. 4.

If there are several branches in the same company with their own collective agreements, these must be negotiated and voted on among the members individually.

Para. 5.

If due to special conditions, one would like the company collective agreement to deviate on certain points from a centrally-negotiated collective agreement, the Executive Committee can grant dispensation in this regard. The Executive Committee can only grant dispensation on the basis of a request from the head of the local branch (an Executive Committee in a company branch, an Executive Committee in a union staff association, a senior union representative or a union representative).

Para. 6.

The dispensation application must be processed by the Executive Committee before the result is sent for voting. The dispensation can then come into effect after a membership ballot, cf. para. 3.

Para. 7.

Company collective agreements which have been entered into must be sent to the centralised part of the union for information no later than 4 weeks after the result of the membership ballot is available. The Executive Committee informs of any notified dispensations at the next Assembly of Representatives or National Congress.

Section 27 Local agreements

Para. 1.

The head of the local branch in the companies is required to send finalised local agreements or amendments thereto to the centralised part of the union for information purposes, no later than 4 weeks after they were entered into/amended. This applies to agreements/changes with respect to the standard collective agreement and to agreements/changes with respect to a company collective agreement.

Section 28 Initiation of conflict

Para. 1

The decision to implement a work stoppage must be presented to a National Congress and approved by at least 2/3 of the delegates. The National Congress also decides on the magnitude of the conflict.

Conflict support can be provided as a loan or as full or partial compensation of wages.

Para. 2.

The National Congress can – with the same majority of votes – authorise the Assembly of Representatives or the Executive Committee to give notice of, initiate, expand and conclude such a work stoppage and to further decide about conflict support, cf. Section 28 (1).

Para. 3.

Summons to an extraordinary National Congress in conjunction with work stoppage or resumption of work must take place with at least 24 hours' notice.

Para. 4.

In a few companies within Finans Danmark/Employer within the area where "The main agreement between Finans Danmark/Employer and Finansforbundet within the insurance agent sector" applies, the Executive Committee is, however, authorised to initiate and conclude work stoppages.

The Executive Committee also decides on the form and magnitude of the conflict support, cf. also Section 28 (1).

Para. 5.

In areas not covered by collective agreements and in areas outside Finans Danmark/Employer, the Executive Committee is also authorised to initiate and conclude work stoppages and/or issue notices of resignation on behalf of the members.

The Executive Committee also decides on the form and magnitude of the conflict support, cf. also Section 28 (1).

Para. 6.

When a work stoppage has been notified or initiated pursuant to para. 4 or 5, the Executive Committee is also authorised to initiate and conclude secondary actions. The decision concerning secondary actions requires at least 2/3 of the Executive Committee's members to vote for the decision.

Para. 7.

The Executive Committee can decide to give notice, initiate and conclude a blockade.

CHAPTER 7 – MEMBERSHIP FEE, RESOURCES AND ACCOUNTS

Section 29 Membership fee

Para. 1.

The National Congress establishes the membership fee and its distribution.

Para. 2.

The Executive Committee can grant full or partial exemption of the membership fee for individual members. The Executive Committee can also grant exemption from the membership fee for all or parts of the member groups for limited periods within the same National Congress period.

Para. 3.

In connection with a conflict, the Executive Committee is entitled to charge an extra fee to members not affected by the conflict.

Section 30 Administration of resources

Para. 1.

The Executive Committee administrates the centralised part of the union's resources, while being accountable to the National Congress and the Assembly of Representatives. The Executive Committee has the power to sign for the company relative to third parties. The Executive Committee can grant the power to sign for the company.

Para. 2.

Major transactions concerning the centralised part of the union's resources are submitted to the Assembly of Representatives.

Para. 3.

Of the union's resources, the "conflict capital", which is separately defined in the accounts, is also managed in accordance with the respective guidelines adopted by the National Congress. The magnitude of the "conflict capital" must be indicated in the accounts as a separate share of the total equity.

The purpose of the specially-defined "conflict capital" is to cover expenses that are associated with the provision conflict support. The "conflict capital" must also cover the mutual guarantee obligations agreed with other national and international organisations.

Para. 4.

In order to fulfil its object, the union can establish foundations. The purpose and statutes of these foundations must be approved at the National Congress.

Section 31 Accounts

Para. 1.

The financial year is the calendar year. This also applies to foundations established in accordance with Section 30 (4)

Para. 2.

The annual accounts concluded on 31 December, which must be subject to state-authorized audit, shall be forwarded to the auditors elected at the National Congress pursuant to the audit manual approved by the Executive Committee.

Para. 3.

The day-to-day management must provide auditors elected at the National Congress access to carry out the investigations that they consider necessary and must ensure that the auditors receive the information and assistance they deem necessary to carry out their work. The auditors must carry out a critical review of Finansforbundet's accounting materials and other matters.

Para. 4.

The accounts for the year prior to the year where an ordinary National Congress is held are submitted to the Executive Committee for provisional approval. The accounts for other years are submitted – after approval by the Executive Committee – to the Assembly of Representatives for provisional approval.

The Assembly of Representatives is also presented budgets.

Para. 5.

Through a report in the annual accounts, the auditors must confirm that the accounts have been reviewed. The report must include information on the performed audit and on any comments it may have resulted in.

CHAPTER 8 – AMENDMENTS TO STATUTES

Section 32 Amendments to statutes

Para. 1.

Amendments to these union statutes can only take place at the National Congress.

Para. 2.

Proposals for amendments must be submitted to the president pursuant to the rules on Section 13 (4).

Para. 3.

In order to adopt amendment of statutes, it is required that at least 2/3 of the received votes at the National Congress are in favour of the proposal, cf. however Sections 32- 34.

CHAPTER 9 – ORGANISATIONAL CHANGES

Section 33 Affiliation with other organisations

Para. 1.

Proposals on affiliation with other organisations that require surrender of powers must be discussed at the National Congress, in accordance with the specified guidelines in Sections 13 and 14, cf. however para. 2 - 4.

Para. 2.

If the proposal is approved by the National Congress by a simple majority, the proposal is sent for a membership ballot among all members.

Para. 3.

To approve the proposals, at least 3/4 of the votes submitted in the membership ballot must be in favour. In the membership ballot, only yes and no votes will be considered in the calculation.

Para. 4.

Proposals on affiliation with other organisations that do not require surrender of powers must be discussed at the National Congress in accordance with the specified guidelines in Sections 13 and 14. To approve the proposal, at least 2/3 of the votes must be in favour.

Para. 5.

Proposals to withdraw from organisations, cf. para. 1 and 4, must be submitted to the National Congress pursuant to the instructions specified in Sections 13 and 14. To approve the proposal, at least 2/3 of the votes must be in favour.

Section 34 Merging with other trade unions

Para. 1.

Proposals to merge with other trade unions must be submitted to the National Congress pursuant to the instructions specified in Sections 13 and 14.

Para. 2.

If the proposal is approved by the National Congress by a simple majority, the proposal is sent for a membership ballot among all members.

Para. 3.

To approve the proposals, at least 3/4 of the votes submitted in a subsequent membership ballot must be in favour. In the membership ballot, only yes and no votes will be considered in the calculation.

Para. 4.

The Executive Committee can, when it deems that conditions so merit, submit proposals to the National Congress on absorption of other trade unions, with a request for approval without a membership ballot among the members, pursuant to the instructions in Sections 13 and 14. To approve such a proposal, at least 3/4 of the votes must be in favour. If the proposal at the National Congress only receives a simple majority, it is then sent for a membership ballot among all members pursuant to para.3.

Para. 5.

Proposals to withdraw from mergers with other trade unions, cf. para. 1, must be submitted to the National Congress pursuant to the instructions specified in Sections 13 and 14. To approve the proposal, at least 2/3 of the votes must be in favour.

Section 35 Dissolving Finansforbundet

Para. 1.

Proposals to dissolve Finansforbundet must be submitted to a National Congress for a decision.

Para. 2.

Approval to dissolve Finansforbundet requires at least 3/4 of the submitted votes to be in favour, as well as at least 3/4 of the submitted votes in a subsequent membership ballot. In the membership ballot, only yes and no votes will be considered in the calculation.

Para. 3.

If the union is dissolved, the Finansforbundet's funds will be transferred to a foundation that benefits employees in the financial sector, unless a different decision is made in connection with the proposal to dissolve the union at a National Congress and with a subsequent membership ballot.

Adopted at the National Congress of 30 September 2020.