



Statutes

of

**the Autonomous European Unions of Locomotive Drivers
(ALE)**

Approved by the ALE Congress

on 27th October 2006

**Brno
Czech Republic**

Section 1
Name, Seat of Business and Language

- 1.1. The European federation bears the name of “Autonomous European Unions of Locomotive Drivers”, ALE.
- 1.2. The ALE is an independent federation of autonomous European trade unions and professional associations - hereinafter called Member Unions - which unionise locomotive drivers and other railway crews. It has no links to political parties and does not represent any philosophy of life.
- 1.3. It has its seat of business at the union that provides the President.
- 1.4. Communication within the ALE should be in a language customarily used in Brussels. Specification of one single language depends on convenience and is subject to a majority resolution passed by the Board. The union providing the President shall submit a proposal.

Section 2
Targets and Assignments

- 2.1. The ALE pursues the purpose of representing at a European level the professional, social and material interests of the individual members in the member unions. If necessary and possible, the ALE will seek for this purpose the support of the European federation of independent unions, namely the “Confédération Européenne des Syndicats Indépendants” (CESI). The ALE aims to exercise an influence on the political organs of the European Union (EU) in order to be integrated into the Sectoral Social Dialogue for Railways and recognised as a social partner. The ALE follows and supports European policies on transport, employment, social and economic issues in a critical and constructive manner.

It wants to play a part in and influence the following:
 - creation of comparable competitive conditions between the different transport carriers,
 - improvement of employment opportunities, safety and work conditions of railway crews and other railway workers in Europe and
 - increasing of the share of rail traffic among carriers in the whole of Europe.
- 2.2. On request, the ALE will offer its Member Unions support with the performance of national assignments, as far as possible in terms of finance, subject matter and schedule.
- 2.3. ALE respects the national statutes of its Member Unions and their autonomy.

Section 3 Membership

- 3.1. Membership can be obtained by all autonomous European unions of locomotive drivers and professional associations which have the aim and purpose of professionally representing railway crews.
- 3.2. Member Unions must be organised democratically.
- 3.3. Applications for membership must be submitted in writing to the ALE Board. The following must be enclosed with the membership application:
 - 3.3.1. the association statutes (by-laws)
 - 3.3.2. number of members (broken down into active/inactive)
 - 3.3.3. name and address of the Board.
- 3.4. The ALE Board will decide on acceptance of a new Member Union.

Section 4 Termination of Membership

- 4.1. Membership can be terminated by voluntary withdrawal. For voluntary withdrawal, a six-month (6-month) period of notice must be observed.
- 4.2. Membership can be terminated by exclusion. The exclusion of an ALE Member Union can only be decided subject to a two-thirds majority of the ALE Board. The relevant union must be given a hearing beforehand, with a written hearing being acceptable.

Exclusion can only be applied for by ALE Member Unions through their statutory representatives.

Reasons for exclusion can be as follows:

 - 4.2.1. failure to comply with statutory terms
 - 4.2.2. failure to reveal affiliation to competing organisations
 - 4.2.3. arrears of more than six months on payment of subscriptions.
- 4.3. Membership will be automatically terminated and wound up if the ALE Member Union is dissolved.

Section 5 Assignments of National Unions

The unions and professional associations belonging to the ALE must display the following conduct:

- 5.1. In their resolutions and decisions, they will not be influenced by political membership, race, colour of skin, gender or religious affiliation.
- 5.2. They will exchange information that serves the general interest.
- 5.3. They will notify the ALE Board of major railway and traffic occurrences and issues in their area of activity, above all when such issues are of cross-frontier or European significance.
- 5.4. In the event of disputes between ALE Member Unions, the Executive Board of the ALE will, on request, try to arbitrate between the unions involved and to find a solution in co-operation with them. Any joint agreements made in such disputes relating to further procedures in the matter concerned must be observed and are binding.
- 5.5. No conduct is acceptable that has damaging effects on the profession of the locomotive driver or train crews as a whole or that offends against higher-ranking and generally recognised ethical principles. A debate on divergent ethical principles can be proposed and instigated.

Section 6 Subscriptions

- 6.1. The basic membership subscription, which will be used to perform statutory ALE assignments, is € 800 per Member Union. In addition, a per-capita share will be paid; assessment is based on the subscription regulations attached to these Statutes. The subscription regulations will be effective as of 1st January 2007.
- 6.2. The subscriptions payable on 1st January for the ongoing business year must be paid by 1st March.
- 6.3. The ALE Board will decide with a majority vote on any amendments to the per-capita share.

Section 7 Congress

- 7.1. If nothing to the contrary is decided by the Board, the ALE Executive Board will convene delegates from all the ALE Member Unions to attend a congress at least every four years.
- 7.2. The Congress is the highest ALE body and has the following assignments:
- ascertainment of delegates present
 - election of a chairman of the meeting and two deputies
 - passing of a resolution on the agenda
 - receipt of the business report made by the ALE Board
 - receipt of the report made by the Auditors
 - passing of a resolution on the budget
 - approval of acts of the Executive Board
 - election of the President
 - election of two Vice-Presidents
 - election of the Treasurer
 - election of two Auditors
 - passing of resolution on the basic subscription
 - consultation and passing of resolutions on motions and decisions of the Member Unions.
- The Congress can pass resolutions to change the Statutes subject to a two-thirds majority.
- 7.3. The Congress consists of the ALE Board and the delegates registered by the ALE Member Unions in accordance with a delegate key specified in the Annex.
- 7.4. The travelling costs of the delegates holding voting rights and specified as per Section 7.3 will be paid by the ALE.
- 7.5. The ALE Member Unions are entitled to submitted motions for the agenda by three (3) months prior to the beginning of the Congress. The reasons for motions must be stated as briefly and concisely as possible. In due time, the ALE Board must send the Member Unions a written request to present motions for the agenda and must make mention of the time limit.
- 7.6. The official invitation to the ALE Member Unions must be sent at least six (6) weeks before the start of the Congress and must include the official agenda.
- 7.7. An extraordinary Congress must be convened if requested by a third of Member Unions. Such a request must give reasons.

Section 8 The ALE Board

8.1. The ALE Board consists of the ALE President, the two Vice-Presidents, the Treasurer and the Presidents of Member Unions who do not already belong to the ALE Executive Board.

Each ALE Member Union has a nomination and withdrawal right relating to its member. In addition, each Union will appoint a deputy who will attend ALE Board meetings if its President is not able to attend.

8.2. The ALE Board's travelling costs to the ALE Board meetings and to the Congress and the travelling costs of the ALE Executive Board for union purposes and for representation of the ALE to third parties (in accordance with Sections 7, 8 and 9) will be paid from subscriptions.

8.3. The assignments of the ALE Board are as follows:

8.3.1. It specifies the time and place of the Congress and stipulates the agenda.

8.3.2. It decides the pro-capita share to be paid by the ALE Member Unions.

8.3.3. If a member of the Executive Board or an Auditor resigns from his office during an elected period, the ALE Board has the right to nominate a replacement.

8.3.4. In the years in which no Congress is held, it will decide on both the proposed budget and budget implementation.

8.3.5. It will appoint workgroups if necessary.

8.3.6. It decides on union policy issues.

8.3.7. It decides on international events.

8.3.8. It decides on acceptance and exclusion of a Member Union.

8.3.9. It takes a decision on the holding of joint protest actions.

8.4. At the invitation of the Executive Board, it will meet at least twice per year or when requested by one-third of the Board.

8.5. Its meetings will be chaired
- by the President
- or by one of the Vice-Presidents in his absence.

8.6. If nothing is specified to the contrary in these Statutes, decisions by both the ALE Board and the ALE Executive Board will be taken with the majority of votes.

Section 9 Executive Board of the ALE

- 9.1. The ALE Executive Board consists of the President and the two Vice-Presidents. It will meet as required.
- 9.2. It conducts ALE business in compliance with the resolutions passed by the Congress and the Board.
- 9.3. The costs of management will be paid from subscriptions. The work of the ALE Executive Board is on an honorary basis.
- 9.4. Its duties are:
 - 9.4.1. Implementation of the resolutions passed by the Congress and the ALE Board.
 - 9.4.2. Preparation of the Board meetings and the Congress.
 - 9.4.3. Preparation of the agenda for the Board meetings and the Congress.
 - 9.4.4. External representation of ALE in co-operation with the other members of the ALE Board.
 - 9.4.5. Providing information to ALE Member Unions and representing the interests of the federation in dealings with the bodies of the European Union. It can assign duties to representatives but will continue to monitor and support them to the best of its ability. Representatives will consult the ALE Board if they have questions or want to request more support or on an independent basis. Since everyone works voluntarily, it is essential for co-operation to be trustful, respectful and communicative.
 - 9.4.6. At the request of an ALE Member Union, the Executive Board will assist with the solution of existing problems, if they are in the interest of the ALE.

Section 10 Management

Management of the ALE is the responsibility of the union providing the President.

Section 11 The President

- 11.1. The President represents the ALE in external relations.
- 11.2. The President's assignments include the invitations to
 - 11.2.1. the meetings of the ALE Executive Board,
 - 11.2.2. the meetings of the ALE Board,
 - 11.2.3. the Congress.
- 11.3. He chairs the Board meetings.
- 11.4. The President submits the business report to the Congress.

Section 12 Vice-Presidents

The assignments of the Vice-Presidents in agreement with the President are as follows:

- 12.1. Regional co-ordination of the Member Unions,
- 12.2. Organisation of regional meetings,
- 12.3. Supporting the work of individual Member Unions on request,
- 12.4. Representation of the Executive Board as chairman of committees.

Section 13 Treasurer

- 13.1. The Treasurer is responsible for management of finances. The Treasurer monitors regular receipt of the scheduled subscriptions and settles the financial liabilities of the ALE.
- 13.2. He will report on the financial position once per year. He will draw up an annual budget and present budget implementation at the end of the business year.
- 13.3. The business year is the calendar year.

Section 14
Auditors

14.1. The Auditors shall audit the implementation of the budget once per business year.

14.2. The Auditors shall submit an audit report to the Congress.

This Statute Amendment replaces the Statutes
as amended on 26th April 2002
and approved by the ALE Congress in Berlin

Annex to the ALE Statutes

Subscription Regulations

In accordance with the resolution passed by the ALE Congress, the basic subscription is € 800 per year. The ALE Board will decide on the pro-capita share of the ALE Member Unions.

Union:

1. VSLF	€ 0.80
2. GDL	€ 0.60
3. SEMAF	€ 0.60
4. Fast Ferrovie	€ 0.60
5. P.E.P.E	€ 0.60
6. SMAQ	€ 0.45
7. FS-SR	€ 0.15
8. MOSZ	€ 0.30
9. ULDB	€ 0.10
10. NSSMS	€ 0.10
11. FS CR	€ 0.20
12. FML	€ 0.10
13. ZZM	€ 0.15
14. VVMC	€ 0.60
15. SSH	€ 0.30

The delegate key is as follows:

Each ALE Member Union will appoint one member of the Board.

In addition

- up to 2,000 members
• and € 1,023 subscription 1 vote
- between 2,001 and 5,000 members
• and € 1,024 and € 2,560 subscription 2 votes
- between 5,001 and 8,000 members
• and € 2,561 and € 4,091 subscription 3 votes
- between 8,001 and 11,000 members
• and € 4,092 and € 5,625 subscription 4 votes
- between 11,001 and 14,000 members
• and € 5,626 and € 7,159 subscription 5 votes

- per additional 3,000 members and
- € 1,534 subscription 1 vote

The calculation of the delegate key is performed as follows:

1. Calculation of the delegate key by members
2. Calculation of the delegate key by subscription

Then the average is calculated to produce the number of delegates.