

Decided at the General Meeting 23 October 2019

Statutes for Danske Unions

1 Purpose and representation of interests

1(a): Danske Unions is a co-operation structure open to national Danske Bank unions with collective agreements and affiliated to Finansforbundet-Denmark, DFL-Denmark, Finansforbundet-Sweden, Finansforbundet-Norway, Trade Union Pro-Finland, and FSU-Ireland/Northern Ireland, ALEBA Luxembourg.

1(b): The purpose of Danske Unions is to represent the members' trans-national interests (as mentioned in the supplements section A) in accordance with the policy made by Danske Unions Board (DUB) and the General Meeting (GM).

1(c): Danske Unions' acts and decisions are performed and made in accordance with legislation, collective agreements and other agreements in the national Danske Bank unions or in the national trade unions, of which the national Danske Bank unions are part.

2 Membership

2(a): Membership of Danske Unions is possible for national Danske Bank unions with collective agreements affiliated to Finansforbundet-Denmark, Finansforbundet-Sweden, Finansforbundet-Norway, Trade Union Pro-Finland, FSU-Ireland/Northern Ireland, ALEBA Luxembourg and DFL-Denmark.

2(b): If a non affiliated organisation applies for membership, DUB will consider such a request subject to clause 2c.

2(c): Decision about membership of Danske Unions is made by DUB as outlined in clause 3c.

3 Danske Unions Board (DUB)

3(a): Danske Unions Board (DUB) chairs Danske Unions between the GMs.

3(b): Delegates to DUB are appointed by each member organisation in accordance with clause 1c. Organisations with less than 5000 members have each two representatives. Organisations with between 5000 and 8000 members have each three representatives. Organisations with more than 8000 members have each four representatives.

Depending on the agenda, DUB can decide to invite others to participate

3(c): Danske Unions decisions are based on the principle of consensus. All decisions in DUB

require unanimity. Unanimity is defined here as unanimity among the organisations represented in Danske Unions. Each organisation has one vote.

3(d): DUB appoints one of the members of DUB as Vice Chairman after the general meeting. The Vice Chairman must be from another organisation and another country than the Chairman

3(e): DUB appoints members of the board to other roles that the DUB deems relevant.

3(f): DUB approves job descriptions for the chairman and vice-chairman.

3(g): DUB members must comply with the policy discussions and decisions in DUB and the policy discussions and decisions at the GM such as core values, strategic goals, actions, and various guidelines.

3(h): DUB determines the principles for dissemination of information about the work of Danske Unions

3(i): Decisions can only be made on matters that have been put on the agenda before the meeting, unless all DUB members are present and agree unanimously on additional matters.

4 Chairman and Vice Chairman

4(a): The Chairman of Danske Unions should come from the Danske Bank union with the highest number of members.

4(b): The Chairman is appointed or elected by the organisation, he/she represents.

4(c): DUB appoints one of the members of DUB as Vice Chairman for a 2 year period after the general meeting. The Vice Chairman must be from another organisation and another country than the Chairman.

5 General Meeting in Danske Unions

5(a): The GM for Danske Unions is the highest authority and a meeting is held every second year in uneven years, usually in the third quarter.

5(b): The GM is the consulting and decision-making body for Danske Unions.

5(c): Notice of the GM is given by DUB, and the participants are the members of the boards of the cooperating national Danske Bank unions (or some of these board members at the option of the Danske Bank unions). A union can send deputy delegates. Notice of the GM (including call for proposals) is given eight weeks before the GM.

Depending on the agenda, DUB can decide to invite others to participate.

5(d): DUB must receive proposals for the agenda six weeks before the GM. The final agenda must be distributed by DUB at least three weeks before the GM.

5(e): The agenda for the GM must as a minimum consist of the following items:

1. Annual report from DUB
2. Discharge from liability
3. Proposals received
4. Policy discussions/decisions
5. Any other business

5(f): All decisions taken by the GM require unanimity. Unanimity is defined here as unanimity among the organisations represented in Danske Unions. Each organisation has one vote.

5(g): DUB or two member unions from two countries, can announce an extraordinary GM with a motivated agenda to DUB. If the chairman receives such a request, the extraordinary GM will be held not later than six weeks after the request, and the extraordinary GM is noticed by DUB at least three weeks before the extraordinary GM.

6 Number of members

Each connected national Danske Bank union reports to DUB once a year, and before the end of February, the number of active members of the connected national Danske Bank union as per 1 January.

7 Withdrawals & Exclusion

7(a): Withdrawal from Danske Unions is possible as per 1 January every year. Notification must be made at least 6 months before the date of withdrawal.

7(b): If a motion is passed to exclude an organisation within Danske Unions, that organisation will not be entitled to vote on that motion. The voting rules in clause 5f apply to the remaining organisations on that motion.

8. Amendments to the statutes and dissolution

The GM can decide to amend these statutes or dissolve Danske Unions. Clause 5f applies.

Decided at Danske Unions General Meeting, 23 October 2019

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Supplement to the statutes

A. Danske Unions deals with matters of transnational character only, that is, matters which involves two countries or more.

B. Danske Unions doesn't have its own economy. Expenses are shared among the member organisations. By signing the statutes, each member organisation obligates itself to pay its share of the expenses of the operation of Danske Unions including all activities, which are decided by DUB. In all matters, Danske Unions will seek to get funding from Danske Bank. In cases, where this is not possible, the expenses will be shared according to the following rules:

- Expenses which are dependent upon the size of the delegations (i.e. accommodation, conference rooms etc.) are shared on the basis of the delegation sizes.
- Expenses which are independent of the size of the delegations (i.e. services from specialists, speakers etc.) are shared on the basis of the number of members in the organisations.

C. The daily operation of Danske Unions is done by the secretariat, which is situated at Danske Kreds.

D: It is recommended, that one of the delegates from each member organisation is the president/Chairperson of that organisation.

E. When Danske Unions is established the chairman comes from Danske Kreds