

APPROVED  
by the minutes of the General Meeting  
Public Association "Local  
Professional Union of Kazakhstan Football Players "  
dated 04 July 2024 No. 8

**CHARTER**  
**of Public Association**  
**"Local Professional Union of Kazakhstan Football Players "**

Astana, 2024

## **1. GENERAL PROVISIONS**

1. Public Association "Local Professional Union of Kazakhstan Football Players" (hereinafter referred to as the "Trade Union").
2. Full name of the Trade Union:
  - 1) in the state (Kazakh) language: "Қазақстан футболшыларының жергілікті кәсіподақ ұйымы" Қоғамдық бірлестегі;
  - 2) in Russian: Общественное объединение "Локальный профессиональный союз футболистов Казахстана";
  - 3) in English: Public Association "Local Professional Union of Kazakhstan Football Players";
3. Abbreviated name of the Trade Union:
  - 1) in the state (Kazakh) language: "ҚФЖҚҰ" ҚБ;
  - 2) in Russian: ООО "ЛПСФК";
  - 3) In English: PA "LPUKFP".
4. The Trade Union is a non-profit organization, an association of employees connected by common interests in the field of professional football, does not have its main goal of making a profit and does not distribute profits among Trade Union members. The Trade Union, fulfilling its statutory tasks, operates on the basis of the Constitution of the Republic of Kazakhstan, the Law of the Republic of Kazakhstan "On Public Associations", the Law of the Republic of Kazakhstan "On Trade Unions" and other legislative acts that do not contradict them.
5. The Trade Union operates on the basis of voluntariness, equality of its members, self-government and legality, accountability and transparency of activities.
6. The Trade Union carries out activities stipulated by the Charter on the territory of the Republic of Kazakhstan.
7. Location of the executive management body of the Trade Union: 010000, Republic of Kazakhstan, Astana city, Nura district, Kabanbai Batyr Avenue, house 9, n.p.1.

## **2. THE OBJECT AND OBJECTIVES OF THE TRADE UNION'S ACTIVITIES**

8. The subject of the Trade Union's activity is the relations arising in connection with the provision and further improvement of legal, social and informational support to professional football players, as well as the development and popularization of football in the Republic of Kazakhstan.
9. The objectives of the Trade Union's activities are:
  - 1) representation and protection of the rights and legitimate interests of Trade Union members (professional football players) within the limits of their powers with state authorities, employers (football clubs), public organizations and other subjects of football;
  - 2) coordination of joint activities of Trade Union members;
  - 3) making proposals on the adoption by the state bodies of the Republic of Kazakhstan of laws and other regulatory legal acts concerning the improvement of the social and labor sphere of Trade Union members (professional football players);
  - 4) making proposals to adapt the provisions of the International Federation of Football Associations (FIFA), the European Union of Football Associations (UEFA), the International Federation of Professional Football Players' Associations (FIFPro) and other international football organizations to the provisions of the legislation of the Republic of Kazakhstan;
  - 5) the introduction of the provisions of FIFA, UEFA, FIFPro and other international football organizations into the regulatory documents of the Kazakhstan Football Federation (KFF), the Professional Football League of Kazakhstan (PFLK) and other organizations

managing football in the Republic of Kazakhstan, including FIFA Circulars No. 1010 and 1129, as well as other regulatory documents regulating the activities of professional football players;

6) making proposals aimed at improving the social protection of Trade Union members (professional football players), social and medical insurance for professional football players, as well as their medical care;

7) participation in the development of regulatory provisions governing the activities of professional football players as participants in competitions;

8) conducting collective bargaining, concluding agreements and collective agreements on behalf of Trade Union members;

9) participation in the consideration of collective labor disputes;

10) creation of conditions for the implementation of training, retraining, advanced training, and legal literacy of employees and members of the Trade Union;

11) monitoring compliance by employers and officials with labor legislation, including on issues of employment contracts, working hours and rest periods, wages, guarantees and compensations, benefits and advantages, as well as other social and labor issues in organizations (organizations) in which Trade Union members work;

12) monitoring compliance by football players with the provisions of regulatory documents on the organization and conduct of football competitions;

13) organization and holding of exhibitions, seminars, conferences and other events aimed at the realization of the subject and objectives of the Trade Union's activities;

14) participation in the settlement of individual labor disputes with the participation of Trade Union members (professional football players), including through participation in the activities of the legal bodies of the Kazakhstan Football Federation (KFF), which consider disputes between professional football players and other football entities;

15) providing advisory, legal and material assistance to Trade Union members;

16) carrying out intermediary activities in football;

17) other tasks that do not contradict the legislation of the Republic of Kazakhstan, as well as the regulatory documents of FIFA, UEFA, FIFPro.

### **3. RIGHTS AND DUTIES OF A TRADE UNION**

10. In order to achieve its statutory goals, a Trade Union, in accordance with the legislation of the Republic of Kazakhstan, has the right to:

1) open bank accounts;

2) have a seal, stamps and letterheads with the full name of the Trade Union in the state and Russian languages, as well as an emblem (symbolic) registered in accordance with the established procedure;

3) have separate property in ownership or operational management, as well as an independent balance sheet or estimate;

4) acquire and exercise property and personal non-property rights;

5) create other legal entities, unless otherwise provided by legislative acts;

6) use the funds for the implementation of the objectives stipulated in this Charter;

7) be a plaintiff and a defendant in court;

8) disseminate information about their activities;

9) establish mass media;

10) carry out publishing activities;

11) represent and protect the rights and legitimate interests of its members, as well as be representatives of employees in relations with government agencies within their powers, employers, associations of private business entities (associations, unions), and other public organizations;

- 12) file lawsuits in court to protect the rights and interests of its members, act in their interests during mediation, in court, labor arbitration or arbitration, in government agencies, in the legal bodies of FIFA, UEFA, KFF, and provide them with other legal assistance;
  - 13) apply to state and other bodies for the cancellation, in whole or in part, or the amendment of regulatory legal acts adopted by them that infringe on the rights and legitimate interests of Trade Union members;
  - 14) appeal, in accordance with the procedure established by the laws of the Republic of Kazakhstan and the regulatory documents of FIFA, UEFA, KFF, acts of state and other bodies infringing on the rights and legitimate interests of Trade Union members;
  - 15) participate in the pre-trial resolution of labor disputes;
  - 16) participate in the resolution of individual and collective labor disputes in accordance with the labor legislation of the Republic of Kazakhstan and the legislation of the Republic of Kazakhstan on mediation, regulatory documents of FIFA, UEFA, KFF;
  - 17) exercise public control over the observance of the rights and legitimate interests of its members in accordance with the Law of the Republic of Kazakhstan "On Trade Unions";
  - 18) negotiate, conclude agreements and collective agreements;
  - 19) form monetary funds;
  - 20) as part of the industrial council for occupational safety and health, organize joint actions with the employer to ensure occupational safety requirements, prevent occupational injuries and occupational diseases, as well as to conduct inspections of working conditions and occupational safety at workplaces;
  - 21) participate in the development of regulatory legal acts that protect the labor and social rights and interests of citizens, including in matters of employment;
  - 22) in accordance with agreements and collective agreements, in compliance with the rules of occupational safety and health, visit the workplaces of trade union members in the person of their representatives to study and take measures to ensure normal working conditions;
  - 23) organize and hold strikes and peaceful gatherings in accordance with the procedure established by the legislation of the Republic of Kazakhstan;
  - 24) to make proposals to state bodies on bringing to justice persons who violate the legislation of the Republic of Kazakhstan on trade unions, who fail to fulfill obligations stipulated by agreements and collective agreements;
  - 25) engage in publishing activities, cover their work in the press and other mass media, including organizations;
  - 26) own, use and dispose of property belonging to the Trade Union by right of ownership;
  - 27) carry out production and economic activities in the interests of its members in accordance with the statutory objectives;
  - 28) participate in the implementation of measures to ensure the employment of the population;
  - 29) join international non-profit non-governmental associations, other associations and unions, as well as participate in their activities;
  - 30) engage in entrepreneurial activity only insofar as it corresponds to the statutory goals of the Trade Union;
  - 31) open branches and representative offices;
  - 32) exercise other powers that do not contradict the legislation of the Republic of Kazakhstan.
11. The Trade Union is obliged to:

- 1) comply with the legislation of the Republic of Kazakhstan, the norms stipulated by this Charter, decisions of the branch trade union and decisions taken by social partnership bodies, as well as trade unions of which it is a member organization;
- 2) fulfill obligations under collective, sectoral, regional and general agreements;
- 3) within the limits of its authority, take measures to prevent social and labor conflicts;
- 4) ensure that Trade Union members comply with the procedure for organizing and holding strikes and peaceful assemblies established by the legislation of the Republic of Kazakhstan;
- 5) carry out explanatory work among Trade Union members to improve their legal literacy, including on the basics of labor legislation of the Republic of Kazakhstan, the regulatory documents of FIFA, UEFA, KFF, as well as the provisions of collective agreements, agreements on the work of the conciliation commission (if any), the development of skills of negotiation and consensus-building in labor disputes;
- 6) be responsible in accordance with the legislative acts of the Republic of Kazakhstan;
- 7) pay taxes and other mandatory payments to the budget in accordance with the procedure established by law;
- 8) be responsible for his obligations with all property belonging to him;
- 9) provide its members (participants) with the opportunity to familiarize themselves with documents and decisions affecting their rights and interests;
- 10) promote the observance by employees of the rules of internal labor regulations and labor discipline, as well as the rules of occupational safety and health;
- 11) inform its members (participants) about the receipt and disbursement of funds;
- 12) represent the interests of employees who are not members of the trade union on the basis of their written statements on the same terms as for Trade Union members;
- 13) inform the registering authority about changes in the location of the permanent governing body and data on managers to the extent of information included in the National Register of Business Identification Numbers;
- 14) be a member of a branch trade union and (or) a territorial association of trade unions as a member organization on the terms of compliance with their Charter;
- 15) inform the employer, within three working days from the date of election or re-election, about members of elected trade union bodies who have not been released from their main jobs.

#### **4. THE PROPERTY OF THE TRADE UNION**

12. The Trade Union may own property necessary for the material support of the activities provided for in this Charter, as well as organizations created at its expense.

13. The property of a Trade Union may include: land plots, buildings, structures, buildings, premises, housing stock, recreational and cultural property, equipment, inventory, securities, money, vehicles and other property acquired on the basis and in accordance with the procedure provided for by the legislation of the Republic of Kazakhstan.

14. Sources of Trade Union property formation are:

- 1) membership fees of Trade Union members;
- 2) voluntary property contributions, donations, sponsorship, charitable and humanitarian aid, including from foreign organizations;
- 3) income from sports and other events, income from production and other economic activities;

- 4) dividends (income, remuneration (interest) received on shares, bonds, other securities and deposits;
- 5) other receipts that are not prohibited by law.
15. Income from the activities of the Trade Union and other receipts of money cannot be distributed among the members of the Trade Union and are used to achieve the statutory goals.
16. The Trade Union shall bear the following expenses:
  - 1) expenses related to the budget of the Trade Union;
  - 2) expenses approved by the General Meeting;
  - 3) other expenses related to the implementation of the Trade Union's statutory activities.
17. Trade Union members have no rights to the property they have transferred to the Trade Union, including membership fees.
18. The income from the business activities of the Trade Union may not be distributed among the members of the Trade Union and is directed to the statutory purposes of the Trade Union.
19. The size and structure of the income and expenses of a Trade Union, as well as information on the size and composition of the Trade Union's property, the number and composition of employees, their remuneration, and the use of gratuitous labor by citizens in the activities of a Trade Union may not be the subject of a commercial secret.
20. Monthly union membership fees are established and determined according to the decision of the Management Board.
21. Trade Union members who have suspended their activities due to child rearing and/or maternity leave are exempt from membership fees.
22. The funds of the trade union budget formed from membership fees may be used for contributions to the branch trade union, in the amount established and approved by the decision of the Management Board, for the maintenance of full-time employees and production and economic activities, as well as for the achievement of statutory goals.
23. The Trade Union is obliged to inform its members (participants) about the receipt and expenditure of funds, in accordance with the legislation of the Republic of Kazakhstan and this Charter.

## **5. CONFLICT OF INTEREST**

24. Transactions between a Trade Union and interested parties related to the disposal of Trade Union property imply a conflict of interest.
25. Interested parties are members of the Trade Union's governing bodies, as well as persons who, by virtue of their relations with the Trade Union, can influence the disposal of their property by the Trade Union, who conclude transactions with their Trade Union personally or through a representative.
26. A conflict of interest is also assumed if a Trade Union enters into transactions with relatives of interested parties, as well as their creditors.
27. A transaction involving a conflict of interest must be approved by a decision of the Management Board. The interested party must inform the Management Board about the proposed conclusion of the transaction.

The interested party is responsible for compensation of losses caused to the Trade Union as a result of such a transaction concluded in the presence of a conflict of interests, if the transaction has not been approved by the Trade Union.

In addition to compensation for losses, such an interested party must also return to the Trade Union all the income received by this person as a result of such a transaction.

If losses have arisen as a result of the actions of several interested parties, they must be jointly and severally liable to the Trade Union.

## **6. TRADE UNION MANAGEMENT**

28. The governing bodies of the Trade Union are.
- 1) The General Meeting - supreme governing body;
  - 2) The Management Board - collegial executive management body;
  - 3) The General Secretary - administrative body;
  - 4) The Audit Commission - collegial control body;
  - 5) Primary trade union organizations - structural subdivisions created without forming a legal entity.
29. Any member of a Trade Union body must refuse to participate in the consideration of an issue and decide on it, assuming there is a conflict of interest.

## **7. GENERAL MEETING**

30. The General Meeting is the supreme governing body of the Trade Union, the regular meetings of which are convened by the Management Board at least once a year.

31. The decision to hold a regular meeting of the General Meeting is brought by the General Secretary to the attention of the primary organizations of the Trade Union and Trade Union members who are not part of the primary organizations, no later than fifteen calendar days before the date of its holding. All questions and proposals of the primary Trade Union organizations and Trade Union members who are not part of the primary organizations, intended to be included in the agenda of the next meeting of the General Meeting, must be sent to the General Secretary of the Trade Union in writing no later than ten calendar days before the date of the next meeting of the General Meeting.

32. The provisional agenda of the next meeting of the General Meeting approved by the Management Board is sent to the primary Trade Union organizations and Trade Union members who are not part of the primary organizations no later than five calendar days prior to the date of its holding.

33. An extraordinary meeting of the General Meeting is convened by the Management Board at the request of at least half of the primary organizations of the Trade Union and members of the Trade Union that are not part of the primary organizations, as well as at the initiative of the Audit Commission of the Trade Union. No later than twenty calendar days from the date of receipt of the request for its convocation, the Chairman of the Management Board decides to hold an extraordinary meeting or to refuse to hold it. The notice of holding an extraordinary meeting of the General Meeting is sent by the General Secretary to the Chairmen of the primary Trade Union organizations and Trade Union members who are not part of the primary organizations no later than ten calendar days before the date of its holding and must contain the agenda. An extraordinary meeting of the General Meeting makes decisions only on those issues that were included in the agenda. The agenda of the extraordinary meeting of the General Meeting is not subject to change.

34. Primary Trade Union organizations and Trade Union members who are not members of primary organizations are required to confirm their participation in the General Meeting no later than three calendar days before the date of its holding.

35. The General Meeting makes decisions only on those issues that are included in the agenda. Proposals to include new issues on the agenda of an in-person meeting of the General Meeting during its work may be included by 3/4 of the votes of the Trade Union members present.

36. Meetings of the General Meeting are chaired by the Chairman of the Management Board. In case of his absence or inability to participate, the General Secretary chairs the meeting of the General Meeting. In case of simultaneous absence or impossibility of participation of the Chairman of the Management Board and the General Secretary, the meeting of the General Meeting is chaired by the person elected by the delegates by a majority vote.

37. The exclusive competence of the General Meeting includes:

- 1) adoption, introduction of amendments and additions to this Charter;
- 2) voluntary reorganization and liquidation of the Trade Union;
- 3) determining the competence, organizational structure, and procedure for the formation and termination of the powers of the Trade Union's governing bodies;
- 4) determining the procedure and frequency of submitting financial statements of the executive bodies of the Trade Union, as well as the procedure for conducting an audit by the Audit Commission and approving their results;
- 5) making, within the limits established by legislative acts, a decision on the participation of a Trade Union in the establishment or activities of other legal entities;
- 6) appointment of the Chairman of the Management Board, as well as early termination of his powers;
- 7) appointment of members of the Management Board, as well as early termination of their powers;
- 8) appointment of the executive management bodies of the Trade Union, as well as the early termination of their powers;
- 9) appointment of members of the Audit Commission, as well as early termination of their powers;
- 10) approval of the regulations on the Audit Commission and approval of the results of its audits;
- 11) conferring the title of "Honorary Trade Union Worker";
- 12) exercise of other powers stipulated by the internal regulatory documents of the Trade Union.

38. Matters falling within the exclusive competence of the General Meeting may not be referred to other governing bodies of the Trade Union.

39. All decisions of the General Meeting are taken by 3/4 of the number of Trade Union members present.

40. Meetings of the General Meeting may be conducted by questionnaire using various means of communication. At the same time, the General Secretary ensures compliance with the requirements of this article regarding the quorum, decision-making and keeping minutes of the General Meeting.

41. A meeting of the General Meeting is recognized as valid if it is attended by at least 3/4 of the representatives of the primary organizations of the Trade Union and members who are not part of the primary organizations.

42. The Chairman or another member of the primary organization has the right to represent the legitimate interests of the primary organization on the basis of a power of attorney issued to him by the members of the primary organization.

43. In the absence of a quorum, a meeting of the General Meeting, including an extraordinary one, may be postponed for twenty-four hours from the time of the scheduled meeting, and must be held at the same place and with the same agenda. A quorum is not required for a repeat meeting of the General Meeting.

44. Decisions of the General Meeting are drawn up in the form of minutes signed by the Chairman of the Management Board and the General Secretary.

45. The minutes of the General Meeting are sent to all primary Trade Union organizations and members who are not members of primary organizations within thirty calendar days from the date of its holding.

46. The Trade Union has no right to pay remuneration to the members of the Trade Union for the performance of their assigned functions, except for compensation of expenses directly related to participation in the work of the General Meeting.

47. Decisions taken by the General Meeting shall enter into force from the date of their adoption, unless the General Meeting has appointed another date.

## **8. THE MANAGEMENT BOARD**

48. The Management Board is a collegial executive management body of a Trade Union, headed by the Chairman of the Management Board.

The members of the Management Board are appointed by the General Meeting on the proposal of the Chairman of the Management Board, who is nominated by the members of the Trade Union. Meetings of the Management Board are convened by the Chairman of the Management Board at least once every three months.

49. The Management Board consists of at least 15 (fifteen) members: Chairman of the Management Board; General Secretary - Deputy Chairman of the Management Board; chairmen of primary organizations and other members of the Trade Union, appointed if necessary. The term of office of the members of the Management Board is 4 (four) years.

50. The rules of procedure of the Management Board are determined in accordance with the "Regulations on Collegial bodies of the Trade Union", approved by the authorized body of the Trade Union.

51. The competence of the Management Board includes:

- 1) approval of the candidacy of the General Secretary;
- 2) approval of the budget of the Trade Union;
- 3) approval of the size and timing of payments of the annual membership fee of the Trade Union;
- 4) approval of the amount of funds of the trade union budget, formed from membership fees, which can be used for contributions to the branch trade union;
- 5) approval of Trade Union transactions involving a conflict of interest;
- 6) approval of the Trade Union development strategy;
- 7) decisions on the establishment of collegial Trade Union bodies, the appointment and termination of the powers of their chairmen and members;
- 8) approval of regulations governing the activities of its branches and representative offices, as well as collegial bodies of the Trade Union, as well as other regulations governing the activities of the Trade Union;
- 9) decisions on the establishment of Trade Union committees and commissions, the appointment and termination of the powers of their chairmen, as well as members;
- 10) decisions on the entry of new members and primary organizations into the Trade Union, as well as decisions on the exclusion of members and primary organizations from the Trade Union;
- 11) approval of candidates for election to governing bodies, committees and commissions of other organizations;
- 12) approval of the Trade Union's emblem (symbolic);
- 13) determination and approval of the monthly membership fee;
- 14) approval of transactions involving a conflict of interest;
- 15) convocation of regular/extraordinary meetings of the General Meeting;
- 16) nomination of candidates for the title of "Honorary Trade Union Worker";

- 17) compliance with the decisions taken by the General Meeting;
- 18) other functions assigned by the General Meeting.

## **9. CHAIRMAN OF THE MANAGEMENT BOARD**

52. The Chairman of the Management Board is the head of the collegial executive body "Management Board" and the first head of the Trade Union, appointed by the General Meeting for a period of four years, with the right to subsequent reassignment.

53. A capable person with a university degree and at least 10 (ten) years of experience in administrative and managerial positions in the sports field is appointed to the position of Chairman of the Management Board.

54. Candidates for the post of Chairman of the Management Board are nominated by Trade Union members.

55. Chairman of the Management Board:

- 1) carries out the general management of the Trade Union's activities;
- 2) acts on behalf of the Trade Union in relations with third parties without a power of attorney, and represents the interests of the Trade Union in government agencies, public and other organizations;

- 3) concludes memoranda (agreements) on cooperation on behalf of the Trade Union;

- 4) signs on behalf of the Trade Union an employment contract with the General Secretary, acts on his employment and termination of the employment contract with him;

- 5) convenes meetings of the General Meeting;

- 6) preside over meetings of the General Meeting of the Trade Union with the right to vote, provided that the Chairman is a member of the Trade Union. If the Chairman is not a member of the Trade Union, he chairs the meetings of the General Meeting without the right to vote;

- 7) propose to the Management Board the candidacy of the General Secretary for appointment;

- 8) propose to the General Meeting the candidacy of the members of the Management Board;

- 9) convenes meetings of the Management Board and presides over them with the right to vote;

- 10) nominates candidates for election to governing bodies, committees and commissions of other organizations.

56. In the absence of the Chairman of the Management Board, the General Secretary shall perform the duties provided for in clauses 5), 6) and 9) of clauses 55 of this Charter.

57. Disciplinary responsibility and dismissal of the Chairman of the Management Board is carried out by the General Meeting in accordance with the legislation of the Republic of Kazakhstan and the acts of the Trade Union.

## **10. THE GENERAL SECRETARY**

58. The General Secretary is appointed by the Management Board for a term of four (4) years, with the right of subsequent reassignment.

59. A capable person with a university degree and at least five years of experience in administrative positions in the sports field is appointed to the post of General Secretary.

60. Candidates for the post of General Secretary are proposed by the Chairman of the Management Board.

61. The General Secretary:

- 1) manages the day-to-day activities of the Trade Union;
  - 2) organizes the execution of decisions and orders of the Trade Union;
  - 3) prepares the meetings of the General Meeting;
  - 4) prepares the meetings of the Management Board;
  - 5) acts on behalf of the Trade Union in relations with third parties without a power of attorney, represents the interests of the Trade Union in state bodies, public and other organizations;
  - 6) concludes transactions on behalf of the Trade Union on all issues of the Trade Union's activities;
  - 7) manages the money and property of the Trade Union;
  - 8) opens the bank accounts of the Trade Union;
  - 9) approves the organizational structure, staffing and staffing table of the Trade Union;
  - 10) issues act on employment, termination of employment relations with Trade Union employees, on their transfer (relocation), applies incentive measures and imposes disciplinary penalties on Trade Union employees;
  - 11) issues other organizational, legal and administrative acts of the Trade Union;
  - 12) approves acts of the Trade Union that do not fall within the exclusive competence of the General Meeting and/or the Management Board;
  - 13) submits documents related to its exclusive competence to the General Meeting for approval;
  - 14) issues a power of attorney for the right to represent the interests of the Trade Union;
  - 15) gives instructions that are mandatory for all employees of the Trade Union;
  - 16) ensures the maintenance of accounting records and the presentation of statistical and tax reports of the Trade Union in accordance with the legislation of the Republic of Kazakhstan;
  - 17) exercises other powers in accordance with the acts of the Trade Union that are not within the exclusive competence of the General Meeting /or the Management Board.
62. In the absence of the General Secretary, his powers shall be exercised by a person appointed by him.
63. The disciplinary responsibility and dismissal of the General Secretary is carried out by the Management Board in accordance with the legislation of the Republic of Kazakhstan and the acts of the Trade Union.
64. The Secretary-General shall take decisions on any matters not provided for in this Charter, as well as in the event of force majeure.

## **11. THE AUDIT COMMISSION**

65. Control over the financial and economic activities of the Trade Union is carried out by the Audit Commission, whose members are appointed by the General Meeting for a period of 4 (four) years.
66. The Audit Commission consists of three members.
67. The procedure for conducting inspections of the financial and economic activities of the Trade Union by the Audit Commission is determined by the General Meeting.
68. The Audit Commission draws up an opinion on the results of the financial and economic activities of the Trade Union, which must be submitted to the General Meeting for approval.
69. The Audit Commission is accountable to the General Meeting.

## 12. PRIMARY ORGANIZATION

70. A primary organization is a structural subdivision of a Trade Union established without forming a legal entity and located directly in the organization (football club), consisting of Trade Union members who are employees of this organization and who are the authorized representative of employees in social partnership at the organization level.

71. The highest governing body of the primary trade union organization is the Assembly.

72. Trade Union Committee is the elected collegial permanent governing body of the primary organization.

73. The Chairman is the sole executive body of the primary organization.

74. The Auditing Commission of the primary organization is the auditing body.

75. Primary organizations have the right to:

1) submit candidates for inclusion and/or exclusion from the membership of the Trade Union for approval by the Management Board;

2) delegate their representatives to higher trade union bodies, recall and replace them;

3) submit draft documents and proposals for consideration by higher trade union bodies, receive information on the results of their consideration;

4) apply to higher trade union bodies with a petition for the protection of the rights and interests of trade Union members in state and local government bodies;

5) represent the interests of employees during collective bargaining, the conclusion and amendment of a collective agreement, and the monitoring of its implementation;

6) make proposals and participate in the development and conclusion of a regional agreement and other agreements;

7) make proposals on the candidacies of Trade Union officials;

8) use the property of the Trade Union in accordance with the procedure established by the legislation and documents of the Trade Union;

9) use the opportunities of the Trade Union to train trade union personnel and assets, to receive and disseminate information necessary for their activities;

10) apply to higher trade union bodies with proposals on organizing mass actions, including holding rallies, demonstrations, marches, picketing, as well as on supporting collective actions conducted by the Primary organization;

11) contact the Trade Union for information, advice, assistance and support necessary to carry out their activities;

12) submit proposals to higher trade union bodies on encouraging Trade Union members.

76. Primary organizations are required to:

1) carry out work on involvement in the Trade Union;

2) comply with the Trade Union Charter, decisions of trade union bodies adopted in accordance with their powers;

3) develop and conclude a collective agreement, monitor its implementation, and facilitate the conclusion and monitoring of agreements on the regulation of social and labor relations;

4) show solidarity in protecting the rights and interests of Trade Union members and to participate in organizing and conducting collective actions of the Trade Union;

5) observe financial discipline and implement decisions on the allocation of funds for organizing the activities of Trade Union organizations in accordance with the procedure, deadlines and amounts established by the Trade Union;

- 6) monitor the completeness and timeliness of the transfer of union contributions by the employer;
  - 7) submit statistical information, financial statements and other information to the relevant higher trade union bodies in accordance with the established forms approved by the higher trade union bodies;
  - 8) submit for consideration by the assembly and the elected collegial trade union bodies the issues proposed by the higher trade union body;
  - 9) prevent actions harmful and damaging to the Trade Union.
77. The procedure for the establishment, termination of activities, tasks and principles of activity, structure, reporting and other norms relating to primary trade union organizations are established in the Regulations on the primary organization of the PA "Local Professional Union of Kazakhstan Football Players".

### **13. HONORARY TRADE UNION WORKER**

78. The Management Board proposes to the General Meeting for approval the candidacy of an "Honorary Trade Union Worker".
79. The titles of "Honorary Trade Union Worker" are awarded by the General Meeting.
80. Honorary Trade Union Worker has the right to attend meetings of the Trade Union's governing bodies with an advisory vote.

### **14. MEMBERSHIP (PARTICIPATION) IN THE TRADE UNION**

81. Trade Union members may be:
- 1) individuals registered with the KFF as professional football players, including foreigners and stateless persons;
  - 2) citizens of the Republic of Kazakhstan who are registered as professional football players in other national football federations (associations).
82. Admission to Trade Union membership is carried out individually on the basis of the applicant's application. The decision on admission to membership in the Trade Union is made by the Management Board.
83. In order to join a Trade Union, the persons referred to in paragraphs 1) and 2) of paragraph 81 of this article must submit the following documents:
- 1) an application of intent to join a Trade Union in accordance with the form approved by the General Meeting;
  - 2) a copy of the candidate's identity document.
84. Trade Union members have the right to:
- 1) receive information about the activities of the Trade Union;
  - 2) to propose candidates for election to the governing bodies of the Trade Union;
  - 3) to make proposals on the issues of the Trade Union's activities;
  - 4) participate in the meetings of the General Meeting in the manner prescribed by this Charter;
  - 5) resign from the Trade Union in accordance with the procedure provided for by the legislation of the Republic of Kazakhstan and this Charter;
  - 6) exercise other rights in accordance with this Charter.
85. Trade Union members are obliged to:
- 1) comply with the requirements of this Charter and other regulatory documents of the Trade Union;
  - 2) pay membership fees in the manner and amount determined by the Management Board;

3) within five calendar days from the date of the change, inform the General Secretary of the Trade Union in writing about any changes related to the identity document, phone number and e-mail address.;

4) participate in actions and other events held by the Trade Union;

5) implement the decisions taken by the Trade Union;

6) not to join other trade unions, associations in the field of professional football;

7) other obligations arising from the requirements of this Charter and other regulatory documents of the Trade Union.

86. Membership in a Trade Union may be lost:

1) on the Trade Union member's own initiative on the basis of a corresponding application to the Management Board;

2) if a member loses the status of a professional football player;

3) if a Trade Union member fails to comply with the decisions of the Trade Union management bodies;

4) in case of non-payment of the full amount of membership fees within six months or more from the date of expiry of their payment;

5) when a Trade Union member commits actions discrediting the business reputation of the Trade Union, its members (participants) or football in general;

6) in case of non-compliance by a Trade Union member with the requirements of the legislation of the Republic of Kazakhstan, this Charter, regulations, regulatory documents of the KFF, PFLK, FIFA, UEFA and FIFPro;

7) on other grounds deemed sufficient and justified by the Management Board for termination of membership.

87. The decision on expulsion from the Trade Union is made on the basis of a decision of the Management Board.

88. An excluded Trade Union member has the right to request a review of the decision to expel him no earlier than three months after his expulsion. The appeal is subject to consideration by the Management Board within one month from the date of its receipt.

89. Upon termination of membership in a Trade Union, previously paid membership fees will not be refunded.

## **15. BRANCHES AND REPRESENTATIVE OFFICES**

90. In accordance with the procedure provided for by the legislative acts of the Republic of Kazakhstan and this Charter, the Trade Union has the right to establish and abolish branches and representative offices located outside its location, which are not legal entities acting on behalf of the Trade Union.

## **16. TRADE UNION SYMBOLIC**

91. The symbolic of a Trade Union is an emblem with the name of the Trade Union in the official language indicated in the upper part of it, and an ornament in the center of the emblem.

92. A sketch of the symbolic of the Trade Union is indicated in Appendix No. 1 to this Charter.

## **17. PROCEDURE FOR MAKING ADDITIONS AND AMENDMENTS TO THE CHARTER**

93. Amendments and additions to this Charter are made by a decision of the General Meeting of Trade Union.

94. Amendments and additions to this Charter are subject to state registration in accordance with the procedure established by law and become legally binding from the moment of such registration.

### **18. REORGANIZATION AND LIQUIDATION OF A TRADE UNION**

95. The Trade Union may be reorganized and liquidated in accordance with the procedure provided for by the legislation of the Republic of Kazakhstan. The decision on the reorganization or liquidation of the Trade Union is made by the General Meeting of the Trade Union.

96. The reorganization of a Trade Union may be carried out in the form of merger, affiliation, division, separation, transformation and in other forms provided for by the legislation of the Republic of Kazakhstan.

97. The liquidation of a Trade Union may be carried out voluntarily by decision of the General Meeting and forcibly (by court decision) on the basis and in accordance with the procedure provided for by the Civil Code of the Republic of Kazakhstan, the Law "On Non-Profit Organizations" and other legislative acts.

98. The liquidation of a Trade Union is carried out by a liquidation commission appointed by the General Meeting of the Trade Union or by a court in accordance with the legislation of the Republic of Kazakhstan.

99. From the moment the liquidation commission is appointed, the powers to manage the affairs of the Trade Union are transferred to the liquidation commission. The liquidation commission acts in court on behalf of the liquidated Trade Union.

100. In case of liquidation of a Trade Union, the property remaining after satisfying creditors' claims cannot be distributed among the members of the Trade Union, but must be used in accordance with the statutory goals or, by decision of the General Meeting, transferred to a non-profit organization pursuing the same or similar goals as the Trade Union.

101. The liquidation of a Trade Union is considered completed, and the Trade Union has ceased to exist, after entering information about it into the National Register of Business Identification Numbers.

**Appendix No. 1  
to the Charter of the PA "Local Professional  
Union of Kazakhstan Football Players"**

**Symbolic (emblem) of the Trade Union**

