

**ARTICLES OF ASSOCIATION OF THE
HELLENIC FEDERATION OF UNIVERSITY
TEACHERS' ASSOCIATIONS (P.O.S.D.E.P. A.E.I.)**

CHAPTER A

Article 1

1. A Federation of the Associations of the Higher Educational Institutions' Teaching and Research Personnel is hereby established under the name "Hellenic Federation of University Teachers' Associations" and its registered office shall be in Athens.

2. The Members of the Federation shall be one Association of the Teaching and Research Personnel from every Higher Educational Institution or every School of the Higher Educational Institutions, unless geographical or other reasons require otherwise. The member associations shall, pursuant to their Articles of Association, enable the teaching and research personnel of the Higher Educational Institutions to register in them.

3. By resolution of the Conference, the Federation may join a tertiary trade union.

4. The seal of the Federation shall be round and bear on its circumference the name of the Federation in two lines as well as the initials and time of establishment in the middle.

Article 2

The basic objectives of the Federation shall be as follows:

1. promotion of the democratization and independence of the higher educational institutions as well as consideration of and contribution to the resolution of higher education problems;



2. upgrade of the level of studies and research carried out in universities and focus thereof on the needs of the scientific, technological, economic and cultural development of the country;

3. connection of the universities with their social environment and their contribution to the consideration and resolution of the local problems;

4. standardization of the targets and coordination of the activities of the member associations for:

(a) the protection and promotion of the scientific work of their members as well as towards the settlement of all issues related to the scientific advancement of their members;

(b) the promotion of the salary and pension demands and, in general, the improvement of the working conditions of their members;

5. protection of the university asylum and academic freedoms; and

6. active and responsible expression of its views regarding national, social and general problems.

Article 3

In order to achieve the above objectives, the Federation shall:

1. carry out and direct the struggle for the safeguarding and broadening of all rights gained by the teaching and research personnel of the higher educational institutions, by using all appropriate means;

2. raise awareness of and inform the public, cultural institutions and state bodies on the educational,

research, cultural and social mission of the higher educational institutions and their personnel, through lectures, articles in newspapers and magazines, conferences, public debates, radio and television programmes, books and circulars as well as by using any other appropriate means;

3. communicate and cooperate with educational institutions and similar organizations of foreign higher educational institutions with a view to keeping up with international developments in the field of education;

4. issue printed material;

5. organize assemblies, conferences, tours and missions in this country or abroad;

6. cooperate with organizations aiming at the improvement of education and upgrade of the educational level of the Greek people;

7. seek a continuous contact and cooperation with students' associations and federations of other workers at the higher educational institutions;

8. cooperate also with other sectoral unions and federations of tertiary education and research and participate, if possible, in activities of broader trade unions or organizations in pursuance of its objectives effectively, while at the same time maintaining its independence; and

9. seek to participate in state bodies related to education and, in particular, higher education and research.

CHAPTER B
(Composition)
Article 4

1. In order that an Association become a member of the Federation, a pertinent resolution must have been duly passed by its members' General Meeting and it must

also request its registration from the Management Committee of the Federation through an application accompanied by:

(a) a copy of the resolution of its members' General Meeting;

(b) a copy of the Register of its members for the trade union year of registration; and

(c) an official copy of its articles of association.

2. Upon submission of the application along with the documents stipulated in subparagraphs (a), (b) and (c) of the previous paragraph, the Management Committee of the Federation, at its first meeting after the submission of the application, shall decide by a reasoned resolution, pursuant to these Articles of Association, on the registration of the Association in the Federation and shall communicate this resolution to the Association concerned. In any other case, it shall refer the matter to the next Conference.

Article 5

The member Associations of the Federation shall be entitled to:

1. participate through their legal representatives in ordinary and extraordinary Conferences of the Federation;

2. contribute to the drafting of the agenda of the Conferences through written recommendations-proposals submitted to the Management Committee of the Federation;

3. publish their resolutions and announcements in the printed material and on the website of the Federation;

4. submit problems-requests of their members for settlement; and

5. convey their opinions and recommendations-proposals to the Management Committee of the Federation in respect of matters concerning their members.

Article 6

The member Associations of the Federation shall:

1. carry out actions in accordance with the articles of association and resolutions of the Conferences and in furtherance of the general interests and objectives of the Federation;

2. inform the Executive Secretariat of the Federation about their activities at a local level;

3. inform the Executive Secretariat in writing on any changes in the composition of their Boards of Directors;

4. announce any new registration or deregistration of their members and send a part of their members' subscription fees to the Federation. The amount for each Association's member to be paid to the Federation is stipulated by article 37 of the Articles of Association and shall be sent through separate statements for each higher educational institution until the end of December of every year.

5. The term "of good financial standing" in the Articles of Association shall mean that the Association concerned has paid its subscription fees pursuant to this paragraph and article 32 of the Articles of Association.

Article 7

1. Any proposals or recommendations to the Federation in respect of dealing with needs, problems, requests and claims of individual colleagues and/or groups of colleagues or Associations, shall be submitted through the Board of Directors of the Associations, where such colleagues are members.



2. In case the Board of Directors of the Association concerned refuses unjustifiably to forward the matter or delays for more than twenty (20) days, then, individual colleagues may contact directly the Executive Secretariat through a document which shall, inter alia, mention the reason of this direct contact. Such persons shall also communicate this document to the Board of Directors of the Association concerned.

CHAPTER C
(Deregistration of members)
Article 8

1. A member Association of the Federation shall be deregistered by resolution of the Conference in case of violation of the principles of these Articles of Association upon a reasoned recommendation by:

(a) the Management Committee of the Federation by a simple majority of its members;

(b) 1/3 of the members of the Conference.

2. The resolution of the Conference on deregistration shall be passed by 2/3 of the members of the Conference.

Article 9

A deregistered Association may be registered again upon its application submitted pursuant to article 4, provided that the reasons for its deregistration have ceased to exist.

CHAPTER D
(Conferences)
Article 10

1. The Conferences shall be *ordinary* and *extraordinary*. The ordinary Conference shall be convoked every two (2) years.

2. The participants in the conferences of the Federation shall be representatives of the member Associations as stipulated in article 13.

3. The invitation to a Conference shall indicate:
- (a) whether the Conference is ordinary or extraordinary;
 - (b) the place, date, commencement time and (serial) number of the Conference;
 - (c) the issues to be discussed.
4. In case of an ordinary Conference, the invitation shall be sent two (2) months prior to it.
5. The Conference shall have a quorum, if half of the participants plus one are present.
6. The representatives of the member Associations shall participate in person in the conferences and votes.

Article 11

Within one (1) month from the publication of the invitation (in case of an ordinary Conference) the member Associations may submit to the General Secretariat of the Federation any issue which, in their opinion, should be included in the items on the agenda of the ordinary Conference.

Article 12

The Conference of the Associations' representatives shall be the supreme management body of the Federation as well as the supreme control body of the Management Committee and General Secretariat. More specifically, it shall:

1. elaborate and decide on the opinions of the Federation and matters included in its objectives;
2. consider and decide on the activities performed by the Management;
3. approve the economic report or impute liabilities upon recommendation by the Supervisory Board;
4. decide on the registration of new Associations as well as the deregistration or registration anew of member Associations in the Federation;

5. elect the Management Committee and the Supervisory Board of the Federation;

6. dismiss the management bodies of the Federation at any time, as long as there are serious reasons and, in particular, in case of a serious breach of their duties or inability to manage properly the Federation;

7. amend the Articles of Association and decide on the dissolution of the Federation pursuant to articles 33 and 34 of the Articles of Association;

8. draft and vote for the action program; and

9. decide on the relations of the Federation with other trade unions as well as on its participation in broader trade unions.

Article 13

1. An extraordinary Conference shall be convoked upon resolution by the Management Committee or application by member associations represented in the last ordinary Conference by at least 1/3 of the Conference participants, within fifteen (15) days from the day of the resolution or submission of the application.

2. The extraordinary Conference shall convene solely in order to deal with specific issues.

3. The Associations shall be represented in the extraordinary Conference, as contemplated in article 14.

Article 14

1. The resolutions of the Conference on the election of the collective bodies and representatives in a higher union shall be passed through a secret ballot. In any other case the resolutions shall be passed through an open vote. The resolutions of the Conference shall be passed by a simple majority of the persons present,

unless stipulated otherwise in these Articles of Association. In case of more than two (2) proposals, the ballot shall be repeated between the two (2) proposals that received the most votes, unless one proposal has received the absolute majority of the votes of the persons present.

2. Each representative of an Association (of good financial standing) shall have only one (1) vote in the Conference. The number of the representatives of each member Association in the Conference shall be equal to the integer quotient of the division of the number of the votes cast for the election of representatives, divided by the number N, which may be equal to or greater than 15 and less than or equal to 25 and shall be designated in the meeting of the Management Committee that announces the holding of the Conference. If the remainder is greater than or equal to $N/2$, then, one more representative shall be elected. The Associations' representatives for the conference of the Federation shall be elected by the system of proportional representation.

Article 15

1. The gathering of the representatives in the Conference venue shall be followed by the legitimization of the Associations' representatives by the outgoing Executive Secretariat. The legitimization shall require the following:

(a) the member Association must be "of good financial standing"; and

(b) the representatives of the Association must produce the list of the persons who voted and the minutes of their election signed by the President and Secretary of the Association.

2. The proceedings of the Conference shall be directed by a three-member presiding board to be elected after the legitimization of the representatives. Candidacies shall be submitted and every Conference participant shall vote for only one (1) candidate. The candidate receiving the most votes shall be elected as President and the second and third in votes shall be elected as members of the presiding board.

3. Before the election of the members of the presiding board, the proceedings of the Conference shall be directed by the President, the Vice-President and the Secretary of the outgoing Executive Secretariat.

4. The proceedings of the Conference shall be directed by the presiding board pursuant to the bye-law of the Conference to be drawn up by the outgoing Management Committee and voted by the Conference following the election of the presiding board and before the commencement of the discussion of the items on the agenda.

5. The resolutions of the presiding board shall be passed by majority.

(Elections)

Article 16

1. The ordinary Conference shall elect the Management Committee of the Federation (33 members), the Supervisory Board (3 members) and the representatives of the Federation in a tertiary trade union, as long as the Federation participates therein.

2. The election shall be conducted by a five-member Electoral Committee to be elected at the end of the proceedings of the first day of the Conference, which shall immediately assume duties. The Electoral Committee shall be elected by the system of proportional representation.



3. The Electoral Committee shall receive the lists of the names of the conference participants and shall also receive the names of the candidates, whether individuals or slates, which it shall announce one day prior to the end of the proceedings of the Conference. It shall print the ballot papers and ensure the proper holding of the elections.

4. The elections shall take place on the last day of the Conference by the system of proportional representation.

5. Each list of candidates may include not more than thirty-three (33) candidates for the Management Committee and not more than three (3) candidates for the Supervisory Board who may not be included among the candidates for the Management Committee.

6. If, at the same time, the elections for the representatives in a tertiary union take place, the same list of candidates shall include a number of candidates equal to the number of the Federation's representatives in such union. Those candidates may also be candidates for the Management Committee.

7. The seats of the Management Committee, the Supervisory Board and the representatives shall be allocated among the slates and individual candidates depending on their electoral power.

8. The electoral quota shall be the quotient of the division of the total valid votes, including the blank votes, by the number of the seats of the Management

Committee, the Supervisory Board and the representatives. Then, the number of the votes received by each slate or individual candidate shall be divided by the electoral quota, and the integer part of the number obtained shall be the number of seats allocated to each slate. If there are unallocated seats, those shall be allocated in the second distribution to all slates or individual candidates pro rata to the unallocated remainder thereof. Individual candidates who obtained a seat in the first distribution may not participate in the second distribution. The successful candidates of each slate shall be designated on the basis of the number of preference crosses received.

9. In case of exactly equal remainders among slates or individual candidates, the seat shall be obtained by the slate or individual candidate that has not obtained a seat in the first distribution. If the slates having equal remainders have obtained seats in the first distribution, lots shall be drawn.

10. In case of equality of votes of candidates of the same slate, the selection shall be made by drawing lots.

11. The Electoral Committee shall hear all objections and draw up the minutes of the election, which shall be delivered to the Executive Secretariat to be elected by the Management Committee resulting from the elections.

CHAPTER E

Article 17

Management of the Federation

The Federation shall be managed by the Management Committee and the Executive Secretariat.

The Management Committee shall consist of thirty-three (33) members to be elected by the ordinary Conference.



The Executive Secretariat shall consist of eleven (11) members of the Management Committee to be elected by it, at its first meeting after the Conference, by the system of proportional representation as described in article 16.

Article 18

Management Committee

1. The Management Committee shall convene ordinarily twice per year and extraordinarily (a) when this is deemed necessary by the Executive Secretariat; or (b) when this is requested in writing by at least 1/3 of the members of the Management Committee; or (c) when this is requested by member associations represented at the last ordinary conference by at least 1/3 of the conference participants.

2. The Management Committee shall be convoked by the Executive Secretariat, which shall draw up the agenda. The relevant invitation shall be signed by the President and Secretary. In cases (b) and (c) above, the Executive Secretariat shall convoke the Management Committee within fifteen (15) days from the submission of the application and include the requested issues as first items on the agenda. In case of negligence or refusal, the applicants may convoke the Management Committee, also determining the items on the agenda. In any case, the invitation shall be communicated to the members of the Management Committee at least five (5) days in advance. Every newly elected Management Committee shall meet immediately after its election and shall elect the new Executive Secretariat.

3. The Management Committee shall have a quorum, if at least seventeen (17) members are present.

4. The proceedings shall be directed by a three-member Presiding Board to be elected at the beginning of the meeting.

5. The resolutions shall be passed by a simple majority of the members present. In case of more than two (2) proposals, the ballot shall be repeated between the two (2) proposals that received the most votes, unless one proposal has received the absolute majority of the votes of the members present.

6. By resolution of the Management Committee, additional items may be included in the agenda.

7. The Management Committee shall have the following powers:

(a) elect the Executive Secretariat;

(b) ensure the application of the resolutions of the Conferences as well as the implementation of the objectives of the Federation as provided for by these Articles of Association;

(c) decide on every issue concerning the Federation pursuant to the Articles of Association and the resolutions of the Conferences;

(d) draft the general action guidelines of the Executive Secretariat;

(e) establish standing committees;

(f) monitor the financial matters and approve the budget recommended at the beginning of every academic year by the Executive Secretariat;

(g) draw up and amend the bye-law of the Management Committee and the Executive Secretariat and propose a bye-law of the Conference;

(h) convoke the ordinary and extraordinary Conferences to which it shall be answerable and make recommendations;

(i) submit the report on actions performed and the economic report to the ordinary Conference;

(j) elect the representatives of the Federation in the National Council for Education (ESYP) and/or any other body in which it is to be represented;

(k) consider, decide on and carry out the necessary acts related to the management and the interests of the Federation; and

(l) organize referendums.

8. In order to formulate an opinion on important issues, the Management Committee shall promptly request the opinion of the General Meetings of the member Associations of the Federation.

Article 19

Executive Secretariat

1. The Executive Secretariat, following its election by the Management Committee, shall convene within seven (7) days, as ensured by the President of the outgoing Executive Secretariat and, in case of refusal, as ensured by the person who received the most crosses and belongs to the slate that received the most votes.

2. By an absolute majority of its members, it shall elect the President, Vice-President, Secretary, Special Secretary, Treasurer and Public Relations Officer, in this order. If after the lapse of fifteen (15) days this procedure has been unsuccessful, the matter shall be submitted to the Management Committee.

3. The Executive Secretariat shall meet ordinarily every two months and extraordinarily, when this is deemed necessary by the President or requested by three (3) members. It shall be convoked by the President who



shall determine the items on the agenda following consultation with the Secretary. The invitation with the agenda shall be communicated at least three (3) days in advance. A deviation from the above may be allowed only in very exceptional cases.

4. The proceedings shall be directed by the President and the resolutions shall be passed by a simple majority of the persons present.

5. The Executive Secretariat shall:

(a) implement the resolutions of the Conference and the Management Committee;

(b) decide on every issue concerning the Federation within the context of the guidelines of the Management Committee and shall be answerable to it;

(c) convoke the Management Committee and make recommendations to it; and

(d) may be removed by the Management Committee by an absolute majority of the total members of the Management Committee.

6. Within seven (7) days after the election of the President, Secretary, etc., the outgoing Executive Secretariat shall hand over the management by drawing up a special deed of the two Executive Secretariats as well as special protocols for the handing over of the Treasury, materials and records of the Federation.

Article 20

1. Any member of the Executive Secretariat who is absent from three (3) consecutive meetings without satisfactory reason shall cease to be a member and shall be replaced by the person who follows on the slate.

2. Any member of the Management Committee who is absent from two (2) consecutive meetings without satisfactory reason shall cease to be a member and shall be replaced by the person who follows on the slate.

Article 21

During the meetings of either the Executive Secretariat or the Management Committee, minutes shall be kept by the Secretary of the Executive Secretariat.

Article 22

1. The members of the Executive Secretariat and the Management Committee shall receive a travel and accommodation allowance as defined by a special resolution of the Executive Secretariat to be renewed every year.

2. Any appropriation required shall be entered in the budget and approved by the Management Committee.

Article 23

1. In case a member of the Executive Secretariat or the Management Committee deceases, resigns or ceases to be a member (is finally deregistered), he shall be replaced by the first alternate member from the slate to which he belongs.

2. Following every replacement of a member of the Executive Secretariat, excluding the members of the presiding board, who ceases to be its member for any reason whatsoever, the Executive Secretariat shall be formed anew into a body, except for the presiding board (President, Vice-President and Secretary).

3. In case a member of the presiding board ceases to be a member of the Executive Secretariat for any reason whatsoever, except for the President, all offices shall be reassigned, except for the President. If the President withdraws as well, then a general recomposition shall take place.

4. In case of resignation of members of the Executive Secretariat or the Management Committee, the vacancies in the body concerned shall be filled by those who follow on the corresponding slate. If there are not enough persons, the vacancies shall be filled by persons belonging to other slates proportionally. The first to acquire a seat shall be the slates and individual candidates that had not taken a seat in the corresponding elections. If not all vacancies have been filled, then, they shall be filled by the other slates having seats pro rata to the votes they received in the corresponding elections.

5. If 17 or more members of the Management Committee resign, the vacancies shall be filled as stipulated in the previous paragraph and the Management Committee shall convoke a Conference immediately.

Article 24

1. The President of the Executive Secretariat shall represent in person the Federation in all its relations with third parties (professional, scientific, educational, official, administrative, judicial bodies and authorities) and shall present the resolutions of the Federation, unless otherwise stipulated hereby.

2. Jointly with the Secretary and at least two (2) members of the Executive Secretariat designated by the latter, who may be other persons, he shall represent the Federation before or when contacting government, political, trade union and other bodies.

3. Jointly with the Secretary he shall sign all documents and payment vouchers.

4. He shall convoke the ordinary and extraordinary meetings of the Executive Secretariat, specify the agenda of the meetings pursuant to article 19 and direct the discussions.

5. He shall present to the Conference the report on acts performed by the Management Committee (and the Executive Secretariat), as approved by the Management Committee.

Article 25

1. The Vice-President shall replace the President, when the latter is absent, in respect of all his powers and authorities.

2. He may replace the President permanently or for a specific period of time in respect of President's specific duties that may be assigned to him by the Executive Secretariat by special minutes.

Article 26

1. The Secretary shall jointly represent the Federation pursuant to paragraph 7, article 24.

2. He shall be responsible for the correspondence and announcements of the Federation and, jointly with the President, shall sign all documents and payment vouchers.

3. He shall ensure the drafting of the minutes of the meetings of the Executive Secretariat, the Management Committee and the ordinary and extraordinary Conferences.

4. He shall keep the records and seal of the Federation and shall be responsible for the operation of the offices.

Article 27

1. The Special Secretary shall replace the Secretary, when the latter is temporarily absent, in respect of all his powers and duties.

2. The Executive Secretariat may assign Secretary's specific duties to him for the entire or part of his term of office.

3. He shall be responsible for the effective management of the relations and contacts of the Federation with the Associations and of its activities. More specifically:

(a) he shall initiate and coordinate the communication of the Federation with the Associations, so as to ensure a lasting contact with them as well as provision of information on emergency matters;

(b) he shall ensure the organization and planning of complex events of the Federation (assemblies, meetings, lectures, conferences, interviews, missions, art events, etc.); and

(c) in collaboration with the Secretary, he shall coordinate the organizational contacts and relations with other trade unions.

Article 28

1. The Treasurer shall, by duplicate receipts, collect all funds of the Treasury and effect every payment stipulated by the expenditure budget, upon issuance of the relevant payment vouchers signed by the President and Secretary.

2. Every two (2) months he shall recommend the approval of the two-month expenditure to the Executive Secretariat and ensure the timely modification of the expenditure budget.

3. He shall keep the required administration books, be responsible for the funds as well as the personal and real property of the Federation.

4. He shall be in charge of the deposits of the Federation upon resolution by the Executive Secretariat, manage amounts equal to 1/3 of the average two-month expenditure of the Federation and deposit any amount over and above this into its account kept with a postal savings bank or any other savings bank.

5. He shall draw up and submit for approval to the Management Committee the budget of the following accounting period as well as the final report for every year of the Executive Secretariat's term of office.

6. He shall be responsible for and ensure the maintenance of the Federation's material.

Article 29

In collaboration with the Special Secretary, the Public Relations Officer shall be in charge of the public relations of the Federation and, in particular, of:

(a) the hospitality of guests and representatives of other organizations, such as teachers, whether trade unionists or others, from Greece or abroad, as well as the contact of the Federation with similar organizations;

(b) the organization of cultural events, lectures, conferences, press conferences, etc.;



(c) the presentation of the activities of the Federation on the media, TV appearances and the organization of special missions in Greece or abroad.

Article 30

The simple members of the Executive Secretariat, like the previous six (6) members, shall have general powers and, upon relevant resolution by the Executive Secretariat, may deal with certain special matters.

Article 31

1. The Supervisory Board shall consist of three (3) members to be elected for a two-year term of office by the Ordinary Conference pursuant to article 16.

2. The Supervisory Board shall supervise and monitor the administration of the Management Committee and Executive Secretariat. It shall have the right to be informed on the administration and the assets of the Federation at any time and shall submit an administration report to the Conference.

CHAPTER F

(Resources of the Federation)

Article 32

1. Its resources shall be ordinary and extraordinary. The ordinary resources shall be the members' annual subscription fees for the Treasury and the one-off registration fees.

2. The Ordinary annual subscription fees of each member Association shall depend on the number of its members who voted in the last elections and shall be defined by resolution of the Management Committee, which shall also decide on the one-off registration fees of each Association.

3. The extraordinary resources shall be all revenues from the extraordinary members' contributions decided upon by the Management Committee, from public grants, inheritances, legacies, donations, optional contributions, special publications, paper utilization, sale of materials as well as revenue from events.

4. Legacies, inheritances and donations shall be finally accepted by Conference's approval, provided that the pertinent terms are not in any manner in conflict with the objectives of the Federation as provided for by the Articles of Association.

5. Legacies, inheritances and donations, which may not be made anonymously, shall be in favour of the Federation for a specific purpose in compliance with its Articles of Association and shall be administratively separate in the budget of the Federation; the funds therefrom shall be exclusively used for the purpose defined by the testator or donor.

6. The revenue of the Federation may be used for: (a) employees' salaries; (b) publications of printed material; (c) travel expenses of the members of the Executive Secretariat, the Management Committee and the Supervisory Board; (d) offices' expenses; (e) tours and missions of members of the Executive Secretariat; and (f) any other required expenses of the Federation included in the budget in accordance with the development of its activities and circumstances from time to time. The assets of the Federation which are necessary for its basic operation may not be seized.



CHAPTER G
**(Dissolution of the Federation - Revision
of the Articles of Association)**
Article 33

1. The dissolution of the Federation shall be decided upon by a Conference to be specifically convened for this purpose, where at least 3/4 of the representatives of the member Associations that are entitled to vote shall be present, and the relevant resolution shall be passed by 3/4 of the representatives present who are entitled to vote.

2. Moreover, the Federation shall be de facto dissolved, if it has only one member Association.

3. In case the Federation is dissolved by resolution of the Conference, then, the same Conference shall decide on the disposal of its assets. However, if the Federation is dissolved by itself, then, it shall automatically be placed in liquidation and its assets shall devolve upon the National Students Union of Greece (EFEE).

Article 34

1. These Articles of Association may be revised or amended only by resolution of the ordinary or extraordinary (statutory) Conference.

2. The Statutory Conference shall be convoked by a resolution of a previous Conference or by proposal of the Management Committee of the Federation, which shall specify the articles that should be revised.

3. The Conference which shall amend-revise the Articles of Association shall consist of 3/4 of the representatives of the member Association that are entitled to vote. The amendments of the entire or part of the Articles of Association must be approved by 3/4 of the representatives present.

4. The operation terms of the Statutory Conference shall be the same as those of the ordinary or extraordinary Conferences.

CHAPTER H

(Final - Transitional Provisions)

Article 35

The matters not stipulated by the Articles of Association shall be regulated by the Law on Unions.

Article 36

The Articles of Association of the Associations must be harmonized with the Articles of Association of the Federation. The member Associations shall have to amend their Articles of Associations in order to meet this requirement. The Executive Secretariat of the Federation shall send copies of the Articles of Association to the member Associations following the approval thereof by the competent authorities.

Article 37

These Articles of Association shall enter into force as from the day of approval thereof by the competent court and entry thereof in the court's special books: Until the final approval of these Articles of Association by the competent court, an interim 15-member Management Committee and 11-member Executive Secretariat shall be elected pursuant to the articles hereof. The interim Management Committee and Executive Secretariat shall be responsible for the organization of the first ordinary conference, which shall convene within four (4) months from the approval of the Articles of Association, as well as for the drafting of the bye-law of the conference.

Article 38

The Federation may become a member of a tertiary trade union by resolution of a Conference, in which at least 3/4 of the representatives shall be present, and by a majority of 3/4 of the persons present.

Article 39

These Articles of Association contain thirty-nine (39) articles and, after all the articles were read, they were adopted by vote in the assembly of the founding members and signed as follows:

Athens, 5 July 2011

FOUNDING MEMBERS

S/N	Seal	Association	Representatives	Signature
1.	(Seal)	Teaching Personnel Association of the School of Law, Economics and Political Sciences, University of Athens	Eugenia BOURNOVA	(Signature)
2.	(Seal)	Teaching Personnel Association of the School of Philosophy, University of Athens	Gerasimos ZORAS	(Signature)
3.	(Seal)	Teaching and Research Personnel Association, Athens University of Economics and Business	1. Anastasia MIAOULI 2. Emmanouil MATSAGGANIS	(Signatures)
4.	(Seal)	Unified Teachers' Association, University of Crete in Heraklion	1. Haralambos KATERINOPOULOS 2. Hristos KOUROUNIOTIS 3. Anastasios FILALITHIS	(Signatures)

S/N	Seal	Association	Representatives	Signature
5.	(Seal)	Teaching and Research Personnel Association of the Faculty of Medicine, University of Athens	1. Giorgos POLYMENEAS 2. Pavlos SAKKAS 3. Nikos NIKITEAS 4. Stathis EFSTATHOPOULOS	(Signatures)
6.	(Seal)	Teaching and Research Personnel Association of the Medical School, Aristotle University of Thessaloniki	1. Ioannis NIMATOUDIS 2. Giorgos KIRIAZIS	(Signatures)
7.	(Seal)	Unified Teaching and Research Personnel Association of the Department of Medicine, Democritus University of Thrace	1. Ploumis PASSADAKIS 2. Haritomeni PIPERIDOU 3. Savvas DEFTERAIOS	(Signatures)

CERTIFIED

for its lawful stamping and issuance according to the order.

Athens, 27/7/2012

Clerk

(Signature - seal)

True copy of the original Articles of Association of this union approved by Judgment no 1619/2012 of the One-member First Instance Court of Athens and entered in the book of unions under s/n 29041.

Athens, 27/7/2012

Clerk

(Signature - seal)

(Translator's remark: Where necessary or appropriate to the meaning hereof, the singular and plural shall be deemed to include each other, and the masculine, feminine and neuter shall be deemed to include each other.)

EXACT TRANSLATION OF THE ATTACHED CERTIFIED COPY OF THE DOCUMENT FROM GREEK. ATHENS, 30/8/2012. THE TRANSLATOR, VASILEIOS K. TSAKATOURAS.