

Statutes

revised at the 2025 Congress

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§ 1 The purpose of the Union

1.1 The task of Finansförbundet (hereinafter referred to as the Union) is to unite employees and self-employed people within the Union's organisational area. This organisational area is defined as companies with financial activities as their main focus, and with the limitations resulting from agreements with other organisations.

The Union shall be a democratic, non-partisan organisation that defends the trade union, economic and social interests of its members.

To this end, the Union has the right to represent its members and to speak on their behalf.

1.2 The Union is an organisation that carries out activities based on the values characterised by a democratic state governed by the rule of law, as expressed in the Swedish constitution, the UN's Universal Declaration of Human Rights and the European Convention for the Protection of Human Rights and Fundamental Freedoms.

1.3 The Union shall defend the right of association and negotiation. The Union shall uphold the principles of equality, diversity and equity in the labour market, and shall pursue a wage policy that improves the economic standard of its members while at the same time contributing towards reducing unfair wage differences.

1.4 The Union shall cooperate with related Swedish, Nordic and international organisations.

§ 2 The Union's bodies

The Union carries out its activities through the following bodies:

2.1 Central bodies

Congress (§ 9), auditors (§ 9.10), the Nomination Committee (§ 9.11), the Governing Committee (§ 10) and the Negotiation Committee (§ 11).

2.2 Local bodies

Local organisations (§ 12), Finansförbundet's representatives (§ 12.2.5) and contact representatives (§ 12.3).

2.3 Processing personal data

All the Union's central and local bodies and the Union's secretariat are subject to the Union's rules (policies, guidelines, instructions and procedures) for processing personal data.

§ 3 Membership

3.1 Ordinary membership

3.1.1 Employees within the Union's organisational area are entitled to join the Union as ordinary members, and belong to the local organisation in whose area the member is active. Unemployed members are entitled to remain as ordinary members.

3.1.2 Members who hold the position of managing director, deputy managing director or another central position may, by virtue of their position, request not to be affiliated with a local body but instead hold central membership of the Union.

3.2 Retired membership

Retired membership can only be held following ordinary membership.

3.3 Student membership

Student membership can be granted to anyone who is studying at a university, a university college or another educational institution, and who is not already an ordinary member.

§ 4 Members' rights

4.1 Ordinary members

4.1.1 are eligible for positions within the local bodies to which they belong. Members of local organisations are eligible for election to central bodies. If employment within the Union's organisational area (§ 1.1) ceases, an elected member of a central body may remain in office for a maximum of six months.

4.1.2 are entitled to submit motions to the Congress and the Governing Committee.

4.1.3 are entitled to nominate candidates for the Union's central bodies, for the local bodies to which members belong and for the Union's badge of honour.

4.1.4 are entitled to information about the Union's activities.

4.1.5 employees within the Union's organisational area (§ 1.1) are entitled to request – and, after consideration, to receive – advice, negotiation assistance and legal assistance in relation to their employment interests.

In exceptional cases, after consideration, an ordinary member employed outside the Union's organisational area may also receive support.

However, the Union is not obliged to intervene in matters arising earlier than three months after joining the Union. In the event of a disagreement on how to provide assistance, it is the Governing Committee that decides on the form and extent of the negotiation and legal assistance to be provided.

4.1.6 are entitled, after three months of membership, to compensation in the event of industrial action (§ 15.4) and, after 12 months of membership, to apply for grants or subsidies from the Union's funds for members (§ 15.5).

4.1.7 are entitled, in the event of a direct transfer to the Union, to be accredited with membership time in another trade union organisation.

4.1.8 may, after consideration, be exempted wholly or partly from the fees established in accordance with § 15.2 when the member receives no salary or only part of their salary.

4.1.9 are entitled to request that the Governing Committee reviews a case if the member considers that they have been treated incorrectly due to a decision by the organisation.

A member may appeal in writing against the Governing Committee's decision in a review case, or against any other decision that directly affects the member, if the member considers that they have been treated incorrectly. This must be done within 30 calendar days of notification of the decision. The appeal will be heard by the Ordinary Congress.

4.2 Pensioner members

4.2.1 are entitled to speak and make proposals at general meetings of members, but are not eligible to stand for election, are not entitled to vote and do not need to be invited to attend meetings.

4.2.2 are entitled to submit motions to the Congress and the Governing Committee.

4.2.3 are entitled to nominate candidates for the Union's central bodies and for the Union's badge of honour.

4.2.4 are entitled to information about the Union's activities.

4.2.5 are entitled to information, advice and negotiation assistance regarding their pension benefits and other matters relating to the member's former employment.

The Governing Committee decides on the form and extent of the negotiation assistance to be provided.

4.3 Student members

4.3.1 are entitled to speak and make proposals at general meetings of members, but are not

eligible to stand for election, are not entitled to vote and do not need to be invited to attend meetings.

4.3.2 are entitled to submit motions to the Congress and the Governing Committee.

4.3.3 are entitled to nominate candidates for the Union's central bodies and for the Union's badge of honour.

4.3.4 are entitled to information about the Union's activities.

4.4 Disclosure of trade union membership

Members who exercise their right to submit motions at the annual meeting or another democratic meeting, or who agree to be elected as meeting officials, thereby disclose their trade union membership. The same applies to members who agree to be nominated or appointed to a position within the Union.

§ 5 Members' obligations

Members are obliged:

5.1 to be loyal to the aims and purposes of the Union.

5.2 in the event of industrial action, to follow the Union's instructions and to show solidarity with the objectives that the industrial action aims to achieve.

5.3 to provide the Union with requested personal data and information about their employment status, their employer and their employment conditions for the membership register and Union statistics. Members are obliged to update their information provided to the Union on a regular basis.

5.4 to pay membership fees to the Union. Extra fees are paid after a decision by the Congress or, in the event of industrial action, by the Governing Committee (see also § 15.2).

5.5 to contact the Union as soon as possible if they wish the Union to intervene in matters relating to their employment and its conditions.

§ 6 Termination of membership

6.1 Withdrawal

Requests to withdraw from the Union must be made in writing or digitally via the Union's website.

For ordinary members, withdrawal takes place with effect from the second month-end after the application has been received by the Union.

For ordinary members who change to work outside the organisational area, withdrawal takes place with effect from the next month-end after the application has been received.

For student members, withdrawal takes place with effect from the month-end after the application has been received.

For pensioner members, withdrawal takes place with effect from the year-end after the application has been received.

When withdrawal is granted, the local body must be informed. In the event of withdrawal, the member's rights cease.

6.2 Expulsion

6.2.1 Any member who expresses that they do not share the values of the Union may be expelled from the Union. Decisions on expulsion are made by the Governing Committee. Expulsion requires at least three quarters of the Governing Committee's members to agree with the decision (see also § 10.3).

6.2.2 A member who has not paid the established fees within three months or who is guilty of a breach of the Union's statutes may be expelled from the Union. Before a decision on expulsion, the local body must be given the opportunity to comment. In the event of expulsion, the member's rights cease.

6.3 Readmission

6.3.1 Readmission may be granted under conditions determined by the Governing Committee. A member who has withdrawn or been expelled from the Union despite continued employment within the Union's organisational area is not entitled to be accredited with previous membership time unless the Governing Committee decides so for special reasons.

§ 7 The Union's badge of honour

7.1 The badge of honour

The Governing Committee may, in recognition of significant contributions to the Union, award the Union's badge of honour to a member or another individual. Nominations for the badge of honour must be submitted to the Governing Committee no later than four months before the Congress.

7.2 Gold badge of honour

The Governing Committee may, in recognition of significant contributions to the Union, award the Union's gold badge of honour to a member or another individual. Nominations for the gold badge of honour must be submitted to the Governing Committee no later than four months before the Congress.

§ 8 Meetings and decisions

8.1 Meetings

Within Finansförbundet's bodies (see § 2 The Union's bodies), meetings can be held physically and/or digitally. Digital meetings, where participants can interact in real time, are comparable to meetings that take place in the same physical space. Another form of meeting is one where decisions are made through a system of voting with motions and extended voting.

8.2 Decisions

(For personal elections, see § 8.3.) Decisions within the Union's bodies (see § 2 The Union's bodies) are made by acclamation, vote or secret ballot.

Each person who is entitled to vote has one vote, except at a Congress.

At a Congress, the number of votes applies in accordance with § 9.6.4. Voting by proxy is not permitted. The proposal supported by the highest number of votes is adopted, unless the statutes state otherwise. In the event of a tie, the chair of the meeting has the casting vote. In the event of a tie at annual meetings and congresses, the vote is decided by drawing lots.

At meetings held under the extended voting system, an elected auditor and a member of the Nomination Committee must ensure that the meeting is conducted in accordance with the statutes, approve the minutes and arrange for any lots to be drawn.

In the event of a meeting held under the extended voting system, the notice of the meeting must specify the period during which motions may be tabled and the period during which voting may take place. In the event of a meeting held under the extended voting system, the minutes must be made available to participants no later than 14 calendar days after the end of the meeting.

8.3 Personal elections

In personal elections, the candidate who receives the most votes from registered eligible voters is elected.

Registered means adopted voting list, check-off by roll call, attending Governing Committee members, digitally logged in to the meeting system or equivalent. In the event that a vote on candidates is to be held, this must be done by secret ballot.

In the event of a tie at a meeting held under the extended voting system, a new vote takes place within 10 calendar days. If the vote remains tied, a meeting is called at which participants meet in real time as soon as possible.

§ 9 Congress

9.1 Ordinary Congress

The Congress is the Union's highest decision-making body. An Ordinary Congress is held every three years at a time and location decided on by the Governing Committee. The Ordinary Congress must begin no earlier than 1 September and end no later than 30 November.

9.2 Extraordinary Congress

The Governing Committee has the right to convene an Extraordinary Congress. An Extraordinary Congress must also be convened if at least 40% of the Congress delegates' votes or at least 20% of the Union's ordinary members request this in writing. The Union's ordinary auditors may also request jointly and in writing that an Extraordinary Congress should be convened.

9.3 Notice

9.3.1 Notice of the Congress must be sent to every delegate no later than 30 calendar days before the meeting. At the same time as sending the notice of the Congress, the delegates must receive documents containing the proposed agenda, proposals from the Governing Committee, the Governing Committee's annual report with the management report, the auditors' report, the Nomination Committee's proposals and motions received.

9.3.2 In the event of an Extraordinary Congress, the notice of the Congress with proposals and other documents must be sent to the delegates no later than 14 calendar days before the meeting. At an Extraordinary Congress, only the matters detailed in the notice of meeting may be dealt with.

9.4 Agenda items

The Congress establishes the agenda at the beginning of the Congress. At an Ordinary Congress, the following matters shall be dealt with:

1. roll call and adoption of the voting list with the number of votes
2. whether the delegates received the notice in time
3. adoption of the agenda
4. election of the Congress chair and secretary
5. election of two minutes verifiers
6. election of three vote counters
7. decisions on any committees for the Congress
8. election of members of the committees decided on
9. election of members of the Congress's Election Committee
10. decision that the nomination of Nomination Committee members is concluded
11. report on motions received by the Governing Committee during the Congress period
12. report on the Union's annual reports, including the administration reports for the previous three years
13. the auditors' report on the previous three calendar years
14. adoption of the annual reports for the previous three years
15. decision on the appropriation of the Union's profit and allocation to the industrial action fund
16. decision on discharge from liability for the members of the Governing Committee
17. establishing operational focus with financial guidelines for the next Congress period
18. decisions on motions
19. establishing principles for membership fees
20. establishing remuneration
21. establishing guidelines for subsidies to local organisations
22. elections for the next Congress period
 - 22.1 President
 - 22.2 twelve members of the Governing Committee
 - 22.3 the First and Second Vice-Presidents from among the members of the Governing Committee
 - 22.4 two auditors and deputies
 - 22.5 nine members of the Nomination Committee
 - 22.6 Chair of the Election Nomination from among the members of the Nomination Committee
23. other matters.

9.5 Contractual matters

When an Ordinary Congress or an Extraordinary Congress has been convened, the Governing Committee may take advice from the Congress delegates in their capacity as the Negotiation Committee (see also § 11).

9.6 Appointing Congress delegates

9.6.1 Delegates and deputies to a Congress are appointed by group local organisations and company local organisations. An ordinary member of a local organisation may be appointed as a Congress delegate (§ 4.1.1). See also § 11.2 regarding delegate assignments in the Negotiation Committee.

9.6.2 Congress delegates to the Ordinary Congress are appointed on the basis of the number of ordinary members on 1 January of the Congress year. Delegates must be appointed no later than 31 March in the same year that the Ordinary Congress is held. The assignment as a delegate is valid until the next Ordinary Congress (3 years). The mandate period begins at the opening of the Ordinary Congress and runs until the opening of the next Ordinary Congress. In the event of non-attendance, the local organisation may appoint an additional deputy.

9.6.3 All group and company local organisations are entitled to a Congress delegate. Local organisations are entitled to appoint one additional Congress delegate for every 400 members. This means that the second Congress delegate can be appointed when membership reaches 400 members.

9.6.4 The number of votes for each local organisation at an Ordinary Congress is based on the number of ordinary members on 1 January of the Congress year. These votes must be distributed equally between the attending Congress delegates for each local organisation. Votes are distributed with up to two decimal places when whole numbers cannot be achieved. No Congress delegate may represent more than 1,000 of their local organisation's votes.

9.7 Voting, speaking and attendance rights

9.7.1 Delegates registered at the Congress are eligible to vote. A member of the Governing Committee cannot also be a Congress delegate. The members of the Governing Committee and the Union's ordinary auditors, who are not Congress delegates, as well as the officials employed by the Union, are entitled to participate in the deliberations of the Congress and to submit motions, but are not entitled to vote.

9.7.2 Nomination Committee members who are not Congress delegates are entitled to attend the Congress, and have proposing and speaking rights on Nomination Committee matters.

9.7.3 The Congress has the right to grant other people attendance and/or speaking rights.

9.8 Motions

All bodies, members and employed officials of the Union are entitled to submit motions to the Union. Motions can be dealt with by the Governing Committee (§ 9.8.1) or the Congress (§ 9.8.2).

9.8.1 Motions to the Governing Committee

Motions to the Governing Committee must be clearly addressed to the Governing Committee. A motion may be received at any time by the Governing Committee, which must confirm within three months how it will be dealt with.

After the Governing Committee has given this confirmation, the person submitting the motion may choose to submit the motion to the next Ordinary Congress for reconsideration. (See § 9.8.2.)

The Governing Committee must submit a report on the motions received and the Committee's decisions to the next Ordinary Congress.

9.8.2 Motions to the Congress

Motions to the Congress must be clearly addressed to the Congress. Motions must be received by the Union no later than four months before the Congress. The Governing Committee shall give its opinion on motions. Motions, together with the Governing Committee's opinions and proposals, must be sent to the delegates no later than 30 calendar days before the Congress.

9.9 Elections to the Governing Committee

The President and other members of the Governing Committee are elected for a period of three years at the Ordinary Congress. After the election of the Governing Committee has taken place, the Congress elects the First and Second Vice-Presidents from among the Committee's twelve elected members for the period until the next Ordinary Congress (§ 9.2).

9.10 Auditors

9.10.1 Task

The auditors review the activities and accounts for each calendar year, and submit a report to the Congress for the previous three calendar years. The auditors' report is sent to delegates no later than 30 calendar days before the Congress.

9.10.2 Election of auditors

The Union's two ordinary auditors and two deputies are elected for a period of three years at the Ordinary Congress.

9.10.3 The auditors' right to call an Extraordinary Congress

If the ordinary auditors so request jointly and in writing, an Extraordinary Congress must be convened (§ 9.2).

9.11 Nomination Committee

9.11.1 Task

The Nomination Committee prepares the Congress' election of the Governing Committee and auditors. The Nomination Committee consists of nine members who are elected for the Congress period (see also § 9.11.3). In its work, the Nomination Committee must take into account a balanced composition of the Governing Committee.

The Nomination Committee's proposals must be sent to the Congress delegates with the notice of the Congress.

9.11.2 Nominations

All the Union's local bodies and all its members are entitled to nominate. Nominations for the election of the Governing Committee and auditors can be submitted to the Nomination Committee no later than four months before the Congress.

The Nomination Committee must inform all the Union's bodies of this in good time and via the relevant communication channels.

9.11.3 Election to the Nomination Committee

An Election Committee consisting of five Congress delegates is established during the Congress. The Election Committee prepares the election of members of the Nomination Committee. Nominations for Nomination Committee members can be made until the Congress decides that the nomination procedure is closed.

§ 10 The Governing Committee

10.1 Task

The Governing Committee has overall responsibility for the Union's activities and administration in accordance with these statutes and the decisions made by the Congress, and is the Union's highest decision-making body between Ordinary Congresses.

10.2 Members

The Governing Committee consists of the President, twelve members elected by the Congress and a representative appointed by the secretariat staff. The secretariat staff also appoint a deputy. If the President leaves during the mandate period, the First Vice-President – or, in their absence, the Second Vice-President – shall carry out the President's duties until the next Congress.

The Second Vice-President replaces the First Vice-President if the latter replaces the President. Should neither of the elected Vice-Presidents remain in the Governing Committee to replace the President, an Extraordinary Congress must be convened. This does not need to happen if a notice of Ordinary Congress has already been sent. An ordinary member who leaves during the Congress period is not replaced.

If the Governing Committee is no longer quorate in accordance with the statutes, an Extraordinary Congress must be called.

A member who leaves during the Congress period cannot be held responsible for activities after the date on which they leave their position. Members must give written notice when leaving their position.

10.3 Quorum

The Governing Committee may make decisions when more than half of its members are present. The employee representative is not entitled to participate in the Governing Committee's deliberations on matters relating to staff's employment conditions, and is therefore not included in the calculation of the majority on these occasions.

10.4 Notice

The Governing Committee meets when convened by the President or the Head of Secretariat at least five times a year. The Governing Committee must be convened when at least six of its members so request.

10.5 Other tasks

10.5.1
appoints the Head of Secretariat.

10.5.2
sets out guidelines for the secretariat's activities.

10.5.3
appoints those who are authorised to sign on behalf of the Union or otherwise represent it in accordance with the authorities stated by the Governing Committee.

10.6 Implementation

The Head of Secretariat manages the secretariat and is responsible for implementing the Governing Committee's decisions. The Head of Secretariat must keep the Governing Committee informed of all events that are of importance to the Union, and must bring all matters of fundamental significance to the attention of the Governing Committee for consideration.

§ 11 The Negotiation Committee

11.1 Task

The Negotiation Committee is an advisory body to the Governing Committee on contractual matters.

11.2 Composition

The Negotiation Committee's representatives and deputies are the same as the Congress delegates, with the same mandate period.

11.3 Notice

The Negotiation Committee is convened by the Governing Committee.

§ 12 Local organisations

Proposed local organisation statutes can be found at the end of these statutes.

12.1 Task and organisation

The local organisation's task is to represent its members, to defend their trade union, economic and social interests, and to work for the realisation of the Union's operational focus.

12.2 Local organisation means:

12.2.1 When a law, regulation or agreement mentions a local employee organisation within a company, this means a local organisation.

12.2.2 Group local organisation: An overall local organisation that brings together multiple local organisations within a group/company.

12.2.3 Local/regional local organisation: Local organisation covering the members within a part of the group/company.

12.2.4 Company local organisation: Local organisation in a company where no other local organisations exist.

12.2.5 If there is no local organisation, the Union's representatives act as a local employee organisation. The Union's representatives are elected by the members for a maximum mandate period of two years.

12.3 Organisation of contact representatives

12.3.1 Local/regional local organisations and company local organisations are responsible for ensuring that there is a functioning contact representative organisation in the company.

12.3.2 Contact representatives are elected for a mandate period of a maximum of two years at a meeting of members that ends no later than 31 March. Every member has the right to call a meeting of members. Notice of a meeting of members must be given to all members at the workplace no later than seven calendar days in advance. The meeting of members is carried out in accordance with § 8 Meetings and decisions.

Contact representatives are normally also work environment/safety representatives.

12.3.3 The contact representative's mandate may be revoked by decision of a meeting of members. Every member has the right to call a meeting of members.

Notice of a meeting of members must be given to all members at the workplace no later than seven calendar days in advance. The meeting of members is carried out in accordance with § 8 Meetings and decisions.

12.4 Number of committee members, etc.

12.4.1 The activities of the local organisation shall be led by a committee consisting of at least three members including the chair. Members of the committee may not be elected for a mandate period longer than two years at a time.

12.4.2 The committee shall manage the affairs and administration of the local organisation. The committee is elected at the annual meeting, which ends no later than 31 March. The Governing Committee may approve an alternative date for the annual meeting. The annual meeting is carried out in accordance with § 8 Meetings and decisions. The matters to be dealt with at the annual meeting are set out in the local organisation's statutes.

12.5 Requirements for local organisation statutes

The statutes of a local organisation must be in accordance with § 12 Local organisations or must be approved by the Governing Committee, and must not contradict other provisions in the Union's statutes or decisions made by the Congress. (Proposed local organisation statutes can be found at the end of these statutes.) Proposed local organisation statutes that deviate from § 12 must be approved by the Governing Committee, or by a person appointed by the Governing Committee, before the proposal is sent to the local organisation's annual meeting for a decision.

12.6 Subsidies

Local organisations are entitled to subsidies for their activities in accordance with the guidelines adopted by the Congress.

12.7 Decisions in local organisations

Local organisations are entitled to subsidies for their activities in accordance with the guidelines adopted by the Congress.

12.7.1 Decisions within local organisations are made in accordance with § 8 Meetings and decisions.

12.7.2 Any statute changes, merger or dissolution of a local organisation requires the approval of at least two thirds of the members present or participating at the annual meeting. All members must be informed of such a proposal no later than 14 calendar days before the annual meeting. Decisions on mergers or dissolutions must also be approved by the Governing Committee. The Governing Committee may also, at its own initiative, decide to dissolve a local organisation.

12.7.3 The winding up of a local organisation is otherwise governed by the provisions established by the Governing Committee.

§ 13 Negotiations

13.1 Authorities

The Governing Committee is responsible for – and has the right of decision on – negotiation issues. Before negotiations on collective agreements that affect large parts of the membership body, the Governing Committee must obtain the views of the members and the local bodies, and may convene the Negotiation Committee. The Governing Committee must keep the Negotiation Committee continuously informed about the progress of negotiations and, if deemed necessary, must convene a meeting of the Negotiation Committee.

13.2 Central negotiations

Central negotiations may be delegated by the Governing Committee to a special negotiation delegation. The Governing Committee must be kept informed about the progress of the negotiations and must decide on the arrangement, if so provided.

13.3 Local negotiations

Local negotiations are dealt with by the local organisation within a company (see also § 12.2.5). In the event that a local negotiation concerns a member of the Governing Committee, the local organisation must inform the Governing Committee's presidium in good time before the negotiation.

13.4 Joint provisions

13.4.1 The local organisation is obliged to follow the Union's guidelines for negotiations and to submit a proposal for an arrangement to the Union if so prescribed or if the result can be deemed to affect the conditions for the Union's members in other companies.

13.4.2

A proposal to open negotiations on a particular issue may be made by the member concerned or by the Union's local body.

13.4.3

The request for negotiations with the counterparty must be made by the Governing Committee or the body to which the Governing Committee has delegated the right to conduct negotiations on the matter.

13.4.4

An individual member or a group of members whose request for negotiation assistance has been rejected is entitled to have the matter reviewed by the Governing Committee.

13.4.5

During the preparations preceding both local and central negotiations, the members concerned are entitled to clarify their position. If this is requested, they must also be consulted during the negotiations.

13.4.6

All members concerned must be informed of the outcome of the negotiations. Following a decision by the Governing Committee, an advisory vote on the proposed agreement may be held among the members concerned.

§ 14 Industrial action

The following applies in the case of industrial action that affects the Union:

14.1

The Governing Committee is responsible for the Union's industrial action organisation.

14.2

Notice of or taking industrial action is decided on by the Governing Committee. When taking industrial action, at least three quarters of the Governing Committee's members must agree on the decision.

14.3

Before taking industrial action, contact must be made with the group of members concerned.

14.4

In the event of industrial action, the Governing Committee must issue instructions and directions to the members and the Union's local bodies. A member may not comply with any messages about industrial action other than those based on the Governing Committee's decision.

14.5

The Governing Committee decides on the costs in connection with industrial action, including the amount of industrial action compensation. If special reasons exist, the Governing Committee may decide in exceptional cases that compensation shall also be paid to members with less than three months of membership (see also § 4).

§ 15 Finance and administration

15.1 The Governing Committee's authorities

The Governing Committee prepares operational plans on the basis of the operational focus established by the Congress with financial guidelines for the coming Congress period, adopts the Union's budget, decides on the expenses required for the Union's activities and administers the Union's assets.

15.2 Income

15.2.1

The Union's activities are mainly financed by fees from its members and from return on capital. Principles for membership fees are established by the Congress. On the basis of these principles, the Governing Committee may decide on adjustments to the fees.

15.2.2

In addition, in the event of industrial action, the Governing Committee may decide on extra fees if at least three quarters of the Governing Committee's members agree on the decision (see also § 5.4).

15.3 Financial statements

15.3.1 Financial year

The Union's financial year coincides with the calendar year.

15.3.2 Management report

No later than 20 March, the Governing Committee shall close the accounts for the previous year and submit the accounts and the annual report to the Union's auditors for review. Surpluses or deficits in the annual accounts are allocated as decided on by the Ordinary Congress.

15.4 Industrial action fund

15.4.1

In order to secure measures for the defence of essential member interests, an industrial action fund shall exist within the Union. The purpose of this fund is to protect the members' basic financial interests in the event of industrial action.

15.4.2

The industrial action fund can also be used to support other organisations in industrial action. This support can be provided in the form of grants, loans, guarantees or other forms of security.

15.4.3

Such a portion of the return on the Union's capital shall be allocated to the industrial action fund as decided on by the Congress.

15.4.4

In addition, the fund shall be provided with such an amount as the Congress decides on to secure the purpose of the industrial action fund.

15.4.5

The industrial action fund may be used by decision of the Congress or by decision of the Governing Committee, if at least three quarters of the Governing Committee's members agree with the decision.

15.5 Member funds and scholarships

Within the Union, there may be funds based on resources intended for grants or subsidies to individual members. The Governing Committee makes decisions on the allocation of resources. The following applies for member funds:

15.5.1

The funds are made up of resources made available via through allocations at the Congress.

15.5.2

The funds must be administered in accordance with their terms or decisions of the Congress.

15.6 Audit

The Union's accounts and the Governing Committee's activities are audited by two auditors elected by the Congress and one appointed authorised public accountant. The authorised public accountant is appointed by the Governing Committee following consultation with the elected auditors. The ongoing audit is carried out as decided on by the auditors.

The Union's accounts, minutes and documents must be made available to the auditors.

15.6.1 Auditor's report

The report on the auditors' review of the Union's accounts and the Governing Committee's management of its activities, as well as proposals concerning discharging the Governing Committee from liability, must be submitted to the Governing Committee no later than 5 April. If the auditors find cause for complaint against the Governing Committee management, they must – in addition to the Governing Committee – inform the Congress delegates.

15.7 Vote of no confidence at Extraordinary Congress

If a vote of no confidence in the Governing Committee takes place at an Extraordinary Congress and at least two-thirds of the votes cast in accordance with the adopted voting list are in favour, all members of the Governing Committee must offer to resign.

§ 16 Statute changes

These statutes may be amended on a proposal from the Governing Committee or by motion to the Congress. For the proposed change to become effective, at least a two-thirds majority of the votes is required in accordance with the adopted voting list.

§ 17 Dissolution of the Union

17.1 Proposals for the dissolution of the Union may be made by motion or by the Governing Committee. The approval of a motion or a proposal by the Governing Committee to dissolve the Union requires the agreement of at least three quarters of the Governing Committee's members. At the same time, the Governing Committee must submit proposals for the use of the Union's assets.

17.2 Congress decisions on the dissolution of the Union and the use of its assets must, in order to be applicable, be adopted without amendment by the Ordinary Congress and confirmed by the following Extraordinary Congress to be held not earlier than twelve months after the Ordinary Congress. A decision to dissolve the Union requires at least a two-thirds majority of the votes in accordance with the adopted voting list on each occasion.

17.3 Proposals to dissolve the Union in order to merge with another union or other unions must be decided on at an Ordinary Congress or an Extraordinary Congress. Decisions require at least a two-thirds majority of the votes in accordance with the adopted voting list.

Proposals for local organisation statutes

The activities of the local organisation are governed by these statutes, the Union's statutes and other applicable decisions within the Union (§ 12.5).

§ 1 Area of activity

Finansförbundet's local organisation ...NN... comprises ordinary members who are employed by ...FF... and who are not centrally affiliated in accordance with § 3.1.2 of the statutes of Finansförbundet (hereinafter referred to as the Union). Members' rights and obligations are set out in the Union's statutes, §§ 4–5.

§ 2 Purpose and tasks

The local organisation shall represent its members and defend their trade union, economic and social interests in relation to the company, and shall work for the realisation of the Union's operational focus in accordance with § 1 of the Union's statutes. The local organisation's tasks as a local employee organisation are detailed in the Union's statutes § 12.

§ 3 Annual meeting

The annual meeting must be concluded no later than 31 March each year, and notice must be given to members no later than 14 calendar days before the meeting starts. Proposals and motions from members to be dealt with at the annual meeting must be submitted in writing to the local organisation committee no later than three weeks before the meeting starts. The annual meeting is carried out in accordance with the Union's statutes § 8 Meetings and decisions.

3.1 Extraordinary annual meeting

An extraordinary annual meeting must be held if requested in writing by any of the auditors, the committee or at least 20% of the members. An extraordinary annual meeting must be held no later than one month from the date when the request was received by the committee. Notice must be sent no later than 14 calendar days before the extraordinary annual meeting.

An extraordinary annual meeting can only decide on matters that have been included in the notice of the meeting.

3.2 Annual meeting documents

All annual meeting documents (notice of meeting, administration report, financial report and audit report, proposals of the Nomination Committee and any motions and proposals from the local organisation committee) must be made available to members no later than 14 calendar days before the start of the meeting.

3.3 Agenda items

The following matters shall be dealt with at the annual meeting:

1. whether the members received the notice in time
2. election of the chair and secretary of the annual meeting*
3. election of two members to approve the minutes together with the chair*
4. election of vote counters*
5. the committee's administration report and financial report
6. the auditors' report

7. question of discharge from liability
8. if applicable, establishing the budget
9. establishing the number of members and deputies, unless this is established in the statutes. The committee must consist of at least three members, one of whom is the chair.
10. election of the chair for ... years
11. election of at least three committee members for ... years
12. election of any deputies for ... years
13. election of auditors and ... deputy auditors for ... years
14. election of the Nomination Committee for ... years
15. any election of delegates to the Congress
16. any motions
17. any proposals from the committee.

*In the case of meetings held under the extended voting system, meeting officials are not elected in accordance with points 2, 3 and 4. Instead, in accordance with the Union's statutes § 8 Meetings and decisions, an elected auditor and a member of the Nomination Committee ensure that the meeting is conducted in accordance with the statutes, approves the minutes and deals with drawing any lots.

§ 4 Committee

The activities of the local organisation are led by a local organisation committee consisting of at least three members, one of which is the chair. Any deputies are appointed for the committee's members. The local organisation committee's members are elected for a maximum of two years. Members may be elected in rotation. The local organisation committee appoints a vice-chair, secretary and treasurer, for example, from among its members.

The committee is quorate if more than half of the members are present.

4.1 The committee's tasks

The local organisation committee shall:

- 4.1.1 represent the local organisation and its members in accordance with § 2 (in the proposed local organisation statutes) and constitute the local trade union body in accordance with legislation and agreements
- 4.1.2 manage the affairs and administration of the local organisation
- 4.1.3 plan the local organisation's activities and prepare a draft budget
- 4.1.4 ensure that contact representatives are elected, and that work environment/safety representatives are appointed. Contact representatives are normally also work environment/safety representatives (§ 12.3.2).
- 4.1.5 appoint negotiation delegation(s)
- 4.1.6 appoint employees' members – in accordance with legislation and agreements – in bodies within the company
- 4.1.7 ensure that information about elected local organisation officials is sent to the Union's membership register continuously.

§ 5 Subsidies and accounts

Local organisations are entitled to subsidies in accordance with the guidelines and directives adopted by the Union's Congress. Local organisations' accounts must be kept on a calendar year basis.

§ 6 Nomination Committee

- 6.1 A Nomination Committee shall be appointed at the annual meeting. The election of the Nomination Committee is prepared at the annual meeting by the outgoing Nomination Committee. The Nomination Committee shall submit proposals for the committee, auditors and other elections to be held at the local organisation's annual meeting. The Nomination Committee must take into account a balanced composition of the local organisation committee.

6.2 Every member is entitled to submit written proposals for candidates in the manner determined by the Nomination Committee no later than six weeks before the annual meeting.

6.3 The Nomination Committee's proposal shall list other nominated remaining candidates who have accepted nomination.

6.4 Every member is also entitled to vote for the other nominated remaining candidates who have accepted nomination but have not been proposed by the Nomination Committee.

§ 7 Auditors

7.1 Auditors, who are elected at the annual meeting, shall continuously take note of the local organisation's activities and information of importance for assessing the committee's management, and shall examine the committee's financial management, minutes and administration report.

7.2 The administration report and the financial report must be submitted to the appointed auditors no later than six weeks before the annual meeting. The auditors' report, including an opinion on the management and a statement on discharge from liability, must be submitted to the local organisation committee no later than four weeks before the annual meeting. The question of discharging the committee from liability is dealt with at the annual meeting.

7.3 The auditors are obliged to inform the committee and the Nomination Committee promptly if they do not intend to propose discharging the members of the committee from liability.

7.4 In the event that all or some of the local organisation's members are not discharged from liability, the matter must be referred to the Governing Committee, which may call for a new election of all or part of the local organisation committee.

§ 8 Decision-making procedure

See the Union's statutes § 8 Meetings and decisions.

§ 9 Statute changes

See the Union's statutes § 12.7.2.

§ 10 Dissolution

10.1 The dissolution of a local organisation requires at least a two thirds majority of the members present/participating at the annual meeting. All members must be informed of such a proposal no later than 14 calendar days before the annual meeting. The decision must also be approved by the Governing Committee.

10.2 The Governing Committee may also, at its own initiative, decide to dissolve a local organisation.

10.3 The winding up of a local organisation is otherwise governed by the provisions established by the Governing Committee.

Appendix 1

The Bengt Enander Donation Fund

The Bengt Enander Donation Fund was established through Bengt Enander's will on 17 April 1927. Following a permutation on 8 December 1980, the following applies:

- Those who are eligible to apply for grants from the fund are bank officials and former bank officials throughout the country who, due to illness or other extenuating circumstances, are in need of assistance, temporarily or for longer periods, but with priority being given to those who are or have been employed by commercial banks and who are resident in Stockholm.
- The fund shall be managed by the Union under the name "the Bengt Enander Donation Fund".
- Of the annual return, 10% must be allocated to the capital.

Appendix 2

The Nils Halldau Scholarship

The account balance must be at least SEK 50,000. The Union pays at least 8% interest on this. This will contribute towards scholarship recipients' costs for the Congress. In a Congress year, the accumulated return (for 3 years) is entered in the accounts as income at the Congress.



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