

"Approved"

The conference

In 2024 жылы

Regulation

**Public Association "Trade Union organization of students and undergraduates
"Sunkar"**

Almaty, 2024 жылы

Regulation

1. General provisions:

1.1. The public association "Trade Union organization of Students and undergraduates" Sunkar " (hereinafter - trade union organization) азаматтардың заңдық қызығушылықтары мен құқықтарын жүзеге асыру үшін кәсіби ортақ is a non-governmental public association with voluntary, independent, independent, approved and private membership, created on the basis of professional common interests and free expression of will for the implementation of legal interests and rights of citizens on the basis of the Civil Code of the Republic of Kazakhstan and the Constitution of the Republic of Kazakhstan бекітілген және жеке мүшелігі бар үкіметтік емес қоғамдық бірлестік болып табылады, trade the organization is a non-profit organization.

1.2. organization of a trade union in accordance with the present Charter and generally recognized international law.

acts in accordance with the norms of law, the current legislation of the Republic of Kazakhstan and the Civil Code, the Constitution of the Republic of Kazakhstan, democratic, public, self-funded , equal members of self -government and the principles of voluntariness.

1.3. The legal capacity of a public association as a legal entity arises from the moment of its state registration in the territorial body of the Ministry of Justice of the Republic of Kazakhstan .

1.4. A trade union organization that has separate property, seals, stamps, letterheads of the established sample, its own symbols and other determinants that do not contradict the current legislation of the Republic of Kazakhstan, may conclude contracts on its own behalf, own property and non-property rights and bear obligations, be a plaintiff, defendant and third party in court.

1.5. the trade union organization provides to the executive authorities, local self-government bodies,

It is not dependent, accountable, or controlled by university administrations, political parties, or other public associations. The Association establishes mutual relations with them on the basis of equal, social partnership and interaction, dialogue and partnership in the interests of its members.

1.6. full name of the trade union organization:

- in the official language: public association "trade union organization of students and undergraduates "Sunkar" .

- orys tilinde: Public association "Trade union organization of students and undergraduates "Sunkar"".

1.7. Location of the trade union organization: Republic of Kazakhstan, Almaty, Al-Farabi, No. 71.

2. subject and purpose of the trade union organization's activity:

2.1. objectives of the trade union organization: presentation, promotion and labour, trade and other socio-economic rights and freedoms.

protecting the interests of members.

2.2. subject of the trade union organization's activity:

- to the employer, pre-trial, judicial and other bodies, state bodies

legal advice and assistance, representation and rights of trade union members; and ensuring the protection of interests;

- conclusion of agreements, collective bargaining and control over their implementation by representatives of state bodies and employers;

- exercise control over compliance with labor rights, housing and pension legislation within the limits of the legislation, participate in the consideration of labor disputes of the plaintiff, individual and collective in court;

- implementation of public control over compliance with labor legislation, health and safety;

- participation in the investigation of accidents at the workplace;

- Professional development of trade union activists, including:

in connection with mediation issues, as well as the organization of training;

- production facilities and workplaces related to working conditions

participation in site certification;

- organization of health care and pensions, for spa treatment

and assistance to trade union members in recreation;

- conclusion of contracts with companies and public organizations operations, other legal entities, provision of necessary business services to achieve the statutory goals;
- organization of rallies, meetings and meetings in accordance with the law maintaining;
- to cover their activities through the press and publish the following articles: engaging in activities;
- perform other functions assigned to trade union members.

2.3. A trade union organization bases its activities on the following principles:

- unity of the industrial trade union movement;
- voluntarily join and leave a trade union;
- elections of all trade union bodies from the bottom up;
- provide an annual report to its trade union members and the highest bodies of the trade union organization;
- personal responsibility for the implementation of decisions taken and cooperation in the electoral work of trade union bodies;
- mandatory implementation of decisions of the highest trade union bodies for the lower bodies of the trade union organization, trade union members and dependents;
- For violating the adopted decisions of the Charter of the trade union organization, trade union bodies higher level bodies of the trade union organization and termination or cancellation of decisions of organizations, cohesion in terms of financial policy;
- training, organization of a trade union and provision of high-quality training, professional training, etc.

unified HR policy based on development.

3. members of a trade union organization:

3.1. a trade union organization whose members recognize the charter and individuals subject to payment of contributions are:

- Citizens of the Republic of Kazakhstan, foreigners and citizenship missing persons.

- workers or temporary unemployed, pensioners, students, schoolchildren.

Trade union members may not be members of other trade unions.

3.2. membership in a trade union organization is voluntary. Admission to and withdrawal from a trade union organization is made upon the employee's personal application. Decisions on their adoption and delivery are made by the executive body of the trade union.

3.3. dismissal in the organization due to staff reduction, termination of work due to age or health reasons

caring for a disabled child and a child under 3 years of age

Members of a trade union organization are still allowed to join the trade union.

3.4. grounds for loss of membership by a trade union organization-by this Charter

Violation of the duties assigned to a member of a trade union organization. Trade union members

the decision on expulsion was made by the trade union organization's committee and attention of the conference delegates.

3.5. trade union organization "industrial Union of Professional Machine Builders"

it is a member organization of a public association and defines its charter recognizes, executes, and pays monthly dues to the trade union organization.

4. rights and obligations of members of a trade union organization:

4.1. the right of a trade union member to:

Court on state bodies, before employers

trade union organizations in other bodies, their labor, professional,

economic and social rights and interests of its officials

protection;

- appeal to the bodies and organizations of the trade union organization for the adoption of the council, reporting, proposals and processing of the main responses;

- Organization of labor and other disputes stipulated by the trade union organization bodies

have access to free legal aid.

- providing material and charitable assistance from the trade union's funds

about;

- To elect and be elected to the bodies of the trade union organization;

- participation in trade union activities is encouraged and free to obtain any information about their activities, assess the work of electoral bodies, and the activities of the trade union organization at all levels

discuss all related issues.

- for additional benefits and compensations provided for in the collective agreement.

4.2. A trade union member must perform the following tasks:

- fulfillment of obligations stipulated in the employment and collective agreement;

- to implement decisions taken by trade union bodies and high-level trade union organizations, not to violate the charter;

- pay monthly dues to the trade union organization;

- Support collective affairs through the trade union organization, their rights

and protection of interests, cooperation with trade union members.

4.3. for non-fulfillment of statutory obligations by trade union members

Use of benefits provided by a trade union organization for up to 6 (six) months

it may deprive you of your rights.

4.4. the decision provided for by the trade union organization, withdrawal of the right to apply benefits and exclusion from membership of the trade union organization, such a decision is made by the competent authorities. Also of a high level

the elected body of the trade union organization notifies the primary organization.

This decision is made with the participation of a member of the trade union organization.

If a member doesn't perform without a valid reason, the problem is that they don't perform at all

solved. The solution is to attend the meeting if it has a quorum

sitting or participating in the meeting of the elected body

it is considered adopted if two-thirds of the members voted for it.

4.5. a member of a trade union organization has the right to independently receive benefits provided by the trade union organization

after disenfranchisement or expulsion from the trade union

a higher-level trade union organization will respond to the decision within two months.

a complaint to the authorities.

4.6. a person who has left or been excluded from a trade union organization within six months

only then can he be re-admitted as a trade union member on a general basis.

4.7. lost contact with the primary trade union organization due to dismissal or transfer to another workplace

Member of a trade union organization in the primary trade union organization of a trade union

debited.

4.8. a trade union organization that has stopped working due to retirement due to age, disability, or has temporarily lost its job due to staff reduction or liquidation of an institution or enterprise

a trade union member who fails to pay membership dues for no valid reason for three consecutive months, with the exception of members, loses the right to protection from the trade union until such time as he / she does not pay his / her arrears, and can no longer pay them in the future.

the issue of exclusion from the organization can be resolved.

4.9. a person who has left or been expelled from a trade union

rights, rights to use trade union property. Paid for

the amount of dues from a member trade union organization is not refunded to him.

4.10. for active participation in the activities of a trade union organization, the following incentive measures are provided for members of the trade union organization:

- gratitude;
- Trade union badge.
- Certificate of honor of the trade union;
- a cash bonus or a valuable gift.
- a trip to rest homes, for sanatorium-resort treatment, a tourist ticket.

5. structure and management body of a trade union organization:

5.1. the structure of a trade union organization includes primary trade union organizations that do not form a legal entity for themselves. Decision of the trade union organization Committee

trade union organization in the structural divisions of the primary organization groups can be formed.

5.2. management bodies of a trade union organization:

Assembly (conference) - the highest body.

Trade union organization-an executive body.

Audit Commission-control and auditing bodies;

Primary organization-a structural division.

5.3. meeting (conference) of the trade union organization as required per year it is performed once. Extraordinary meeting (conference) of the executive body or the requirement of at least two-thirds of the members of the trade union organization

conducted by.

5.4. with the participation of more than 2/3 of the delegates of the meeting (conference) (conference) the assembly is considered to have the right to exist.

5.5. a trade union member represents himself or her representative at the meeting (conference)

has the right to participate and vote via. A representative of members of a trade union organization may act on the basis of a power of attorney certified by the trade union organization's committee.

5.6. The exclusive competence of the meeting (conference) includes:

- election of the trade union organization and the audit commission for a five-year term;
- determination of the organization's priority areas of activity;
- Introduction and report on the work of the trade union organization's committee discussion;

Adoption of the charter, introduction of amendments and additions;

election of the chairman of the primary trade union organization(professional organizer), the committee of the trade union organization and the audit commission;

- Making a decision on holding collective negotiations with the employer on behalf of the trade union organization and establishing the main provisions of the collective agreement;

- the employer or persons representing it and the trade union organization

hearing of the committee on the implementation of the collective agreement;

- making decisions on holding actions to protect the rights and interests of trade union members in accordance with the current legislation;

- approval of the budget of the primary trade union organization and control over its implementation;

- creation of funds, insurance funds, hearing reports on their activities;

- a decision to terminate the trade union's activities.

5.7. decisions of the meeting (conference) represent decisions of the delegates of a simple majority

accepted by voice.

5.8. to carry out current work in the primary organization, you must:

- in an organization that unites less than thirty members of the trade union organization in the structures of the professional organizer society;

- the committee (professional organizer), which is headed by a professional chairman, is elected for a two-year term;
- The committee headed by the trade union organization is elected for a five-year term.

During the period between the meeting (conference), the organization of a trade union organization is a committee of the trade union organization, whose current activity is elected for a five-year term.

5.9. The work of the Committee of a trade union organization (trade union organization) is headed by the chairman of the trade union.

5.10. meetings of the trade union committee are held if necessary, but at least once a month or more, with the participation of more than half of its members, and are considered competent.

5.11. At meetings of the Committee of a trade union organization, decisions may be made:

adopted by a majority vote. If the votes are equal to the Chairman

the voice is crucial.

5.12. trade union organization:

- monitors the execution of the organization's budget.
- submit proposals to the employer or a person acting on its behalf in connection with the company's local labor and social regulations;
- on behalf of the collective of workers with the employer or on its behalf

established by the law "On Collective Agreements" with a person engaged in the following activities:

provides for the procedure and conditions;

- Trade union organization of structural divisions of a trade union organization supports the legal requirements of the committee, seeks their implementation, organizes meetings, rallies, pickets, street processions, demonstrations, strikes, media appearances, etc. in accordance with the law.

conducts;

- exercise public control over compliance with labor legislation and labor relations;

- participates in the investigation of accidents and occupational diseases, as well as carries out their investigation;

- participation in solving issues of working hours, periods and forms of rest, participation in work and material incentives;

- creates a commission elected by public inspectors for compliance with labor legislation and labor protection rules;

- courts to protect the rights and interests of trade union members

appeals to the authorities;

- conducting calculations and elections in primary trade union organizations

makes a decision.

5.13. the chairman of a trade union organization:

- is an authorized representative of the employer's trade union organization in relation to other organizations;

- Trade union organization within the competence of the conference

independently resolve operational issues that are not related to the trade union committee;

- Holds and convenes meetings of the trade union organization's committee,

- signs decisions and minutes of meetings;

- supervises the work of full-time employees of the trade union committee;

- organizes selective training assets with their instructions;

- performs financial transactions, enters into contracts in coordination with the trade union organization's Committee;

- with the consent of the members of the trade union organization on the basis of an agreement with the administration on their personal application, the membership fee is allowed for non-cash payment.

5.14. the control and audit commission:

- the Audit Commission is elected jointly with the Trade union Organization Committee by a Conference consisting of three members for a five-year term;

- The Audit Commission of the trade union organization exercises control over the financial and economic activities of the trade union organization, the calculation and receipt of membership fees and other monetary receipts, the correctness of spending money, and the use of the property of the trade union organization-

it is the verification body.

- chairman of the Audit Committee for the term of office, permanent member of the Board of Directors;

gets the delegate status.

6. monitoring and reporting on the activities of trade union bodies

terms and procedure:

6.1. if the number of persons employed in the enterprises, institutions and organizations of a trade union organization is not less than 10 persons, the total number of employees of the trade union organization must be equal to

at the meeting (conference) of the current charter on the local

made by decision.

6.2. the primary body of a trade union organization may independently vote by voluntary voting (closed or open) in accordance with the procedure at meetings (conferences), with the status of the representative body of his excellency

procedure and terms for the number and personnel of a trade union body

I am approving the term of office.

6.3. presence of a quorum if the candidate with the largest number of votes, who was elected to election bodies during the election, has more votes than other candidates, but not less than half of the votes, is allowed to vote

it is considered accepted by the votes of the participants. Their credentials

the term corresponds to the charter of the trade union organization.

6.4. repeated elections or early elections may be held by the bodies of a trade union organization and their heads at the request of the audit commission, if it is possible to hold elections in the amount of at least one third of the trade union organization, or by a decision of a higher trade union organization in the amount of at least one third, provided that

6.5. the term of office of organizations of a trade union organization and bodies of a trade union organization and trade union organizations is held once every 5 years, as indicated in the regulations in accordance with the trade union charter. Control over the activities of trade union bodies:

6.6. the audit commission of the organization of a trade union organization is an independent, control and audit body and, being its organizational member, in some cases may have the right to participate in meetings (conferences, promotions and other securities, other property of material support for the statutory activities.

6.7. the property of a trade union organization is a single property. The order of its ownership, use and disposal, and changes in the form of ownership is determined by the trade union committee.

6.8. the financial resources of the trade union are derived from entrance and monthly membership fees to the trade union, business activities, contributions from enterprises, organizations, and other sources not prohibited by law

it is generated from revenue.

6.9. the monthly membership fee is paid by a trade union organization with the following criteria:

defines: - one percent of all types for which the monthly salary for employees is estimated .

- one percent of the amount of scholarships for students and scientists ;

- one percent of the minimum wage for pensioners and temporarily unemployed women caring for children;

6.10. the trade union organization bears 93% of the total collected trade union fee on itself

7% to fulfill the statutory tasks of the NGO "professional sphere of the Union of Machine Builders", including 2% Kazakhstan

Statutory duties of the Federation of a Trade union organization of the Republic of Tajikistan

divides by execution.

6.11. Membership fees may be paid in cash or by money transfers from the salary at the request of a trade union member.

6.12. a trade union organization owns shares, organizes an insurance fund for efficient and profitable use of its funds, and applies them to investments

you can become and create a sales register for a trade union organization.

6.13. income from business activities among trade union members

it cannot be distributed, but is only used to achieve statutory goals.

6.14. the financial methods of a trade union organization depend on the following instruments:

- stability of the standard device;
- Providing material assistance to members of a trade union organization;
- purchase of discounted travel packages for children and the elderly for gifts, discounted tickets to cultural and healthcare institutions;
- work of amateur art groups and art schools;
- payment for the services of specialists and experts;
- creation of insurance funds, social security funds and trade union organizations, mutual investment funds, etc.;
- provision of services for cultural health events;
- other purposes stipulated by the charter.

6.15. members of a trade union organization are required to pay membership fees, including in the following cases:

has no right to the transferred property. They are not responsible for the obligations of the trade union organization and the trade union is not responsible for the obligations of its members.

6.16. when joining a branch trade union of a trade union, a regional association of trade union organizations of a member organization, or concluding agreements on actions with other public organizations, the decision on the calculation and amount of contributions is made by the executive committee in accordance with the charters or approved contracts.

7. introduction of amendments and additions to the Charter of a trade union organization :

7.1. introduction of amendments and additions to these Articles of Association
the exclusive competence of the meeting (conference).

During the period between the meeting (conference), the charter may be partially amended and supplemented by the trade union committee.

7.2. Amendments and additions to the Regulation on the Status of Primary Organizations are made by the Committee of the trade union organization.

7.3. changes and additions, if for them

if there is a quorum of delegates, the Committee of the trade union organization at least 2/3 of them voted for

it counts.

7.4. changes and additions made are subject to state registration in accordance with the procedure established by law.

8. Termination and reorganization of the activities of a trade union organization is carried out:

8.1. termination and reorganization of the activities of a trade union organization is carried out by a decision of the conference or by a decision of the judicial authorities in cases provided for by legislative acts.

8.2. reorganization is carried out in accordance with the procedure provided for by law.

8.3. the decision of the conference On the reorganization and liquidation of a trade union organization is considered adopted if it is decided by the conference delegates
On the reorganization and liquidation of a trade union organization, if it is decided by 4/3 of the conference delegates

voted;

8.4. In the event of a decision on reorganization, the Conference holds a balance sheet commission, and in the event of liquidation, a liquidation commission to resolve issues related to the property and funds of the trade union organization

assigns it.

8.5. In case of liquidation of a trade union organization, its funds and property remaining after satisfaction of creditors' claims, the trade union

used for the organization's statutory purposes.

8.6. the liquidation of a trade union organization is completed, and the trade union organization ceases its activities only after entering information about this in the National Register of Business Identification Numbers.
