



TRADE UNION OF MEDIA OF MONTENEGRO

Number: 204

Podgorica, September 17, 2022

STATUTE

of the

TRADE UNION OF MEDIA OF MONTENEGRO

September, 2022



Delegates of the Fourth Assembly of the Trade Union of Media of Montenegro, held on September 17, 2022, adopted the following

**STATUTE
of the
TRADE UNION OF MEDIA OF MONTENEGRO**

I - BASIC PROVISIONS

Article 1

The Trade Union of Media of Montenegro (hereinafter: the Trade Union) is an independent, independent, voluntary, self-interested and non-political organization of employees in the media of Montenegro.

Article 2

The activities of the Trade Union shall be based on the protection and realization of economic and social interests and the working and professional rights of members, based on this Statute and established program acts.

In protecting and realizing the interests of its members, the Trade Union will act in the spirit of the Constitution, laws, international conventions, and other documents signed by Montenegro.

Article 3

The Trade Union joins with the unions of other branches of activity in the Union of Free Trade Unions of Montenegro (hereinafter referred to as UFTUM), in order to achieve and protect the common and general interests of employees in the territory of Montenegro more effectively.

The Trade Union will also join international trade unions and journalist associations and networks if this cooperation will contribute to its further development and strengthening.

The decision on association or disassociation with other trade unions and journalistic associations is made by the Main Committee.

Article 4

The Trade Union operates on the principles of:

1. Democratic representation and representation of the will of the members;
2. Openness towards all employees under equal conditions established by this Statute;
3. Voluntary joining and leaving the Trade Union;
4. Independence from employers and their associations, authorities, political parties, religious communities and other organizations;
5. Democratic elections and responsibility of bodies;



6. Public work;
7. Union solidarity;
8. Respect for basic human and trade union rights and freedoms.

Article 5

The name of the Trade Union is: **Trade Union of Media of Montenegro**.

The abbreviated name of the Union is: **SMCG**.

The trade union has the status of a legal entity and has its bank account, seal, sign (logo), flag, and stamp.

The headquarters of the Trade Union is in Podgorica, Njegoševa street no. 7/2.

Article 6

The sign (logo) of the Trade Union is: On the left side, a stylized television, and in the right part, the text: "Trade Union of Media of Montenegro", which is printed in green.

The Trade Union's **flag** is white, with the Trade Union's sign in the middle and the text along the lower part "Trade Union of Media of Montenegro", which is printed in green.

The **seal** of the Trade Union has a round shape, in the center of which there is a stylized sign (logo) of the Trade Union, and around it the text: Trade Union of Media of Montenegro Podgorica.

The **stamp** (for filing documents) of the Trade Union is square in shape, and contains the Trade Union sign and the text:

"Number: _____
Podgorica: _____"

A **facsimile** with the signature of the president can be used by the vice president who is specially authorized for that.

The website of the Trade Union is www.sindicatmedija.me.

The Trade Union also has **accounts on social networks**:

- **Facebook** @SindikatMedijaCG
- **Twitter** @sindikatmedija
- **Instagram** sindikatmedijacg
- **YouTube** Sindikat medija Crne Gore.

II - GOALS AND TASKS OF THE TRADE UNION

Article 7

The main goals and tasks of the Trade Union are:

1. Protection and improvement of labor rights of employees in the media;
2. Protection and improvement of the economic and social status of employees in the media;
3. Improvement of conditions for the payment of salaries and other types of wages (fees);



4. Preparation, negotiation, conclusion and implementation of collective agreements in all areas and levels of activity;
5. Realization and improvement of pension insurance and other forms of security;
6. Providing legal protection to members and representing the interests of members in resolving collective and individual labor disputes;
7. Participation in making all decisions that significantly affect the working conditions and rights and obligations of employees in the media
8. Trade union and professional education of members and their empowerment;
9. Provision of various benefits for employees in the media;
10. Protection of professional and expert rights, integrity of the profession and integrity of media workers;
11. Protecting the safety of media workers and advocating for the resolution of cases of attacks on journalists;
12. Protection and strengthening of media freedom and freedom of expression;
13. Research related to areas of media activity;
14. Analysis, proposal and participation in the adoption and application of media laws and regulations;
15. Strengthening the influence on the adoption and implementation of laws and other regulations in the field of media;
16. Achieving solidarity in mutual relations;
17. Cooperation with trade union organizations in Montenegro;
18. Cooperation with international trade union organizations and associations of journalists and media workers in other countries.

Article 8

In order to achieve the goals and purposes of its establishment, the Trade Union:

1. Represents its members before the employer, employers' associations, state and other bodies and state institutions;
2. Represents members in international trade union associations and federations of journalists and media workers;
3. Initiates and conducts negotiations with employers on the conclusion of collective agreements;
4. Provides members with free legal assistance and represents them in disputes with the employer;
5. Organizes all forms of trade union actions, including strikes;
6. Determines the manner of conducting trade union actions;
7. Monitors cases of attacks on journalists and media workers and systematically reacts in order to solve them.
8. Systemically monitors the implementation and proposes amendments to media laws and regulations.

Article 9

The trade union participates in collective bargaining with employers' associations at the branch level and provides support to trade union organizations in negotiations with the employer at the media level, in accordance with the provisions of this Statute and the decisions of the Assembly.





Within the Trade Union, an advisory Committee can be established to monitor and implement collective and individual labor relations, whose composition, operation and competence are determined by the appointment decision made by the Main Committee.

The Trade Union performs other activities of special interest to its members, in accordance with the provisions of this Statute and other acts of the Trade Union.

III - MEMBERSHIP

Article 10

Media workers may become members of the Trade Union in accordance with the provisions of this Statute and without discrimination on any basis arising from basic human rights.

Membership in the Trade Union is voluntary and upon joining, a declaration of accession is signed by which the Statute and goals and all the rights and obligations arising from it are accepted.

In the media, where a trade union organization has not been established, the worker joins the Trade Union as an individual/individual member.

Individual members of the Trade Union can only be those members whose media company does not have a trade union organization.

The status of a member is retained in the event of termination of the employment relationship, by termination of employment by the employer, until the decision becomes final if the employee has appealed.

Employees who have negotiation powers on the employer's side or are in a position to influence the wages of employees cannot be members of the Trade Union, that is, their membership in the Trade Union is suspended if they so declare.

Article 11

All persons whose main and permanent occupation is working in the media may join the Trade Union:

- journalists employed in all types of media;
- freelance journalists who mainly earn most of their income from the profession of journalism;
- media workers and associates who participate with journalists in the production of media content;
- other employees in the company whose activity is media;
- cameramen, photo-reporters, editors, directors, technical management, employees in printing houses, technical staff in print media, on portals, radio and television, employees in the administration of marketing services of the media.

Employees who have entered into a work or project cooperation contract with the Trade Union can also join the Trade Union.

Journalism students can also be active in the Trade Union, as associate members, if they respect its principles and rules.





MEMBERSHIP CARD

Article 12

Membership in the Trade Union is proved by a membership card.

Members who regularly pay membership fees are entitled to a membership card.

On the front side of the membership card, there is a stylized sign of the Trade Union with the text: Trade Union of Media of Montenegro, name and surname of the member and membership card number.

Records are kept of issued membership cards.

In case of abuse, the Main Committee can make a decision requiring the member to temporarily return the membership card pending a decision on the member's status.

RIGHTS OF TRADE UNION MEMBERS

Article 13

On the basis of the assumed obligations regulated in the Statute, the member realizes the rights regulated by this Statute, in particular:

- the right to elect and be elected to the bodies of the Trade Union;
- the right to launch initiatives and proposals at all levels of the Trade Union;
- the right to be informed about the work of the Trade Union;
- the right to control the work of the Trade Union bodies in accordance with the provisions of this Statute and other acts;
- the right to trade union education;
- the right to interest representation in collective bargaining;
- the right to free legal assistance in exercising rights from the employment relationship and representation in the event of a court dispute for the protection of labor rights;
- the right to use benefits provided by the Trade Union;
- the right to use common trade union funds in accordance with the acts of the Union of Free Trade Unions.

All statutory rights are realized by a member of the Trade Union if they properly pay the membership fee. If the employee does not receive a salary, they should inform the Main Committee of the Trade Union about this in writing, which can exempt them from paying the membership fee until the conditions are met again.

OBLIGATIONS OF TRADE UNION MEMBERS

Article 14

On the basis of membership, a member undertakes certain obligations, namely:

1. To comply with the provisions of the Statute, other acts and decisions adopted in accordance with the Statute;
2. To be actively involved in all Trade Union activities that are organized in the Trade Union or in cooperation with other trade unions;
3. To defend the interests of the Trade Union in solidarity with other members;
4. To regularly pay the membership fee;



5. To promote the objectives of the Trade Union through its activities and not harm its reputation.

TERMINATION OF MEMBERSHIP IN THE TRADE UNION

Article 15

Membership in the Union ends:

- by voluntary withdrawal from the Trade Union, with prior settlement of all membership obligations towards the Trade Union and return of the membership card;
- deletion from the records due to non-payment of membership fees for six months during the calendar year;
- by exclusion when a member acts contrary to this Statute and the decisions of the Trade Union;
- by expulsion from the Trade Union for causing damage or damaging reputation;
- by moving to a job in a non-media activity.

The decision on exclusion from membership is made by the Main Committee of the Trade Union in agreement with the trade union organization whose member is being excluded.

Article 16

A member withdraws from membership voluntarily, without coercion, by means of a written declaration of withdrawal from membership, which they submit to the president of the Trade Union or the president of the trade union organization they are a member of, along with a membership card.

The exclusion procedure is initiated and completed by the trade union organization in agreement with the Main Committee of the Trade Union, and if it is an individual member, the decision is made by the Main Committee by majority vote.

The Member who is excluded is sent a written decision with an explanation of the reasons for exclusion.

The member of the Trade Union who is excluded has the right to appeal to the Statutory Committee of the Trade Union within 15 days from the date of delivery of the act of exclusion.

A member of the Trade Union who resigned or was expelled from membership has the right to submit a written request for re-admission to the trade union.

The decision on re-membership is made by the Main Committee in cooperation with the trade union organization, if it is not an individual member.

IV - BODIES OF THE TRADE UNION

Article 17

The bodies of the Trade Union are:

1. Assembly of the Trade Union
2. Main Committee (MC)
3. President



4. Supervisory Committee
5. Statutory Committee

ASSEMBLY OF THE TRADE UNION

Article 18

The Assembly is the highest body of the Trade Union of Media of Montenegro.

The Assembly of the Trade Union is held every fourth year as an election event.

The decision on the date and venue of the regular Assembly is made by the Main Committee at least 30 days before the meeting.

All members can attend the Assembly.

The right to decide at the Assembly belongs to delegates authorized by their trade union organizations, or individual members (when it comes to delegates representing that part of the membership).

The number and composition of delegates is determined by the census proportionally to the paid membership fee between the two Assemblies.

Notwithstanding the paragraph 6 of this article, each trade union organization has at least one delegate at the Assembly, and individual members of the Trade Union also have the right to at least one delegate.

Regardless of the number of determined delegates of the Assembly, according to paragraph 6, no trade union organization can have more than 49% of all delegates at the Assembly.

If one trade union organization, based on the criteria from paragraph 6 of this article, has more than 49% of all delegates at the Assembly, the number of delegates of that trade union organization is determined to be 49% of all delegates.

The precise number of delegates is determined by the Main Committee.

When electing delegates, trade union organizations shall take into account gender equality.

Article 19

The Trade Union Assembly can make decisions if more than half of the delegates are present, in accordance with the provisions of this Statute.

Decisions at the Assembly are made by majority vote of the delegates.

The work of the Assembly is managed by the Working Presidency elected by the Assembly, in accordance with the Rules of Procedure of the Assembly.

Decisions at the Assembly are made by public declaration, except in the case of a choice between several candidates, when the decision is made by secret ballot.

Decisions made at the Assembly are signed by the President of the Trade Union.

If there is no quorum, the Assembly is convened again in 30 days at the latest, and it can make decisions even if not more than half of the members with the right to vote are present or more than half of the members represented by delegates, as provided for in paragraph 1 of this article.



ASSEMBLY COMPETENCES

Article 20

The competencies of the Trade Union Assembly are:

1. Enacts the Statute and amendments to the Statute;
2. Adopts the Rules of Procedure on its work;
3. Elects the Working Presidency and other working bodies of the Assembly;
4. Makes a decision on accepting the report on the work of the Main Committee;
5. Makes a decision on accepting the report of the Supervisory Committee and decides on the dismissal of members of the Supervisory Committee;
6. Makes a decision on accepting the report on the work of the Statutory Committee and decides on the dismissal of the members of the Statutory Committee;
7. Determines and adopts the conclusions of the Trade Union on important issues of interest to the Trade Union;
8. Discusses and adopts positions on the work, material, social and status position of journalists and media workers;
9. Elects and dismisses the president of the Trade Union;
10. Elects and dismisses MC members who are not automatically MC members as representatives of trade union organizations, in accordance with this Statute;
11. Verifies the mandate of the members of the Main Committee;
12. Elects and dismisses the members of the Supervisory Committee and the Statutory Committee;
13. Makes decisions on other issues important for the work of the Trade Union.

EXTRAORDINARY TRADE UNION ASSEMBLY

Article 21

The Extraordinary Assembly of the Trade Union is convened by the Main Committee of the Trade Union at the request at least 1/3 of the members of the Main Committee or when at least 1/3 of Trade Union members request it.

The initiative for convening an extraordinary Assembly can be submitted by the Supervisory or Statutory Committee, which is decided by the General Assembly by a two-thirds majority.

When submitting a request for convening an extraordinary Assembly, the applicants must explain in writing the reason for convening it and propose an agenda, after which the conditions are met for the General Assembly to make a decision on convening.

The decision on the initiative for convening an extraordinary Assembly must be taken by the MC within 30 days from the date of submission of the initiative for convening it, if it is determined that all the conditions for convening provided for in the Statute have been met.

The Extraordinary Assembly of the Trade Union will be held within 60 days at the latest from the decision on its convening.



THE MAIN COMMITTEE OF THE TRADE UNION

Article 22

The Main Committee is the highest body of the Trade Union between the two Assemblies and consists of: the president of the Trade Union, presidents, that is, elected representatives of all individual trade union organizations and one member elected from among individual members.

All TUs have the right to nominate a member for the General Assembly, whose appointment is only confirmed by the Assembly.

The Main Committee cannot have more than 2 members from the same media company. When the president of the Trade Union is from a media company, then they are on their quota.

If between the two Assemblies, a new trade union organization becomes a member of the Trade Union, its members acquire the right to appoint a representative in the Main Committee until the end of the current mandate.

The President of the Trade Union is by function the President of the Main Committee.

The mandate at the Assembly of the elected members of the MC is four years, and they can be re-elected to the same position.

RIGHTS AND DUTIES OF THE MAIN COMMITTEE OF THE TRADE UNION

Article 23

The Main Committee of the Trade Union:

1. Manages the Trade Union between two Assemblies;
2. Establishes and adopts principles for collective bargaining;
3. Monitors the realization and demands consistent respect and implementation of collective agreements;
4. Organizes the work of the Trade Union, directs and coordinates the work of trade union organizations, decides on the membership of new trade union organizations, makes decisions on the exclusion of trade union organizations that do not meet the requirements of the Trade Union Statute;
5. Prepares and approves the financial report and final account;
6. Ensures the information of Trade Union members;
7. Decides on the application of various forms of trade union struggle;
8. Determines the proposal of the Statute of the Trade Union and its amendments;
9. Prepares documents and decisions that are proposed to the Assembly;
10. Decides on appeals in the cases provided for in this Statute, and on proposals sent to it by the members and bodies of the Trade Union;
11. Performs other tasks within its competence, prescribed by this Statute or other decisions and acts of the Trade Union bodies;



12. Makes a decision on the engagement of experts to help members, trade union organizations and bodies of the Trade Union, which is regulated by special contracts;
13. Adopts the Rules of Procedure of the Main Committee.

The GO is answers for its work to the Assembly and members of the Trade Union.

Sessions are convened and managed by the president of the Trade Union.

The session is also convened if requested by at least 1/3 of the members of the Main Committee.

Sessions can also be convened as reporting sessions, where the performance of members of the Main Committee would be discussed, if requested by at least 1/3 of the members of the MC.

The Main Committee can also make decisions through electronic sessions during which the members of the Main Committee express their opinions via e-mail.

MC members will adopt the minutes from the held electronic session at the first following session.

Article 24

MC can exclude from its ranks a member who is inactive, does not fulfill the assumed obligations or does not respond to invitations to attend sessions.

This measure comes after two written warnings to that member and the trade union organization that delegated them (if they became a member of the MC in that way).

The purpose of this measure is to prevent non-functioning of the MC due to passivity.

A trade union whose member is excluded from the MC has the right to appoint the new one.

PRESIDENT OF THE TRADE UNION

Article 25

The President of the Trade Union is an authorized person who represents the Trade Union and is responsible for the overall operation and material and financial operations of the Trade Union.

The President of the Trade Union cooperates in good faith with other trade unions and social partners as well as professional associations at the national and international level.

The President of the Trade Union is by function a member of the General Assembly.

The President implements the decisions of the Assembly, the Main Committee and coordinates the work of the Trade Union bodies.

The president signs acts of the Assembly, contracts and agreements.

The President works to implement the goals and tasks of the Trade Union.

The President has the authority to act independently on behalf of the Trade Union and respond, orally or in writing, to instances of threats to the labor, material and status rights of journalists and other media workers, as well as to other illegal and impermissible actions to which members may be exposed.



The president is obliged to adhere to the positions of the Trade Union Main Committee and to regularly inform it about the activities they undertake on behalf of the Trade Union.

The President of the Trade Union performs other tasks entrusted to them by the Trade Union Assembly and Main Committee.

Article 26

President is elected at the Assembly.

The mandate of the president is four years, and they can be elected to this position for a maximum of two consecutive full terms.

The term of office of the president does not include the period in which they performed that function in a time shorter than half of the mandate.

The President of the Trade Union performs the function on a voluntary basis, and if necessary, based on the decision of the General Assembly, they can also perform the function professionally, depending on the financial possibilities of the Trade Union.

During the time when they are prevented from performing his duties, the president of the Trade Union is replaced by the vice-presidents.

The procedure for recalling the President of the Trade Union is carried out according to the same procedure as his/her election.

Article 27

At the first, constitutive session of the MC of the Trade Union after the Assembly, at the proposal of the president, the Main Committee appoints three vice-presidents of the Trade Union.

The president and 3 vice-presidents of the Trade Union come from the following four groups:

- trade union organizations of Radio and Television of Montenegro;
- trade union organizations of local public broadcasters;
- trade union organizations of private media, and
- from among individual members.

None of these four groups can have more than one member when it comes to the positions of president and vice president of the Trade Union, collectively.

The vice-president replaces the president in cases when they are unable to perform tasks within their competence, according to their authority.

The vice president also performs other tasks delegated to them by the president and the Main Committee.

UNION SUPERVISORY COMMITTEE

Article 28

The Supervisory Committee has 3 members, who are elected at the Assembly and cannot be members of the Main or Statutory Committee.



If the number of members of the Supervisory Committee decreases between two Assemblies, a new member will be appointed by decision of the Trade Union's General Assembly.

The Supervisory Committee of the Trade Union meets as needed, at least every six months.

Elected members hold a constitutive session at the same Assembly where they were elected, if all are present. Otherwise, the constituent session of the Supervisory Committee shall be convened by the President of the Trade Union no later than 30 days after the Assembly.

The mandate of members of the Supervisory Committee lasts four years, and the members of the Supervisory Committee can be re-elected after the expiration of their mandate.

The Supervisory Committee is responsible for its work to the Trade Union Assembly.

Article 29

The Supervisory Committee of the Trade Union has the following tasks:

1. Supervises the implementation of the established financial policy of the Trade Union;
2. Supervises the overall material and financial operations of the Trade Union;
3. The supervisory Committee submits a report on the work during the mandate period to the Trade Union Assembly.

STATUTORY COMMITTEE OF THE TRADE UNION

Article 30

The Statutory Committee has 3 members, who are elected at the Assembly and cannot be members of the Main or Supervisory Committee.

If the number of members of the Statutory Committee is reduced between two Assemblies, a new member will be appointed by decision of the General Assembly of the Trade Union.

The Statutory Committee of the Trade Union meets as needed, and at least every six months.

Elected members hold a constitutive session at the same Assembly where they were elected, if all are present.

Otherwise, the constitutive session of the Statutory Committee shall be convened by the President of the Trade Union no later than 30 days after the Assembly.

The mandate of the members of the Statutory Committee lasts four years, and the members of the Statutory Committee can be re-elected after the end of the mandate.

The Statutory Committee is responsible for its work to the Trade Union Assembly.

Article 31

The Statutory Committee of the Trade Union has the following powers and tasks:

1. Interprets the provisions of the Statute;
2. Passes an opinion on proposals for amendments to the Statute and forwards them to the Main Committee and the Assembly.





ELECTIONS IN THE TRADE UNION

Article 32

Elections in the Trade Union are held as a rule every four years.

The decision to announce elections is made by the Main Committee of the Trade Union.

Elections for Union bodies are, as a rule, secret and between several candidates.

Candidates for the President of the Trade Union and members of the body can be proposed by trade union organizations, individual members, and personal candidacies can also be submitted.

Candidatures are submitted to the Main Committee of the Trade Union within the deadlines set after determining the date of the Assembly.

ELECTION OF THE PRESIDENT OF THE UNION

Article 33

The President of the Trade Union is elected by the Assembly, as a rule, by secret ballot.

In order for a candidate to be elected, he needs to receive the support of the majority of delegates present.

If in the first election round no proposed candidate received the required majority, the two candidates who received the highest number of votes in the first election round enter the second election round, and the candidate who then receives the majority of votes of the delegates present at the Assembly is elected.

If both candidates receive the same number of votes in the second election round, a new Assembly is organized within 30 days.

ELECTION OF MAIN, SUPERVISORY AND STATUTORY COMMITTEE MEMBERS

Article 34

Members of the Main Committee are not elected from trade union organizations, but their election is only verified by the Assembly, since they have already been elected by their organizations.

If as many candidates are proposed for the position as are elected, each candidate, in order to be elected, should receive the majority of votes of the delegates present at the Assembly.

If several candidates were proposed for a particular position, those candidates who received the highest number of votes were elected in order.

If two or more candidates for the position receive the same number of votes, and it cannot be determined who was elected, the elections between those candidates are repeated and the candidate who receives the greater number of votes is elected.

Elections are conducted by secret ballot.

Article 35

The work of the Trade Union is public.



Mutual disputes between Trade Union members may not be brought to the public through the Trade Union announcements and media if it would result in damage to the reputation.

Mutual disputes are discussed at the sessions of the Main Committee.

Proceedings contrary to those specified in point 2 of this article may result in exclusion proceedings.

VIII - PROFESSIONAL AND ADMINISTRATIVE DUTIES IN THE TRADE UNION

Article 36

The Trade Union may establish the Secretariat (professional service) of the Trade Union of Media of Montenegro, in which professional and administrative tasks for the needs of the Trade Union would be performed, data and decisions of the Trade Union bodies would be kept.

The decision on the establishment of the Professional Service is made by the Main Committee.

Administrative tasks and the provision of free legal aid services, if there is no Professional Service of the Trade Union of Media, will be performed by the Professional Service of the Union of Free Trade Unions of Montenegro.

Article 37

The basic source of income and financing of the Trade Union's activities is the membership fee.

By joining the Trade Union, the member undertakes the obligation to regularly pay the union membership fee.

The amount of the membership fee is determined by the Main Committee of the Trade Union.

The membership fee for individual members of the Trade Union is 2 euros per month.

The trade union can be financed from other sources: donations, projects...

Article 38

In order to promote and foster trade union activities, the Trade Union organizes the Section of Youth and Freelancers.

The Section is managed by a coordinator who is elected by the Section Assembly.

The organization and working methods of the sections are prescribed by the Rules on work and program documents adopted by the Main Committee.

TRANSITIONAL AND FINAL PROVISIONS

Article 39

This Statute enters into force on the day of its adoption.

With the entry into force of this Statute, the Statute of the Trade Union of Media of Montenegro No. 139 of September 7, 2018 ceases to be valid.



Article 40

Amendments and additions to this Statute are made, as a rule, according to the procedure by which it was adopted.

Notwithstanding the paragraph 1 of this article, the Main Committee may, in case of need, make minor amendments to the Statute between two Assemblies, about which it shall report to the Statutory Committee and seek its opinion.

Podgorica, September 17, 2022

President

Radomir Kračković

(signed)

(stamp: *Trade Union of Media of Montenegro, Podgorica*)

TUMAČ - TRANSLATOR/INTERPRETER	
Vanja Miličić	
za engleski jezik, postavljena u Crnoj Gori Rješenjem ministra pravde Crne Gore, broj: UPI-05-109/22-267-1 od 19.04.2022, na vrijeme od pet godina, potvrđuje da je ovaj prevod vjeren originalu.	
for the English language, appointed in Montenegro by the Minister of Justice of Montenegro, Decision no. UPI-05-109/22-267-1 of 19/04/2022, for the period of five years, hereby certifies that this translation is true to the original.	
Transkript prevoda iznosi (Cost of the translation)	1 €
Vanja Miličić	10 sep 2023
Potpis (signature)	



TRADE UNION OF MEDIA OF MONTENEGRO

No. 290

Podgorica, 29th December 2025

Pursuant to Article 40, paragraph 2 of the Statute of the Trade Union of Media of Montenegro, No. 204 of 17th September 2022, the Main Committee of the Trade Union of Media of Montenegro, at the session held on 26th December 2025, adopted the following

STATUTE on Amendments to the Statute of the Trade Union of Media

Article 1

In Article 1 of the Statute of the Trade Union of Media of Montenegro, No. 204 of 17th September 2022 (hereinafter: the Statute), after the word "interest-based", the word "non-profit" shall be added.

Article 2

After Article 38 of the Statute, two new articles, Articles 38a and 38b, shall be added, reading as follows:

Article 38a

"Given that the Trade Union of Media of Montenegro (SMCG) is a non-profit organization, the distribution of surplus revenues, assets, or any form of material benefit to members, bodies, officials of the Trade Union, or related persons, directly or indirectly, is prohibited. Any surplus of revenues over expenditures shall be used exclusively for statutory objectives and trade union activities (reinvested in the same activities)."

Article 38b

"In the event of termination of the activities of the SMCG, after all obligations have been settled, the remaining assets may not be distributed to the persons referred to in Article 38, but shall be transferred to another non-profit organization/trade union with similar objectives or used for a public purpose, by decision of the Assembly and in accordance with the law."

Article 3

The Statute on Amendments to the Statute shall enter into force on the day of its adoption.

TUMAČ - TRANSLATOR/INTERPRETER
Vanja Miličić

za engleski jezik, postavljena u Crnoj Gori Rješenjem ministra pravde Crne Gore, broj: UPI-05-109/22-267-1 od 19.04.2022, na vrijeme od pet godina, potvrđuje da je ovaj prevod vjeran originalu.

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Prezavoda iznose (Cost of the translation) €
U Podgorica, dana (date) 16th Jan 2026.
Vanja Miličić
Potpis (signature)

President
Radomir Kračković