

**RE-REGISTERED**  
by the Ministry of Justice of the Republic of  
Uzbekistan under No. 751r dated 30  
September 2025

**APPROVED**  
by Resolution No. VIII-3 of the VIII  
Reporting and Election Conference of  
the Trade Union of Employees of the  
Joint-Stock Company “Almalyk  
Mining and Metallurgical Complex”,  
dated 15 August 2025

**CHARTER**  
**OF THE TRADE UNION OF EMPLOYEES OF THE**  
**JOINT-STOCK COMPANY**  
**“ALMALYK MINING AND METALLURGICAL**  
**COMPLEX”**

## I. GENERAL PROVISIONS

1.1. The Trade Union of Employees of the Joint-Stock Company “Almalyk Mining and Metallurgical Complex” (hereinafter referred to in the text as the “Trade Union”) is a non-governmental non-profit organization established on a voluntary basis for the purpose of representing and protecting the labor-related and other socio-economic rights and interests connected with the activities and common professional interests of employees, students, and non-working pensioners (hereinafter referred to in the text as “trade union members”) united by common interests according to the type of activity in the Joint-Stock Company “Almalyk Mining and Metallurgical Complex” (hereinafter referred to in the text as JSC “Almalyk MMC”) and in the organizations that are members of the trade union (hereinafter referred to in the text as a “member organization”).

Its organizational and legal form is a public association.

1.2. The Trade Union carries out its activities in the territory of the Republic of Uzbekistan.

1.3. The Trade Union carries out its activities on the basis of the Constitution of the Republic of Uzbekistan, the Law “On Trade Unions” and other legislative acts, international conventions ratified by the Republic of Uzbekistan, the constituent documents of the Federation of Trade Unions of Uzbekistan, as well as this Charter.

The provisions of this Charter are mandatory for all members of the Trade Union.

1.4. In its activities, including financial activities, the Trade Union is independent from state authorities and administrative bodies, is not accountable to them and is not subject to their control, except in cases provided for by law.

1.5. The main principles of the activities of the Trade Union are as follows:  
voluntariness;

legality;

non-discrimination;

independence and self-governance;

equality of rights;

transparency and openness;

collegiality;

subordination of the minority to the majority;

formation of the governing bodies of trade union organizations at all levels on the basis of elections.

1.6. The Trade Union cooperates with state authorities and administrative bodies, as well as with employers, their associations, political parties and other public associations, legal entities and citizens.

1.7. In accordance with the goals and objectives defined in this Charter, the Trade Union may cooperate with trade unions of other countries and may become a member of international and other trade union associations and organizations.

The activities of the Trade Union in cooperation with trade unions of other countries, as well as its activities within international and other trade union associations and organizations, must not contradict the Charter of the Federation of

Trade Unions of Uzbekistan (hereinafter referred to in the text as the “Federation”), the documents adopted by its governing bodies, and the Federation’s policy in the general activities of trade unions.

1.8. The interpretation of the provisions of this Charter belongs to the competence of the Council of the Trade Union (hereinafter referred to in the text as the “Council”), and between its meetings — to the Executive Committee of the Council of the Trade Union (hereinafter referred to in the text as the “Executive Committee”).

An interested party dissatisfied with the interpretation of the provisions of this Charter has the right to apply to the Federation, and in such a case the interpretation provided by the Federation shall be considered the final interpretation.

### **1.9. The name of the Trade Union:**

**in Uzbek:** “Olmaliq kon-metallurgiya kombinati” aksiyadorlik jamiyati xodimlari kasaba uyushmasi, abbreviated as “OKMK” AJ XKU;

**in Russian:** Профессиональный союз работников акционерного общества «Алмалыкский горно-металлургический комбинат», abbreviated as ПСР АО «АГМК»;

**in English:** Trade Union of Employees of the Joint-Stock Company “Almalyk Mining and Metallurgical Complex”, abbreviated as TUOE JSC “AMMC”.

1.10. Address of the permanent governing body of the Trade Union: Republic of Uzbekistan, 110105, Tashkent Region, Almalyk city, Khumo Street, 5.

## **II. PURPOSE AND OBJECTIVES OF THE TRADE UNION**

2.1. The main purpose of the Trade Union is to represent and protect the socio-economic, labor, and occupational safety rights and interests of its members.

2.2. The main objectives of the Trade Union are as follows:

2.2.1. to ensure compliance with the labor rights of trade union members and to provide trade union members with free legal assistance and consultations;

2.2.2. to achieve the conclusion of collective agreements and collective contracts with employers and to exercise control over their implementation;

2.2.3. to implement measures aimed at expanding the scope of social partnership with employers;

2.2.4. in accordance with the procedure established by legislation, to ensure that consultations with the Trade Union are held before employers adopt decisions affecting the interests of employees, and to achieve the allocation of funds for the purposes and in the amounts specified in collective agreements and contracts;

2.2.5. to organize activities among trade union members aimed at developing cultural and educational initiatives, physical culture and sports, tourism, health improvement, children’s recreation and health programs, and to cooperate on these matters with state authorities, self-government bodies of citizens, associations and organizations;

2.2.6. to ensure transparency of its activities and to regularly publish information about its activities in mass media, on the Internet information network, and on its official websites.

### **III. RIGHTS AND OBLIGATIONS OF THE TRADE UNION**

#### **3.1. The Trade Union shall have the following rights:**

3.1.1. to conduct collective negotiations on behalf of employees and to conclude collective agreements and arrangements;

3.1.2. to participate in the development of social programs aimed at creating conditions ensuring a decent standard of living and free development of the individual, in the development of measures for the social protection of employees, and in determining the main criteria of the standard of living and the minimum subsistence level;

3.1.3. to participate in the development of draft regulatory legal acts concerning the socio-economic rights and interests of employees, as well as draft normative documents in the field of technical regulation;

3.1.4. to participate in the development of state employment programs, to propose measures aimed at ensuring employment, including the creation of new jobs and preservation of existing ones, improving the activities of organizations, and preventing mass dismissal of employees;

3.1.5. to participate in the work of commissions on labor disputes, the procedure for establishment and operation of which is determined by legislation, as well as in the settlement of collective labor disputes;

3.1.6. to put forward initiatives on various issues of social life and to submit proposals to state authorities and administrative bodies;

3.1.7. to receive, free of charge, information from state bodies, their officials, and employers on issues related to the socio-economic rights and interests of employees for the implementation of its statutory activities;

3.1.8. to establish mass media and to carry out publishing activities in accordance with the established procedure;

3.1.9. to organize and hold competitions, events, and conferences aimed at achieving its goals and objectives, and to encourage trade union employees and activists;

3.1.10. in accordance with the goals and objectives defined in the Charter, to carry out foreign economic activities in the prescribed manner, establish commercial organizations, engage in publishing activities, and form various funds;

3.1.11. to establish its own symbols;

3.1.12. to hold meetings, conferences, and congresses on issues related to its activities.

The Trade Union shall also have other rights provided for by the legislation.

#### **3.2. The obligations of the Trade Union are as follows:**

3.2.1. to comply with legislative acts;

3.2.3. to exercise public control over the observance by employers of regulatory legal acts concerning the socio-economic rights and interests of employees, as well as normative documents in the field of technical regulation;

3.2.4. to ensure free access to information on the use of its property and financial resources;

3.2.4. to provide a representative of the registering authority with free access to the events it organizes;

3.2.5. to report on its activities to its members at least once a year;

3.2.6. to submit reports on its activities to the registering authority, tax authorities, and statistical authorities in accordance with the procedure established by legislation.

The Trade Union shall also perform other obligations provided for by legislative acts.

#### **IV. MEMBERS OF THE TRADE UNION, THEIR RIGHTS AND OBLIGATIONS**

##### **4.1. Membership in the Trade Union shall be voluntary.**

Any person who has reached the age of 15 (employees, pupils, and students), who recognizes and complies with the requirements of the Charter of the Trade Union and regularly pays membership dues, may become a member of the Trade Union.

4.2. Admission to membership in the Trade Union shall be carried out individually, on the basis of a personal application of the person applying for membership, at the general meeting of the primary organization or at the meeting of its elected body.

4.3. The elected body of the Trade Union may delegate the authority to admit members to the primary organization (hereinafter referred to in the text as the “primary organization”).

4.4. Membership in the Trade Union shall be considered effective from the date of adoption of the relevant decision.

A person admitted to the Trade Union shall be issued a membership card of a unified form approved within the system of the Federation.

4.5. An employee who is a member of another sectoral trade union and works in the organization of JSC “Almalyk MMC” on a part-time basis may be admitted to the membership of the Trade Union of Employees of JSC “Almalyk MMC”, provided that he or she fully fulfills the obligations provided for in Clause 4.13 of this Charter.

In such a case, the trade union member shall remain registered with the primary organization at the main place of work and shall be reflected in statistical reports only by that primary organization.

4.6. The following members of the Trade Union may retain their membership in accordance with the decision of the trade union committee of the primary organization:

persons who have temporarily suspended their employment due to childcare or care for sick or disabled persons;

persons who have ceased employment due to deterioration of health or retirement but have not terminated their connection with the trade union organization;

persons dismissed due to staff reduction or liquidation of the organization — until they obtain employment, but for no more than three months (only within the organizations of the system);

persons unlawfully dismissed by the employer — in the event of reinstatement in their employment.

4.7. Persons returning from military service in the Armed Forces, as well as those who temporarily left the territory of the Republic for work, shall have their trade union membership restored upon their return if they obtain employment in an organization within the sectoral system, on the basis of their application.

4.8. A person who is a member of another sectoral trade union and transfers to work in an organization where a primary organization of the Trade Union of Employees of JSC “Almalyk MMC” has been established shall be admitted again to membership in the Trade Union.

4.9. As a rule, members of the Trade Union shall be registered with the primary trade union organization at their main place of work (study).

4.10. Voluntary withdrawal from the Trade Union shall be carried out on the basis of a written application of the trade union member at the general meeting of the primary organization or at the meeting of its elected body, regardless of which body adopted the decision on admission to membership.

A person shall be considered withdrawn from membership in the Trade Union from the date of adoption of the relevant decision.

4.11. Members of the Trade Union shall have equal rights and obligations established by this Charter.

**4.12. A trade union member has the following rights:**

4.12.1. to receive free legal assistance from trade union bodies and to be under the protection of the trade union on issues related to labor relations in state, judicial and economic bodies regardless of the form of ownership;

4.12.2. to apply to trade union bodies at any level requesting protection of his or her labor rights and socio-economic interests and to demand an appropriate response to his or her appeal;

4.12.3. to elect and to be elected to the elected bodies of trade union organizations;

4.12.4. to participate in the activities of the trade union, to freely express his or her opinion, and to personally participate in meetings, assemblies and conferences where an issue related to his or her activity and/or conduct is being considered;

4.12.5. to use cultural institutions and sports facilities of the trade union on preferential terms;

4.12.6. to receive material assistance from the funds of the trade union;

4.12.7. to be encouraged morally and materially in accordance with the procedure established by the governing bodies of the relevant trade union organizations;

4.12.8. to receive preferential vouchers to health-improvement institutions (sanatorium-resorts, rest houses, children’s health camps) in the established procedure and to use cultural institutions and sports facilities;

4.12.9. to freely withdraw from trade union membership upon a personal application.

**4.13. Obligations of trade union members:**

4.13.1. to comply with the Charter of the trade union and to execute the decisions of trade union bodies within the established time and with due quality;

4.13.2. to participate in the activities of trade union organizations;

4.13.3. to assist in the fulfillment of obligations of collective contracts and agreements;

4.13.4. to pay membership dues every month in the established procedure;

4.13.5. not to allow actions that hinder or damage the activities of the trade union or harm the reputation of the trade union.

4.14. The following public influence measures may be applied to a trade union member who does not fulfill the obligations established in the Charter:

warning;

expulsion from trade union membership.

Public influence measures shall be applied within one month after the misconduct is directly identified, but not later than six months from the date it was committed, and the period of temporary incapacity for work of the trade union member (on the basis of a sick-leave certificate issued by a medical institution) or the time during which he or she was on leave shall not be counted.

For each misconduct only one public influence measure shall be applied to a trade union member.

4.15. The issue of applying public influence measures to a trade union member shall be resolved with his or her participation, and in cases of non-attendance without valid reasons — without his or her participation, at the general meeting of the trade union group, workshop organization, primary organization or at the meetings of their elected bodies, as well as at the meetings of the governing (executive) bodies of higher trade union organizations, and a decision of the authorized body shall be adopted.

The decision on expulsion of a trade union member from trade union membership shall be adopted by the Executive Committee of the Trade Union Council or, with its agreement, by the authorized body of the relevant trade union organization.

The higher trade union body that adopted the decision on the public influence measure applied to a trade union member shall notify the primary organization (trade union committee) where the member is registered no later than 10 working days. Notification may be carried out by sending a copy of the decision (extract from the decision) or a separate letter or electronic notification. The letter or electronic notification shall indicate the serial number of the decision, the date, the type and the reason of the applied public influence measure.

If a trade union member submits a written request to the body that adopted the decision, a copy of the decision on the application of the public influence measure shall be provided to him or her no later than three working days from the date of receipt of the request or sent by post or in electronic form to the address indicated in the request.

4.16. A trade union member may submit a complaint against the application of a public influence measure to the governing (executive) body of the higher trade union organization within one month from the date of receipt of the decision. The complaint shall be considered by the governing (executive) body of the trade union within a period not exceeding one month.

4.17. The trade union body that applied a public influence measure in the form of a warning to a trade union member may, on its own initiative, remove the influence measure not earlier than three months from the date the decision was adopted.

4.18. A trade union member found guilty of committing a crime by a court and deprived of liberty shall be expelled from membership by the decision of the general meeting of the primary organization where he or she is registered, its elected body, or the governing (executive) body of the higher trade union organization.

4.19. A person expelled from or who has withdrawn from trade union membership shall not have the right to protection by the trade union of his or her social and labor rights and lawful interests and shall not have the right to receive free legal assistance.

A trade union member who has not paid membership dues for more than 6 months without valid reasons shall be considered to have withdrawn from trade union membership (except for the cases provided for in Clause 4.6 of the Charter).

4.20. A trade union member elected to the composition (leadership) of an elected body of a trade union organization who withdraws from membership (or is expelled) shall be considered removed from the composition of that body (released from the position) from that moment.

If a person expelled from trade union membership was elected to a position in the elected body of a trade union organization performing duties with release from his or her main work (chairman, his deputy and others), termination of the employment contract with him or her shall be carried out in compliance with the requirements of labor legislation.

If a person expelled from trade union membership was elected to a position in the elected body of a trade union organization performing duties without release from his or her main work (chairman, his deputy and others), the rule established in the second paragraph of this clause shall not apply when removing him or her from that position.

4.21. For active participation in the activities of the trade union, trade union members may be morally and materially encouraged by trade union bodies in the established procedure.

## **V. ORGANIZATIONAL STRUCTURE OF THE TRADE UNION**

**5.1. The organizational structure of the Trade Union consists of the following:**

- trade union groups, trade union unit (workshop) organizations;
- primary organizations;
- the Trade Union;
- the apparatus of the Trade Union Council.

5.2. Within the system of the Trade Union, commissions for work with women, youth and other commissions may be established, the activities of which shall be regulated in accordance with the relevant Regulation approved by the decision of the Executive Committee.

## **VI. PRIMARY ORGANIZATION**

6.1. The primary organization is established by trade union members working for one or several employers or studying at an educational institution, on the basis of voluntary association at a general meeting or conference.

In organizations where a primary organization has not been established, at least 2 employees shall be admitted to trade union membership in accordance with the procedure established in Clause 4.3 of this Charter, and by them the primary organization shall be established in accordance with the procedure provided for in the first part of this clause.

A copy of the decision on the establishment of the primary organization shall be sent to the relevant higher trade union organization for acceptance into the trade union system.

6.2. The primary organization may be established with the status of a legal entity or without the status of a legal entity. A primary organization that is a legal entity shall be considered established from the moment of its state registration.

6.3. The primary organization carries out its activities in accordance with this Charter and the “Regulation on the Primary Trade Union Organization” approved by the decision of the Executive Committee.

6.4. In accordance with the decision of the trade union committee of the primary organization, workshop organizations and trade union groups may be established in the structural subdivisions of the organization, and their powers may be determined.

6.5. The registration of primary organizations shall be maintained by the Trade Union Council.

### **6.6. The following are the bodies of the primary organization:**

the general meeting (conference) — the supreme body;

the trade union committee — the collegial governing body;

the chairman of the trade union committee;

the trade union organizer — the governing body carrying out its activities on a sole basis.

In large primary organizations, a collegial executive body — the presidium of the trade union committee — may be elected. In this case, its powers shall be defined in the “Regulation on the Primary Trade Union Organization”.

6.7. In primary organizations with 15 or more trade union members — a trade union committee shall be elected; in primary organizations with up to 15 members — a trade union organizer shall be elected.

In primary organizations with 15 or more trade union members in the bank and having their own account — a revision commission shall be elected.

In primary organizations with up to 15 trade union members in the bank and having their own account — the general meeting may appoint a treasurer.

Only trade union members registered in this primary organization may be elected to the composition of the collegial governing, executive and other bodies of the primary organization, as well as to the positions of chairman and deputy chairman of the trade union committee and the trade union organizer; this rule shall not apply to the revision commission.

**6.8. The general meeting of the primary organization:**

6.8.1. elects members of the trade union committee of the primary organization (their deputies), the chairman of the committee, the deputy chairman, the trade union organizer (in primary organizations in the bank having their own account — elects members of the revision commission and its chairman (appoints a treasurer));

6.8.2. hears and evaluates reports on the activities of the trade union committee and the trade union organizer;

6.8.3. adopts its own normative documents that do not contradict the normative documents in force within the system of the Federation and the higher trade union body, and also introduces additions and amendments to them;

6.8.4. approves the draft collective agreement;

6.8.5. elects delegates to the conference of the higher trade union organization, representatives to the composition of its elected bodies and their deputies (if such procedure is established by the higher trade union organization);

6.8.6. adopts decisions on the reorganization and liquidation of the primary organization;

6.8.7. adopts a decision on the establishment of commercial organization(s) under the authority of the primary organization (only in primary organizations that are legal entities).

6.9. In primary organizations where it is not possible to hold a general meeting (structural units are located separately, as well as in large organizations), a conference may be convened by decision of the trade union committee.

The representation norm for the conference and the procedure for electing delegates shall be determined by the trade union committee convening the conference.

The conference has the powers established for the general meeting of the primary organization.

The chairman and deputy chairman of the trade union committee of the primary organization (if any) shall be delegates of the conference of the primary organization by virtue of their positions.

6.10. In accordance with the decision of the reporting-election conference of the primary organization, the powers of the delegates may be retained for a period equal to the term of powers of the governing body of the primary organization.

6.11. The regular general meeting or conference of the primary organization shall be convened by the trade union committee (trade union organizer) as necessary, but at least once a year, except for reporting-election meetings and conferences provided for in Clause 12.1 of this Charter.

Information about the date, time, place and agenda of the general meeting or conference shall be announced at least 30 (thirty) days in advance.

**6.12. An extraordinary general meeting (conference) of the primary organization may be convened by:**

the trade union organizer or the trade union committee on their own initiative;

by decision of the higher trade union body;

at the request of at least two-thirds of the trade union members registered in this primary organization.

When an extraordinary general meeting (conference) is convened on the initiative of the trade union organizer or the trade union committee, information about the date, time, place and agenda shall be announced at least 20 (twenty) days in advance.

In cases where an extraordinary general meeting (conference) is required to be held by decision of a higher trade union body, the trade union committee (trade union organizer) shall, within 3 (three) working days from the date of receipt of the decision of the higher organization, adopt a decision to convene the general meeting (conference) and send its copy to the relevant higher organization.

If at least two-thirds of the trade union members registered in the primary organization demand the holding of an extraordinary general meeting (conference), the trade union committee (trade union organizer) shall convene the extraordinary general meeting (conference) within 20 (twenty) days from the moment the request is received.

The representation norm for the extraordinary conference shall be determined by the body convening it.

6.13. Meetings of the trade union committee of the primary organization shall be held as necessary, but once every quarter.

**6.14. The trade union committee (organizer):**

6.14.1. represents and protects the rights and lawful interests of employees of the organization in the fields of labor, social issues, labor protection, spirituality and enlightenment, physical culture and sports, and health improvement;

6.14.2. ensures the implementation of decisions adopted by higher trade union bodies;

6.14.3. directs and supervises the activities of trade union committees (trade union organizers) of divisions (workshops) of the primary organization;

6.14.4. participates in the development of current and перспективе plans for the social development of the labor collective and in resolving individual and collective labor disputes;

6.14.5. participates, in the established procedure, in the development of the draft collective agreement, submits the draft for examination to the relevant higher trade union body and submits it to the general meeting (conference) for approval;

6.14.6. considers drafts of local labor-related documents adopted by the employer in accordance with the procedure established by legislation and, in the absence of objections, agrees to them;

6.14.7. monitors the implementation of the collective agreement;

6.14.8. agrees with the employer on the system of remuneration, forms of material incentives, and norms of labor and rest;

6.14.9. agrees on the application of local acts on working time, work regime, labor protection and safety techniques, as well as other normative documents regulating labor relations;

6.14.10. adopts a decision on convening a general meeting or conference and determines the necessary measures for preparation and holding;

6.14.11. reports on its activities to the general meeting or conference;

6.14.12. in cases provided for by legislation, before decisions affecting the interests of employees are adopted, requires the employer to hold consultations with the trade union committee (trade union organizer) and considers issues of giving or not giving consent for their implementation in the established procedure;

6.14.13. in cases provided for in the collective agreement or sectoral agreement, resolves the issue of giving or not giving consent to terminate the employment contract with an employee at the initiative of the employer;

6.14.14. achieves, in the established procedure, the cancellation of decisions and orders adopted by the employer in contradiction with the current legislation;

6.14.15. in accordance with the current legislation, organizes public control over compliance with labor legislation and labor protection rules, participates in the development of drafts of normative documents on labor law, labor and health protection, and monitors their compliance;

6.14.16. establishes commissions of the committee of the primary trade union organization and organizes their work;

6.14.17. considers issues related to providing material assistance to trade union members, encouraging trade union activists, as well as other issues related to the activities of the committee of the primary trade union organization in accordance with the current legislation;

6.14.18. organizes training of activists of the primary organization;

6.14.19. in necessary cases (inability to perform duties due to health, submission of an application for release from position), between general meetings (conferences), the trade union committee may adopt a decision on releasing from position and electing the chairman and deputy chairman of the trade union committee;

6.14.20. if it has legal status and a bank account, within the limits of funds left at its disposal, in accordance with normative documents approved by the higher trade union body, approves the trade union budget and the estimate of income and expenditures and spends these funds for the purposes established in the Charter;

6.14.21. ensures the timely and full transfer of membership dues to higher trade union bodies in the established procedure and amount;

6.14.22. on the basis of current Regulations, organizes health improvement activities for employees and their family members, as well as cultural-educational and mass-sports events among them;

6.14.23. organizes, in the established procedure, material and moral encouragement of trade union activists.

The trade union committee (organizer) also performs other tasks in accordance with the "Regulation on the Primary Trade Union Organization" approved by the Executive Committee of the Trade Union Council.

The trade union committee may delegate some of its powers to workshop organizations (workshop committees), trade union groups, and the chairman of the committee, except for powers directly assigned to the trade union committee by legislation (for example, the power to consider the employer's submission requesting consent to terminate the employment contract with an employee at the initiative of the employer).

6.15. The workshop committee organizes its activities in the subdivision of the organization, ensures the implementation of decisions of the governing bodies of higher trade union organizations, directs and coordinates the work of trade union group organizers.

Within its competence it convenes the general meeting (conference) of the workshop organization, submits proposals on the agenda, organizes preparation of draft documents on the issues to be considered.

6.16. The trade union group organizer carries out individual work with members, involves them in active participation in public work, submits proposals to the trade union committee on improving conditions of labor, study, professional development, household services and rest.

Within its competence it adopts decisions individually.

6.17. The decision on reorganization or liquidation of the activity of the primary organization is adopted at the general meeting (conference) of the primary organization with notification of the higher trade union body where it is registered in the trade union system. The decision is considered adopted if two-thirds of the trade union members participating in the general meeting, or two-thirds of the delegates participating in the conference, support it, provided that a quorum is present.

A copy of the adopted decision shall be sent to the higher trade union body where this primary trade union organization is registered within three working days from the date of holding the general meeting (conference).

6.18. In the case of liquidation of the organization, if it is not possible to hold a general meeting (conference) to terminate the activity of the primary organization in accordance with the procedure provided for in Clause 6.17 of this Charter, the higher trade union body removes it from registration. The basis for this shall be the removal of the organization from the state register.

6.19. When the primary organization is liquidated, after fulfillment of all financial obligations, its remaining property and funds shall be transferred to the higher trade union body on the basis of a relevant act for spending on the purposes established in the Charter.

6.20. In cases where the primary organization transfers to the system of another sectoral trade union, a decision on its liquidation shall not be adopted.

In this case, debts on funds that must be transferred from membership dues to the higher trade union body must be settled and other property obligations fulfilled, including the return of all property belonging to the trade union to the owner.

6.21. In cases where the primary organization is liquidated, as well as transferred to the system of another sectoral trade union, the authorized body of the

higher trade union shall adopt a decision on removing the primary organization from registration.

6.22. If the form of ownership of the organization changes or it is reorganized, the primary organization and its bodies shall continue their activities while retaining their legal status.

## **VII. GOVERNING BODIES OF THE TRADE UNION**

### **7.1. The following shall be the governing bodies of the Trade Union:**

the Congress — the supreme governing body of the Trade Union;

the Trade Union Council (Council) — the permanent collegial governing body of the Trade Union operating between Congresses;

the Executive Committee of the Trade Union Council (Executive Committee) — the collegial executive body carrying out the current leadership of the activities of the Trade Union;

the Chairman of the Trade Union — the executive body carrying out activities on a sole basis;

The Revision Commission — the collegial supervisory body of the Trade Union.

7.2. State bodies, their officials, and employers may not be elected to the composition of the governing bodies of the Trade Union.

### **7.3. Congress of the Trade Union**

7.3.1. The regular Congress shall be convened by the Trade Union Council at least once every five years. The time of convening the Congress, the representation norm, the procedure for electing delegates and the agenda shall be announced at least 1 month in advance.

7.3.2. In accordance with the decision of the Congress, the powers of the delegates may be retained until the next Congress (except for an extraordinary Congress).

7.3.3. In case it is not possible to convene the regular Congress (state of emergency, declaration of quarantine and other valid reasons), the term of powers of the governing bodies of the trade union and the deputy chairmen of the trade union shall be considered automatically extended. This period may not exceed one year.

7.3.4. An extraordinary Congress of the Trade Union may be convened on the initiative of the Trade Union Council or at the request of one third of the members of the trade union, as well as upon the recommendation of the Federation.

The time of convening the extraordinary Congress and its agenda shall be announced at least 15 (fifteen) days in advance in cases where the powers of delegates are retained in accordance with Clause 7.3.2 of this Charter, and at least 1 (one) month in other cases.

### **7.4. The Congress has the following powers:**

7.4.1. to hear reports on the activities of the Trade Union Council and the Revision Commission and to adopt relevant decisions on them;

7.4.2. to approve the Charter of the Trade Union and the “Regulation on the Revision Commission”, to introduce amendments and additions;

7.4.3. to rename, reorganize and liquidate the Trade Union;

7.4.4. to determine the strategic directions of the activities of the Trade Union, to adopt the Action Program and other program documents;

7.4.5. to elect the chairman of the Trade Union;

7.4.6. to determine the numerical composition of the Trade Union Council, to elect its members and their deputies (substitutes), to confirm the powers of those elected to the composition of the Council;

7.4.7. to determine the structure of the Trade Union;

7.4.8. to elect the chairman and members of the Revision Commission of the Trade Union, and when necessary to introduce changes to this composition before the expiration of the term;

7.4.9. to adopt decisions and appeals on important issues of the trade union movement, including issues within the competence of the Trade Union Council and the Executive Committee;

7.4.10. to elect delegates to the Congress of the Federation of Trade Unions of Uzbekistan, as well as representatives to the composition of the General Council of the Federation according to the established quota.

7.5. The powers indicated in Clauses 7.4.1, 7.4.3 and 7.4.4 of this section belong to the exclusive competence of the Congress.

7.6. The Congress may delegate the authority to adopt decisions on issues not included in its exclusive competence to the Trade Union Council and the Executive Committee.

7.7. The chairman of the Trade Union and his deputy (deputies) shall be delegates of the Congress of the Trade Union by virtue of their positions.

Documents of the Congress may be adopted in the form of a decision, resolution, declaration, as well as an appeal.

#### **7.8. Trade Union Council**

7.8.1. The Trade Union Council is the collegial governing body of the Trade Union between Congresses.

7.8.2. The Trade Union Council may be formed by directly electing its members at the Congress.

7.8.3. The chairman of the Trade Union and his deputy (deputies) are included in the composition of the Trade Union Council by virtue of their positions.

#### **7.9. The Trade Union Council has the following powers:**

7.9.1. carries out activities for the implementation of the tasks established in the Charter and the decisions of the Congress of the Trade Union;

7.9.2. convenes the Congress of the Trade Union, determines the representation norm for the Congress and the procedure for electing them, and determines measures related to its holding;

7.9.3. approves the report on the activities of the Trade Union Council for the reporting period to the Congress and approves the speaker;

7.9.4. determines the priority directions of the activities of the Trade Union;

7.9.5. between Congresses adopts decisions on removing members of the Council (their substitutes) from the composition and electing new members in their place, and if necessary introduces changes to the numerical composition of the Council;

7.9.6. elects and dismisses the deputy chairman (deputies) of the Trade Union (between meetings of the Council the issue of electing the deputy chairman (deputies) may also be resolved by the Executive Committee);

7.9.7. when necessary (including when the chairman has moved to another job, his health has deteriorated, or he has resigned and cannot perform his duties) between Congresses dismisses the chairman of the Trade Union and elects a new chairman (when this is not necessary, his duties are performed by the deputy (one of the deputies));

7.9.8. between Congresses adopts a decision on recalling representatives from the composition of the General Council of the Federation of Trade Unions of Uzbekistan and sending (electing) new representatives in their place;

7.9.9. elects members of the Executive Committee from among the members of the Council and determines the numerical composition of the Executive Committee;

7.9.10. determines the main directions of the international activities of the Trade Union and adopts decisions on joining and withdrawing from international associations of related trade unions;

7.9.11. may adopt decisions on establishing charitable and other centralized funds arising from the tasks of the Charter;

7.9.12. meetings of the Trade Union Council are held as necessary, but at least once a year;

7.9.13. meetings of the Trade Union Council may be convened in accordance with the decision of the Executive Committee or at the request of at least one third of the members of the Council;

7.9.14. meetings of the Trade Union Council are conducted by the chairman of the Trade Union, and in his absence by the deputy (one of the deputies);

7.9.15. conclusions on issues considered at the meeting (Plenum) of the Trade Union Council are adopted in the form of decisions and formalized by minutes;

7.9.16. the Trade Union Council may adopt decisions on issues within the competence of the Executive Committee and may also delegate some of its powers to the Executive Committee and to the chairman of the Trade Union.

#### **7.10. Executive Committee**

7.10.1. The Executive Committee is the collegial executive body of the Trade Union between meetings (Plenums) of the Trade Union Council.

7.10.2. The chairman of the Trade Union and his deputy (deputies) are members of the Executive Committee by virtue of their positions.

Also, 1 (one) member delegated by the Federation of Trade Unions of Uzbekistan is included in the composition of the Executive Committee.

7.10.3. Meetings of the Executive Committee are held as necessary, but at least once every quarter.

#### **7.11. The powers of the Executive Committee include the following:**

7.11.1. approval of draft collective contracts and collective agreements concluded with employers;

7.11.2. putting forward proposals on securing in laws and other regulatory legal acts issues related to the social and labor rights and interests of the labor collective;

7.11.3. adoption of joint decisions reflecting obligations on working conditions, employment and social guarantees for employees, as well as issues of enriching the spiritual outlook of employees, students and pupils, and involving them in physical culture and sports;

7.11.4. adoption of a decision on establishing the labor inspection of the trade union;

7.11.5. convening the meeting of the Trade Union Council, submitting proposals on its agenda, place and time of holding, presenting documents related to the issues under discussion, organizing implementation of adopted decisions;

7.11.6. adoption of decisions on establishing and terminating primary organizations of the trade union, determining regulations on them, staff schedules and the amount of salaries of their employees;

7.11.7. establishment of the Honorary Certificate of the trade union, honorary titles, commemorative and breast badges, and approval of regulations on them;

7.11.8. recommending trade union employees and activists for state awards, submitting proposals to the Federation of Trade Unions of Uzbekistan on awarding them honorary titles;

7.11.9. approval of the estimate of income and expenditures of the trade union;

7.11.10. involvement of audit organizations for the purpose of studying the financial and economic activities of organizations within the trade union system;

7.11.11. sending and recalling representatives of the trade union to the composition of the bodies of international associations of related trade unions;

7.11.12. adoption of decisions on sending trade union employees on foreign business trips at the expense of the trade union budget;

7.11.13. adoption of decisions on possession, use and disposal of trade union property;

7.11.14. approval of the work plan of the trade union apparatus and normative documents related to organization of its activities;

7.11.15. in certain urgent cases (for example, submission of an application for dismissal, inability to perform duties due to health and others), dismissal of the deputy chairman (deputies) of the trade union;

7.11.16. coordination of the reporting-election campaign in the trade union system;

7.11.17. approval of the symbols of the trade union;

7.11.18. organization of training of trade union personnel and activists, development of methodological recommendations on all directions of the activities of trade union organizations;

7.11.19. with agreement of the Federation, establishment of commercial organizations for achieving the purposes provided for in the Charter and carrying

out other types of commercial activities not prohibited by the current legislation of the Republic of Uzbekistan;

7.11.20. in cases of обращения, within its competence, consideration of disputes between trade union organizations;

7.11.21. in accordance with the work plan or as necessary, studying the activities of primary organizations and adopting relevant decisions based on the results.

Other rights and obligations may also be granted to the Executive Committee by the Congress and the Trade Union Council.

7.12.

7.12.1. Decisions on issues considered at the meeting of the Executive Committee are adopted and formalized by minutes.

7.12.2. Decisions adopted by the Executive Committee within its competence are mandatory for execution by the chairman of the Trade Union Council, his deputies, responsible employees of the Council apparatus, as well as by the bodies of all lower trade union organizations.

### **7.13. Chairman of the Trade Union**

7.13.1. The Chairman of the Trade Union leads the Trade Union and at the same time is also the Chairman of the Trade Union Council and the Executive Committee.

7.13.2. The employment contract concluded with the Chairman of the Trade Union on behalf of the Congress shall be signed by a person authorized by the decision of the Congress.

**7.14. The rights and duties of the Chairman of the Trade Union are as follows:**

7.14.1. organizes the execution of the decisions of the Trade Union bodies, supervises their implementation and reports to them;

7.14.2. acts without a power of attorney on behalf of the Trade Union in state authorities and administration bodies, self-governing bodies, employers' associations and other organizations, mass media, as well as in international organizations;

7.14.3. ensures participation of Trade Union representatives in the development of draft regulatory legal acts, as well as regulatory documents in the field of technical regulation relating to the socio-economic rights and interests of sector employees;

7.14.4. in accordance with the established procedure approves by his signature draft normative and regulatory legal documents submitted for agreement with the Trade Union or expresses his proposals and objections;

7.14.5. in accordance with the established procedure signs agreements, contracts, memoranda and other documents with employers and their associations, state authorities and administration bodies, as well as other organizations and foreign trade union organizations;

7.14.6. requires the heads of organizations to suspend the execution or amend decisions that infringe the rights and interests of employees or contradict legislative acts;

7.14.7. when necessary makes statements on behalf of the Trade Union, sends appeals and submissions to the relevant organizations;

7.14.8. acts and communicates without a power of attorney on behalf of the Trade Union and its bodies with legal entities and individuals;

7.14.9. approves documents establishing the internal labor regulations in the apparatus of the Trade Union Council and job descriptions (functional duties) of the apparatus employees;

7.14.10. concludes, amends and terminates employment contracts with employees of the apparatus of the Trade Union Council, applies incentives and disciplinary measures to them, and ensures the administrative and economic activities of the Council apparatus;

7.14.11. submits proposals to the Trade Union Council and, if necessary, to the Executive Committee on the election or dismissal of the Deputy Chairman (Deputies) of the Trade Union;

7.14.12. issues orders within the powers established by this Charter;

7.14.13. issues powers of attorney on behalf of the Trade Union Council;

7.14.14. convenes meetings of the Executive Committee, supervises the preparation and submission of documents on the issues to be discussed at the meeting;

7.14.15. signs decisions of the Trade Union Council and the Executive Committee;

7.14.16. concludes economic and other contracts on behalf of the Trade Union;

7.14.17. disposes of property and monetary funds in accordance with the approved estimate and decisions of the Executive Committee;

7.14.18. has the right to propose candidates for elected leadership positions of the Trade Union Committee (chairman, deputy chairman) who are not released from their main work in production, to submit proposals on their dismissal from office or on applying disciplinary measures to them.

The decision of the authorized body of the Trade Union on dismissal from office or application of disciplinary measures to the elected leaders of the Trade Union Committee (chairman, deputy chairman) who are not released from their main work in production must be considered no later than within 10 (ten) days at an extraordinary meeting of the governing body of the relevant primary organization, and a written notification of the decision taken must be sent to the Chairman of the Trade Union within three days.

7.14.19. performs other tasks assigned to him by the Trade Union Council and/or the Executive Committee.

Decisions of the Chairman of the Trade Union are adopted in the form of orders.

### **7.15. Audit Commission**

7.15.1. The Audit Commission checks, audits and supervises compliance in organizations within the trade union system with this Charter, regulations, procedures, instructions and normative documents in force in the system, execution

of the decisions of the Congress, the Trade Union Council and the Executive Committee, as well as effective use of property.

7.15.2. The Audit Commission shall be elected at the Congress for a term equal to the term of authority of the Trade Union Council.

7.15.3. The activity of the Audit Commission shall be terminated by decision of the Congress or in case the activity of the Trade Union is terminated.

7.15.4. The Audit Commission is independent in its activity and is accountable to the Congress.

7.15.5. Between Congresses, if necessary, amendments to the composition of the Audit Commission, including dismissal of the chairman of the commission and election of a new chairman, shall be carried out by decision of the joint meeting of the Trade Union Council and the Audit Commission.

7.15.6. In its activity the Audit Commission shall be guided by regulatory legal acts, this Charter and the “Regulation on the Audit Commissions of Trade Union Organizations” approved by the Congress.

#### **7.16. Apparatus of the Trade Union Council**

7.16.1. The apparatus of the Trade Union Council is formed to implement the goals and tasks of the trade union bodies and operates on a permanent basis.

7.16.2. The apparatus of the Trade Union Council carries out its activities on the basis of regulations approved by the Executive Committee.

### **VIII. AUTHORITY OF CONGRESSES, CONFERENCES, MEETINGS OF ELECTED GOVERNING BODIES, AND GENERAL MEETINGS, AND ADOPTION OF DECISIONS THEREIN**

8.1. General meetings of a primary organization shall be considered authorized if more than half of the trade union members registered in that primary organization participate in them.

8.2. Congresses of the Trade Union and conferences of primary organizations shall be considered authorized if two-thirds of the delegates elected to them participate.

8.3. Meetings of the elected bodies (committee, Council, Executive Committee) of the Trade Union and primary organizations shall be considered authorized if more than half of the members of the respective elected body participate.

8.4. Decisions of the bodies of the Trade Union and primary organizations (Congress, committee, Council, Executive Committee) shall be considered adopted if, in the presence of a quorum, more than half of the members participating vote in favor.

The form of voting shall be determined by the respective general meeting, Congress, conference delegates, or members of the elected body.

8.5. Decisions on issues discussed at general meetings, Congresses, conferences and meetings of elected bodies shall be adopted and, upon completion, minutes shall be formalized.

8.6. The procedure of work of the collegial bodies of the Trade Union shall be determined on the basis of the Regulations approved by the Executive Committee.

8.7. If necessary, the Congress of the Trade Union, conferences of primary organizations and meetings of their collegial bodies may be held in the form of videoconference communication.

8.8. On issues requiring prompt resolution, decisions of the collegial bodies of the Trade Union Council and the Executive Committee may be adopted by polling through endorsement (visa) on draft decisions, including through the use of electronic digital signature, mail, telegraph, teletype, fax, electronic and other means of communication.

## **IX. HOLDING REPORTING AND ELECTIONS IN THE SYSTEM AND TERMS OF AUTHORITY OF THE BODIES OF TRADE UNION ORGANIZATIONS**

9.1. In the primary organizations within the trade union system, reporting and election meetings and conferences, as well as the Congress of the Trade Union, shall be held within the time limits established by the decision of the Trade Union Council (Executive Committee) on the basis of the decision of the authorized body of the Federation of Trade Unions of Uzbekistan.

In this process, the term of authority of the elected organizers of trade union groups, chairmen of shop committees, trade union organizers, primary organizations, as well as the collegial governing, executive and control bodies of the Trade Union, their chairmen and deputy chairmen shall be 5 years.

9.2. In primary organizations established between reporting and election campaigns, during the next reporting and election campaign reporting and election meetings and conferences shall be held in the general порядке, and collegial governing, executive and control bodies, as well as their chairmen (deputy chairmen), shall be elected.

This rule shall also apply to members elected to the collegial governing, executive and control bodies of primary organizations between the next reporting and elections, as well as to their chairmen (deputy chairmen).

9.3. In cases of force majeure or when other restrictions established by legislation are introduced, as well as in other valid circumstances, in accordance with the decision of the Trade Union Council (Executive Committee of the Council), the terms of authority of primary organizations, as well as the governing, executive and control bodies of the Trade Union, their heads and deputy heads, may be extended.

## **X. LABOR RELATIONS IN THE TRADE UNION**

10.1. In trade union organizations at all levels, labor relations with persons released from their work in production due to their election to an elected position, as well as with employees working in the apparatus of trade union organizations on the basis of an employment contract, shall be regulated by labor legislation, collective agreements and agreements, and other normative documents.

10.2. With employees released from their work in production due to their election to a position, employment contracts shall be concluded for a term equal to the term of authority of the respective elected body (taking into account the provisions of clauses 9.1 and 9.2 of this Charter).

10.3. Personal files and employment record books of full-time trade union employees shall be kept in the trade union organization that concluded the employment contract with the employees.

10.4. Guarantees established by legislation are provided for persons elected to a trade union body and released from their work in production. Employees released from their work in production due to their election to elective positions in a trade union body shall, after the expiration of their term of election, be provided with their previous work (position), and if such work (position) is not available, another work (position) equivalent to the previous one shall be provided in the same organization or, with the consent of the employee, in another organization. The provisions of the current legislation on social and labor protection shall also apply to these employees.

10.5. Guarantees established by legislation are provided for persons elected to a trade union body and not released from their work in production. In addition to observing the general procedure for termination of an employment contract with persons elected to a trade union body and not released from their work in production, termination shall be permitted only with the prior consent of the trade union body of which they are members.

## **XI. PROPERTY AND FUNDS OF THE TRADE UNION AND SOURCES OF THEIR FORMATION**

11.1. The Trade Union and the organizations within its structure shall possess, use, dispose of and spend in the established procedure the property and funds belonging to them necessary for the implementation of the goals and tasks specified in the Charter.

11.2. The property and funds of the Trade Union and the organizations within its structure shall be formed from monthly membership dues of trade union members, voluntary property contributions and donations, income received in accordance with the procedure established by law from entrepreneurial, economic and other commercial activities directed to the statutory purposes, funds transferred by legal entities and individuals for holding social, cultural, spiritual-educational, tourism, physical culture-sports and other events, as well as other receipts not prohibited by law.

Funds received from membership dues and other sources of the Trade Union shall be spent on cultural-educational, physical culture and health-improving activities, tourism activities, provision of material assistance and incentives to trade union members, provision of necessary means related to the creation of favorable working conditions, organization of the activities of health-improving institutions (sanatorium-prophylactories, medical units, recreation camps), payment of wages to employees working in trade union bodies and for other statutory purposes within the framework of current legislation.

11.3. Employers may transfer funds to the trade union organization for the purposes and in the amounts specified in the collective agreement or agreement.

Employers, enterprises and organizations may gratuitously transfer to the balance of the Trade Union and primary organizations within its system objects, buildings and structures, fixed assets and other assets that are on their balance sheet for the purpose of supporting employees, encouraging the Trade Union and increasing its potential.

11.4. The Trade Union and the primary organizations within its system have the right to purchase securities, shares and other property necessary for ensuring statutory activities.

11.5. The Trade Union may, in the established procedure, have its own independent balance sheet and bank accounts (including in national and foreign currency).

11.6. Membership dues of trade union members shall be established in the amount of one percent of the monthly salary (scholarship), and the amount and procedure for payment shall be determined by the decision of the Trade Union Council.

A trade union member may voluntarily pay dues in an amount exceeding the established amount on the basis of his application.

11.7. In order to earn additional financial resources and further use them to protect the labor and socio-economic rights and interests of trade union members, as well as to create additional jobs, the Trade Union may carry out production, economic and foreign economic activities in the established procedure, establish insurance companies and joint-stock companies, targeted funds and other organizations.

Income received from this activity, as well as membership dues, property of the Trade Union, funds in money and foreign currency of the Trade Union shall not be distributed among members and shall be used for statutory purposes.

11.8. The procedure for targeted and effective spending of the Trade Union funds shall be determined by the decision of the Trade Union Council. Compliance with this procedure shall be mandatory for all bodies of the Trade Union.

Heads and responsible persons of trade union bodies who do not comply with financial discipline shall be held liable in accordance with the procedure established by law.

If violations of the law committed by the heads or responsible persons of the Trade Union and its bodies are identified, the Trade Union shall not be liable for shortages and obligations that arose as a result of the actions of these persons.

11.9. The funds and property of the apparatus of the Trade Union Council, primary organizations, as well as enterprises and organizations under its authority shall constitute the common property of the Trade Union.

Upon termination of the activities of the Trade Union and the organizations under its authority or when a member leaves the Trade Union, the funds and property of the Trade Union shall not be divided and shall not be returned.

11.10. Objects of the property of the Trade Union include buildings, structures, land plots, mechanisms, equipment, transport and technical means, inventory, property intended for cultural-educational, physical culture, sports and health-improving purposes, residential and non-residential premises, funds

including funds in foreign currency, securities, enterprises and farms, mass media, printing houses, sanatorium-resort institutions, recreation houses, health-improving, sports and educational institutions, children's health camps, intellectual property, as well as other property not prohibited by legislation.

11.11. The property of the Trade Union is inviolable and is protected by law. Its property shall not be nationalized, requisitioned or confiscated, except in cases provided for by law.

11.12. The Trade Union has the right to carry out any actions with respect to its property that do not contradict the law and other legal acts, including allocating sponsorship and financial assistance funds, transferring its property, granting other persons the right to own and use property, selling property and pledging property.

The issue of changing the form of the property of the Trade Union and disposing of it shall be resolved in the manner established by law within the powers specified in this Charter by the Executive Committee of the Trade Union Council.

11.13. Transfer of the property of the Trade Union to another person for trust management (trust manager) shall not serve as a basis for transfer of property rights; the trust manager shall manage the property taking into account the interests of the Trade Union.

11.14. The Trade Union and the organizations under its authority may acquire property and assets (buildings and structures, constructions, motor vehicles, various valuable equipment and technical means, etc.) by decision (permission) of the Executive Committee of the Trade Union Council or by decision (permission) of the authorized collegial body of the Trade Union.

11.15. The Trade Union and the organizations under its authority may accept any property as a gift (gratuitously) in a manner not prohibited by legislation.

Members of the Trade Union and other organizations shall not retain ownership rights to property transferred to the Trade Union and membership dues.

11.16. The Trade Union shall carry out current management (without the right of ownership) over the assets and property on its balance sheet.

The property and assets of the Trade Union (buildings and structures, constructions, motor vehicles, various valuable equipment and technical means, etc.) may be written off, sold, leased, transferred for temporary use or transferred gratuitously by decision of the Executive Committee of the Trade Union Council.

## **XII. ACCOUNTING AND REPORTING OF THE TRADE UNION**

12.1. The Trade Union shall keep records of the results of its activities and shall submit reports to the registering authority, state tax and statistical bodies in the established procedure.

12.2. All trade union bodies shall report to the bodies that elected them and to the members.

## **XIII. RIGHTS OF THE TRADE UNION AS A LEGAL ENTITY**

13.1. The Trade Union is a legal entity and has its seal, stamp and letterheads of the established form, as well as its own bank accounts.

13.2. The rights and obligations of the Trade Union as a legal entity shall be exercised by the bodies and officials of the Trade Union within the powers established by the Charter.

13.3. The Trade Union may have its own symbols (emblem) registered in accordance with the established procedure.

#### **XIV. PROCEDURE FOR INTRODUCING AMENDMENTS AND ADDITIONS TO THE CHARTER OF THE TRADE UNION**

14.1. Amendments and additions to this Charter may be introduced by the Congress of the Trade Union. Between Congresses, additions or amendments to the Charter may be introduced by the Trade Union Council.

All amendments, additions and corrections introduced to the Charter shall be re-registered in accordance with the established procedure.

#### **XV. PROCEDURE FOR REORGANIZATION AND LIQUIDATION OF THE TRADE UNION**

15.1. The decision on the reorganization (merger, accession, division, separation, transformation) or liquidation of the Trade Union shall be adopted at the Congress of the Trade Union. The decision shall be considered adopted if, in the presence of a quorum, two-thirds of the delegates participating in the Congress vote in favor.

15.2. Reorganization of the Trade Union shall be carried out in accordance with the procedure established by law.

15.3. In the event that a decision is made on the liquidation of the Trade Union, the liquidating body, in agreement with the registering justice authority in accordance with the procedure established by legislation, shall appoint a liquidation commission and shall also determine, after satisfaction of creditors' claims, the purposes to which the remaining property shall be directed in accordance with the Charter of the Trade Union.

15.4. Suspension of the activities of the Trade Union, as well as liquidation of the Trade Union, may be carried out by a court in accordance with the procedure established by law.

Termination of the activities of the Trade Union at the initiative of state bodies, their officials, or employers shall not be permitted.

15.5. In the event of liquidation of the Trade Union, its documents shall be transferred to archival organizations for storage in accordance with the established procedure.

#### **XVI. FINAL PROVISIONS**

16.1. Compliance with the requirements of this Charter shall be mandatory for the organizations within the trade union system. The provisions of this Charter shall not be interpreted in contradiction with the regulatory legal acts of the Republic of Uzbekistan.

16.2. Under this Charter, a higher body may, in the course of adopting a decision, also resolve issues within the competence of a subordinate lower body. The

higher body may send decisions of a subordinate lower body that contradict the law and the requirements of this Charter to the relevant body or authorized person for reconsideration, and with regard to issues within the competence of collegial bodies may convene its extraordinary meeting in the established procedure.

16.3. In urgent cases, decisions of a subordinate body that contradict the requirements of the law and the Charter may be partially or fully annulled by the higher body.