



F.E.C.C.I.A.

*Fédération Européenne des Cadres de la Chimie
et des Industries Annexes*

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Member of CEC European Managers

ARTICLES OF ASSOCIATION OF THE EUROPEAN FEDERATION OF MANAGERS IN THE CHEMICAL AND ALLIED INDUSTRIES (F.E.C.C.I.A.)

Articles of association adopted on 8 June 1956, amended on 22 October 1964, 20 and 22 September 1968 and 29 October 1994, 28 September 2009, 25 May 2012 and 17 March 2015.

Up to 1994 the name was THE INTERNATIONAL FEDERATION OF MANAGERS IN THE CHEMICAL AND ALLIED INDUSTRIES (F.I.C.C.I.A.). Within the framework of its international activities, the previous name continues to be used. The INTERNATIONAL FEDERATION OF MANAGERS IN THE CHEMICAL AND ALLIED INDUSTRIES is known by its initials: F.I.C.C.I.A..

F.I.C.C.I.A. is a Professional Federation of the INTERNATIONAL CONFEDERATION OF MANAGERS (C.I.C.).

ARTICLE I

a) The following national organisations of Managers of Chemical and Allied Industries:

- Association of Management and Professional Staff
Transport House, Merchants Quay,
Salford,

UK – Lancashire M50 3SG

- Fédération Nationale des Syndicats du Personnel d'Encadrements Industries chimiques et Connexes (CFE-CGC CHIMIE)
33, avenue de la République
F – 75011 PARIS

- Federazione Nazionale Dirigenti Aziende Industriali (FEDERMANAGER)
Via Ravenna 14,
I-00161 ROMA
- Fedracion Quimica de la Confederación de Quadros (FEQUICC)
c/ CCP- Confederación de Cuadros y Profesionales
Calle Vallehermoso 78 – 2ª planta
E – 28015 Madrid
- Ledarna – Sveriges Cheforganisation
S:t Eriksgatan 26
SE-102 22 Stockholm
- Lederne – the Norwegian Organisation of Managers and Executives
Storgt. 25
N-0184 Oslo
- Verband angestellter Akademiker und Leitender Angestellter der chemischen
Industrie e. V. (VAA)
MOHRENSTRASSE 11 – 17
D – 50670 KOELN

make up the EUROPEAN FEDERATION OF MANAGERS IN THE CHEMICAL AND ALLIED INDUSTRIES (F.E.C.C.I.A.) governed by the present Articles of Association.

- b) The EUROPEAN FEDERATION OF MANAGERS IN THE CHEMICAL AND ALLIED INDUSTRIES shall hereinafter be known by its initials: F.E.C.C.I.A.
- c) F.E.C.C.I.A. is a Professional Federation of the EUROPEAN CONFEDERATION OF MANAGERS (CEC European Managers): it is of an exclusively professional nature and refrains from all activities of a political or religious nature.
- d) The Managers are salaried intellectual workers whose duties consist of: command, responsibility, initiative with the exception of people who may, under the legislation of their countries, be considered Employers only.
- e) The associations that comprise both Managers and Office or Commercial Employees are only part of and only contribute to F.E.C.C.I.A. for their Management sections, in accordance with the definition established by C.E.C.

ARTICLE II

The objectives of F.E.C.C.I.A., within the framework of the goals pursued by C.E.C., are the following:

- a) study and defence of common professional interests,
- b) improvement, through all appropriate measures, of the economy and living conditions of its members, the safeguarding of their general interest,
- c) the development, up to the extent possible, of vocational training and the sense of responsibility of the Managers in a spirit of European cooperation,
- d) the representation of the interests of the member associations and of their members in all European Organisations within the geographical framework where F.E.C.C.I.A. has members and where the profession is concerned.

ARTICLE III – HEADQUARTERS

The headquarters of F.E.C.C.I.A. are located at: 33, Avenue de la République -75011 PARIS. It may be changed by way of decision by the General Assembly.

ARTICLE IV – MEMBERSHIP

- a) F.E.C.C.I.A. may admit new members from Trade Unions or Managerial Staff Unions, from any national professional organisation with Managers from the Chemical and Allied Industries and of a professional representative nature in their country: this membership shall be subject to the agreement of the founding organisation already representing the country under consideration.
- b) F.E.C.C.I.A. may also admit as “Corresponding Members” “mixed” organisations of Managers from the Chemical Industry, i.e., Organisations of Managers consisting of members who are employers, employees and self-employed.

These “Corresponding Members” may attend our General or Technical Meetings in an advisory capacity.

All membership applications shall be submitted in writing by the competent body of the applying group and shall be accompanied by the articles of association of the latter.

- c) The Steering Committee shall examine the application. It shall be empowered to decide on provisional admission. Definitive admission shall be announced at the next General Assembly.

ARTICLE V – RESIGNATION - EXCLUSION

- a) Membership in F.E.C.C.I.A. shall be lost on submission of resignation with a prior notice of six months, by its own dissolution, or by exclusion.
- b) At the request of the Steering Committee, the General Assembly may, with a majority of $\frac{3}{4}$, exclude any member association whose activity may adversely affect the objectives of F.E.C.C.I.A. or does not pay its fees.
- c) In all cases, the body against which exclusion is envisaged shall be notified by the Steering Committee by registered post and its written reply shall be examined. Failure to reply within a time limit of three months shall be considered as acceptance of the exclusion.

ARTICLE VI

The member organisations shall remain fully autonomous, shall keep their national legal personality, distinct from that of F.E.C.C.I.A. They cannot be bound in their respective countries by any decision taken by F.E.C.C.I.A.

ARTICLE VII

The governing bodies of F.E.C.C.I.A. are:

1. The General Assembly,
2. The Steering Committee,
3. The Board.

Working Committees may be set up by the Steering Committee to study questions of a professional and economic nature, the conclusions of which shall be submitted to the Steering Committee.

ARTICLE VIII – ORDINARY GENERAL ASSEMBLY

- a) The General Assembly shall constitute the basic organ of F.E.C.C.I.A. It shall set out the general guidelines and shall control the activity of the Steering Committee.
- b) It shall obligatorily deliberate on the management and financial report, the budget (expenditure and income), amendments to the articles of association and on any questions introduced to the Agenda by the Steering Committee upon proposal by member associations, the auditors or their substitutes. It shall approve the rules of procedure.
- c) The General Assembly shall consist of delegates from member associations. The number shall be established by the rules of procedure. For the first General Assembly each association shall be entitled to three votes.
- d) The General Assembly shall be convened, in agreement with the Board, by the President of the Federation by a letter or e-mail addressed at least with one month's notice and accompanied by the Agenda and the draft budget.
- e) It shall be chaired by the President of the Federation or, in case of impediment by a Vice-President or any other member appointed by the Steering Committee.

It shall act by simple majority. In the event of a tie, the President shall have the casting vote.

Representation shall be admitted by way of simple written proxy under the conditions set out by the rules of procedure.

However, all amendments to the articles of association or exclusions shall require a majority of $\frac{3}{4}$ of the delegates present or represented.

- f) The General Assembly shall constitute a quorum when half of the delegates are present or represented. If this quorum is not reached, another Meeting shall be convened within 30 days and then a quorum shall be constituted regardless of the number of members present or represented.
- g) The ordinary General Assembly shall meet at least every three years, if possible during the first half of the year.

ARTICLE IX

In case of an emergency, the President, or failing that, the Steering Committee, may convene an Extraordinary General Assembly under the conditions set out in Article VIII.

This Assembly shall have the same powers as the Ordinary General Assembly. A quorum is reached if half of its members are present or represented.

ARTICLE X – STEERING COMMITTEE

- a) The Steering Committee is the executive body of F.E.C.C.I.A. It shall do everything necessary for the smooth running of F.E.C.C.I.A. It may, at its own responsibility, delegate such power to any person chosen by it. It shall establish the rules of procedure and secure their implementation.
- b) The Steering Committee shall submit the budget to the General Assembly. It shall put on its Agenda all the wishes of the member associations.
- c) The Steering Committee shall consist generally of no more than two members per member association and at least one member per country. The General Assembly may also exceptionally elect as member of the Steering Committee a person who does not belong to the one of the member Organisations.
- d) Each member of the Steering Committee shall be entitled to one vote and those of the members who have given him or her a regular proxy. All voting shall be on the basis of a majority of the members present or represented. In case of a tie, the President shall have the casting vote.

ARTICLE XI – BOARD

The Steering Committee shall appoint from its members and for a period of three years a Board consisting of:

1. The President,
2. The Vice-President/s,
3. The Secretary General, the Assistant Secretary General and the Treasurer.

The President shall be responsible for the smooth running of F.E.C.C.I.A. in accordance with the articles of association. He shall sign all documents engaging F.E.C.C.I.A. He shall be responsible for the smooth running of the meetings and General Assemblies. In case the President is absent, a Vice-President shall be appointed by the Steering Committee to replace him.

ARTICLE XII - AUDITORS

The financial control of F.E.C.C.I.A. shall be under the responsibility of the Auditors or their substitutes. They shall only be accountable to the General Assembly.

ARTICLE XIII

All staff positions in F.E.C.C.I.A. shall be unpaid.

ARTICLE XIV

The Board shall be responsible for the distribution of the assets pertaining to F.E.C.C.I.A. in the case of dissolution announced by the General Assembly by $\frac{3}{4}$ majority.

In witness whereof, on 17 March 2015,

António PARANHOS NETO

Philippe JAEGER

Secretary General
(signature)

Vice-President
(signature)