

APPROVED  
by the May 1st Trade Union  
on 14 June 2026  
at the General Meeting

## **STATUTE OF THE MAY 1ST TRADE UNION**

### **CHAPTER I GENERAL PROVISIONS**

1. The May 1st Trade Union (hereinafter – "G1PS") is a territorially based, voluntary, independent, and self-governing organization representing and protecting the labor, economic, and social rights and interests of its members, established in accordance with the Labor Code of the Republic of Lithuania and the Law on Trade Unions of the Republic of Lithuania.
2. The legal form of G1PS is a trade union.
3. G1PS shall have a settlement account (accounts) at a credit institution registered in the Republic of Lithuania. G1PS shall have its own symbols, which are approved by the Council.
4. G1PS is established for an unlimited period of time.
5. In its activities, G1PS shall be guided by the Constitution of the Republic of Lithuania, the Labor Code of the Republic of Lithuania, the Law on Trade Unions of the Republic of Lithuania, other laws of the Republic of Lithuania, international treaties of the Republic of Lithuania, European Union legal acts, and the Statute of G1PS (hereinafter – the "Statute").
6. In its activities, G1PS shall be guided by the principles of workplace democracy, sustainable economy, solidarity, and the codes of conduct approved by the Council or the General Meeting.
7. G1PS shall have the right to join other national and international organizations, provided that their activities do not conflict with the Constitution of the Republic of Lithuania, the Law on Trade Unions of the Republic of Lithuania, and other legal acts of the Republic of Lithuania.
8. G1PS may cooperate with other trade unions operating in the Republic of Lithuania, social movements, and organizations of the Republic of Lithuania and other countries, provided that their activities do not conflict with the Constitution of the Republic of Lithuania, the Law on Trade Unions of the Republic of Lithuania, and other legal acts of the Republic of Lithuania.

### **CHAPTER II PRINCIPAL OBJECTIVES AND TASKS OF ACTIVITY**

9. The principal objective of G1PS's activity is to represent and protect the labor, economic, and social rights and interests of its members.
10. In pursuit of its objectives, G1PS shall:

- 10.1. represent its members in relations with employers, state and municipal institutions, and other third parties;
  - 10.2. represent its members in labor disputes and collective bargaining;
  - 10.3. provide labor law consultations to G1PS members;
  - 10.4. conclude collective agreements and arrangements with employers, employers' organizations, and associations regarding pay, work organization, occupational safety and health, working and rest time, and other social and economic conditions;
  - 10.5. monitor employers' compliance with legal acts, collective agreements, and arrangements governing the labor, economic, and social rights and interests of G1PS members;
  - 10.6. organize meetings, strikes, and other lawful forms of protecting employees' interests in accordance with the procedure established by law. G1PS may also support demonstrations and information campaigns organized by other trade unions or social movements, provided they are consistent with the Statute and the interests of its members;
  - 10.7. participate in the legislative process, submitting comments and proposals to the Seimas of the Republic of Lithuania, the Government, and other competent institutions;
  - 10.8. carry out educational activities for G1PS members;
  - 10.9. publicize G1PS's activities in the media and educate the public on matters of employee, social, and economic rights, as well as freedom of association and trade union freedom;
  - 10.10. organize conferences, seminars, courses, and other training and professional development measures;
  - 10.11. publish periodicals and other informational and methodological materials.
11. G1PS may carry out other activities not provided for in this Statute, provided they do not conflict with the Constitution and laws of the Republic of Lithuania and are necessary to achieve G1PS's objectives.
  12. G1PS shall have the right to engage in economic and commercial activities not prohibited by law that are related to G1PS's objectives. G1PS's fields of activity encompass all activities necessary to achieve its objectives. If a license (permit) is required to carry out a particular economic activity, G1PS may engage in such activity only after obtaining the license (permit) issued in accordance with the procedure established by legal acts.
  13. Having acquired the status of a recipient of support (donee), G1PS shall have the right to receive support from legal entities registered in the Republic of Lithuania and other states, as well as from natural persons, including stateless persons.

### **CHAPTER III**

#### **MEMBERS, THEIR RIGHTS AND OBLIGATIONS**

14. Members of G1PS are:
  - 14.1. natural persons who, on the date of submitting an application to become a member of G1PS, are not younger than 14 years of age;

- 14.2. G1PS divisions – associations of natural persons that have established a G1PS division in accordance with the procedure set out in the Statute, or trade unions (legal entities) that have submitted an application to become a G1PS division in accordance with the procedure set out in the Statute;
- 14.3. G1PS associate members – independently operating legal entities having the status of a trade union.
15. Employers or their authorized representatives may become members of G1PS only by decision of the Council. A G1PS member who becomes an employer or an employer's authorized representative must promptly notify the Council thereof.
16. Becoming a member of G1PS:
- 16.1. Natural persons become members of G1PS by submitting an application to G1PS, thereby undertaking to comply with the Statute, principles, and codes of conduct, and by paying the membership fee for the current month;
- 16.2. Natural persons who become members of a G1PS division, established in the manner set out in Clause 16.3 of the Statute, simultaneously acquire the status of a G1PS member;
- 16.3. G1PS divisions become members of G1PS by submitting an application to the Council together with an extract from the minutes of the division's founding meeting, or an extract from the minutes of the meeting (session) of the management body that adopted the decision to become a G1PS division, a list of members, and an undertaking to comply with the Statute, principles, and codes of conduct. Membership of a G1PS division is confirmed by the Chairperson by written decision.
- 16.4. G1PS associate members become members of G1PS by signing a cooperation agreement with G1PS. The decision on the agreement is made by the Chairperson upon obtaining the Council's approval.
17. Termination of G1PS membership:
- 17.1. A natural person may terminate their membership in G1PS by submitting a written or electronic application for termination of membership to G1PS. The membership of a natural person in G1PS terminates from the moment the application is submitted.
- 17.2. Membership of a G1PS division terminates when the management body of the G1PS division submits a written or electronic application for termination of membership to G1PS. The membership of a G1PS division terminates from the moment the application is submitted.
- 17.3. The membership of G1PS associate members in G1PS terminates upon expiration of the cooperation agreement.
- 17.4. G1PS may unilaterally terminate the membership of natural persons if they fail to comply with the Statute, principles, and codes of conduct, or if their membership could give rise to a conflict of interest. The decision to terminate membership is made by the Council.
- 17.5. G1PS may unilaterally terminate the membership of G1PS divisions if they act contrary to the Statute, G1PS principles, and codes of conduct. The decision is made by the Council.
18. Rights of G1PS members:

- 18.1. to demand protection of, and assistance and solidarity regarding, labor, economic, and social rights and interests;
  - 18.2. to receive labor law consultations;
  - 18.3. to be kept regularly informed about G1PS's activities;
  - 18.4. to participate in elections to management bodies;
  - 18.5. to participate in the General Meeting;
  - 18.6. to submit proposals to the Council regarding the improvement of activities and other matters relevant to the trade union;
  - 18.7. to receive financial support;
  - 18.8. to withdraw from G1PS.
19. Obligations of G1PS members:
- 19.1. to comply with the Statute, G1PS principles, and codes of conduct;
  - 19.2. to pay the membership fee in accordance with the procedure established by the Statute;
  - 19.3. to jointly and severally defend the labor, economic, and social rights and interests of other G1PS members;
  - 19.4. to inform the Council of a potential conflict of interest upon becoming an employer or an employer's authorized representative, as well as upon becoming a member of another trade union or political party, or upon assuming a position that could give rise to a risk of conflict of interest.
20. G1PS membership fee:
- 20.1. The membership fee for a G1PS member who is a natural person, including members of G1PS divisions, is 1 percent of the member's income after taxes;
  - 20.2. G1PS associate members pay the membership fee in accordance with the procedure set out in the cooperation agreement;
  - 20.3. The membership fee is paid into G1PS's bank account for the current month and must be paid by the end of the current month;
  - 20.4. The Council, taking into account the financial situation of a member (natural person), may, at the member's request, exempt the member from paying the membership fee for a fixed period of time;
  - 20.5. A G1PS member who is a natural person and who has not submitted the application referred to in Clause 20.4, and who has failed to pay the membership fee for 3 months, shall lose the rights of a G1PS member provided for in Clause 18 of the Statute, as well as the right to vote in cases where such member has been elected to G1PS management bodies;
  - 20.6. A paid membership fee becomes the property of G1PS and is non-refundable.

#### **CHAPTER IV G1PS DIVISIONS**

21. G1PS members may establish divisions organized on occupational, positional, production, territorial, or other principles determined by the divisions themselves, for the purpose of purposefully improving members' working conditions and representing the rights and interests of their members.

22. G1PS divisions may be legal entities or non-legal entities.
23. G1PS divisions may independently join associations and other organizations, or seek to unite efforts to achieve common goals, and may form joint coordinating bodies, insofar as this does not conflict with the Statute, G1PS principles, codes of conduct, and the laws of the Republic of Lithuania.
24. Procedure for establishing and managing G1PS divisions:
  - 24.1. G1PS divisions may be legal entities or non-legal entities.
  - 24.2. G1PS divisions that are trade unions – legal entities – are established in accordance with the procedure set out by law, operate under their own statutes, have elected management bodies, and have adopted a decision regarding their registered office. Members of G1PS divisions that are trade unions – legal entities – are not required to be G1PS members at the time the legal entity is established; however, natural persons participating in the activities of such a division acquire the status of a G1PS member in accordance with the procedure set out in this Statute. Such divisions become G1PS divisions when their competent management body adopts a decision to become a G1PS division and submits this decision together with the other documents specified in Clause 16.3 of the Statute, and membership of the G1PS division is confirmed by the Chairperson by written decision.
  - 24.3. G1PS divisions that are not legal entities may be established by decision of a founding meeting of no fewer than 10 G1PS members. If the general meeting of members of a G1PS division does not approve the division's statute, the G1PS division shall operate in accordance with the Statute.
  - 24.4. To establish a G1PS division that is an employer-level division or trade union, it is necessary that it have no fewer than 20, or no fewer than 1/10, of the employees of that workplace, but no fewer than three employees of that workplace.
  - 24.5. The supreme management body of a G1PS division that is not a legal entity is the general meeting of members, convened no less frequently than once every two years. The general meeting of a division's members shall be deemed lawful regardless of the number of interested members present, provided that the date, time, place, and agenda of the meeting were announced no later than 7 calendar days in advance.
    - 24.5.1. The general meeting of members of a G1PS division:
    - 24.5.2. approves the division's statute;
    - 24.5.3. determines the composition of the division's management bodies and the terms of office of elected representatives;
    - 24.5.4. considers and approves the budget;
    - 24.5.5. decides on the division's activities and submits a request to the Council for the funding of those activities;
    - 24.5.6. forms a strike committee if the decision to strike was adopted by members of trade unions operating within the enterprise;
    - 24.5.7. elects delegates to the General Meeting and members to the Council.

## **CHAPTER V MANAGEMENT OF THE TRADE UNION**

25. The structure of G1PS shall consist of the following bodies:
  - 25.1. the General Meeting;
  - 25.2. a collegial management body of G1PS – the Council;

- 25.3. a collegial management body of G1PS – the Board;
- 25.4. a sole management body of G1PS – the Chairperson.

## **CHAPTER VI THE GENERAL MEETING**

- 26. The General Meeting shall be convened no less frequently than once every two years.
- 27. Notice of an upcoming General Meeting shall be given no later than two weeks in advance.
- 28. Matters to be considered at the General Meeting shall be submitted by G1PS members to the Council no later than one week in advance.
- 29. The agenda of the General Meeting shall be drawn up by the Council and shall be approved at the meeting by a simple majority vote of the participants.
- 30. Additional items may be added to the agenda during the General Meeting by a vote of 2/3 of the participants.
- 31. An extraordinary General Meeting shall be convened by the Council at the request of no fewer than 2/3 of the Council members, no later than 5 calendar days in advance.
- 32. The General Meeting shall be deemed lawful if no fewer than 2/3 of the delegates are present.
- 33. The Council shall determine the norm of member representation and approve the procedure for appointing delegates to the General Meeting.
- 34. Resolutions of the General Meeting shall be deemed adopted if voted for by no fewer than 2/3 of all delegates present at the meeting; a resolution on the liquidation of the trade union requires no fewer than 4/5 of all meeting participants.
- 35. If the General Meeting does not take place, it shall be reconvened no earlier than 5 days and no later than 15 days thereafter, and shall be deemed lawful regardless of the number of participants present.
- 36. Competence of the General Meeting:
  - 36.1. determine the principal directions of G1PS's activities, adopt and amend the Statute, and elect the Council, the audit committee, and the Chairperson;
  - 36.2. determine the number of Council members;
  - 36.3. hear the report of the Council members and evaluate their work;
  - 36.4. determine the amount of the membership fee, and approve G1PS's financial indicators based on the report submitted by the Council;
  - 36.5. decide on matters related to G1PS's reorganization, liquidation, and the associated transfer of assets;
  - 36.6. adopt other resolutions relating to G1PS's activities.
- 37. The minutes of the General Meeting shall be signed by the chairperson and secretary of the meeting.

## **CHAPTER VII THE COUNCIL**

- 38. The Council is a collegial management body of G1PS, headed by the Chairperson.

39. Members of the Council are elected by the General Meeting for a term of 2 years.
40. The Council shall consist of no fewer than 5 members.
41. In its activities, the Council shall be guided by the Statute and the decisions of the General Meeting, and by the rules of procedure approved by the Chairperson or the Council.
42. The Council shall:
  - 42.1. determine representation quotas and convene the General Meeting, at which it shall report on the work performed;
  - 42.2. appoint a treasurer;
  - 42.3. approve G1PS's income and expenditure estimates and monitor their implementation;
  - 42.4. grant financial support to trade union members;
  - 42.5. decide on G1PS's unification and the establishment of ties with other trade unions operating in the Republic of Lithuania, social movements, and organizations of the Republic of Lithuania and other countries;
  - 42.6. approve members of the Board and determine the number, positions, and remuneration of G1PS employees working under employment contracts;
  - 42.7. authorize trade union members to represent the trade union in the public sphere;
  - 42.8. decide on the use of strike fund resources in the event of a strike.
43. Meetings of the Council shall be convened as needed, with all Council members notified no later than 7 calendar days in advance, or in accordance with a pre-established schedule, but no less frequently than once a quarter. A meeting of the Council shall be lawful if no fewer than half of the Council's members are present. Resolutions of the Council shall be deemed adopted if voted for by no fewer than 2/3 of the meeting's participants.
44. Council members may resign from their position by submitting a written application to the Chairperson. The resignation application must be submitted to the Chairperson no later than 7 calendar days before the resignation. Upon receiving a Council member's resignation statement, the Chairperson shall appoint a G1PS trade union member to temporarily perform the duties of the Council member until the next General Meeting.

## **CHAPTER VIII THE BOARD**

45. The Board is a collegial management body of G1PS, headed by the Chairperson.
46. Members of the Board are proposed by the Chairperson and approved by the General Meeting. Between General Meetings, Board members are approved by the Council, on the proposal of the Chairperson, by resolution recorded in the minutes.
47. The Board shall consist of no fewer than 3 members. The Board shall be formed with regard to G1PS's fields of activity.
48. The Board shall operate in accordance with the Board's rules of procedure, submitted by the Chairperson and approved by the Council. In its activities, the Board shall be guided by the Statute and the decisions of the General Meeting and the Council.
49. The Board shall:

- 49.1. organize the day-to-day activities of the trade union and monitor the collection of membership fees;
  - 49.2. represent trade union members before the Labor Dispute Commission, where the Council has authorized a Board member to provide such representation;
  - 49.3. organize training programs for G1PS members, establish and organize the activities of working groups, and prepare methodological materials for the education of trade union members;
  - 49.4. carry out project activities.
50. Working groups or Committees of G1PS may be established under the Board to bring together trade union members for particular activities – preparing legislative initiatives, engaging in advocacy, educating members, conducting research, and preparing methodological materials. The descriptions of the activities of G1PS working groups and committees shall be approved by the Chairperson.
  51. Meetings of the Board shall be convened as needed, with all Board members notified no later than 7 calendar days in advance, or in accordance with a pre-established schedule, but no less frequently than once a quarter. A meeting of the Board shall be lawful if no fewer than half of the Board's members are present. Resolutions of the Board shall be deemed adopted if voted for by no fewer than 2/3 of the meeting's participants.
  52. Board members may resign from their position by submitting a written application to the Chairperson. The resignation application must be submitted no later than 7 calendar days before the resignation.
  53. Board members may be removed from their position by decision of the Council, if the removal of the Board member is voted for by more than 1/2 of the Council's members.

## **CHAPTER IX THE CHAIRPERSON**

54. The Chairperson of G1PS is the sole management body of G1PS.
55. The Chairperson is elected by the General Meeting of members by a majority of 2/3 of the participants' votes, for a term of 2 years.
56. The Chairperson is a member of the Council and the Board.
57. The Chairperson shall:
  - 57.1. convene and preside over meetings of the Council and the Board;
  - 57.2. represent, or authorize members of the Council or Board to represent, G1PS before all state and municipal institutions;
  - 57.3. represent G1PS in courts, and authorize members of the Council or Board to represent trade union members before the Labor Dispute Commission;
  - 57.4. sign agreements and contracts on behalf of G1PS;
  - 57.5. participate in, or appoint persons to represent G1PS in, collective bargaining, and sign collective agreements together with the chairpersons of the Divisions;
  - 57.6. propose Board members to the Council, direct the work and meetings of the Board, determine the functions of Board members, and approve the descriptions of the activities of Working Groups and Committees;

- 57.7. perform the functions of treasurer in cases where the Council does not appoint a treasurer.
58. The Chairperson may be removed by a 2/3 majority vote of the members at a Council meeting. Upon removal of the Chairperson, the Council shall convene a General Meeting no later than within 7 calendar days. Until the vote at the General Meeting, the duties of the Chairperson shall be performed by an acting Chairperson appointed by the Council.
59. The Chairperson may resign from office by submitting a written statement to the Council. The resignation application must be submitted to the Council no later than 30 calendar days before the resignation. Upon the Chairperson's resignation, the Council shall convene a General Meeting no later than within 7 calendar days. Until the vote at the General Meeting, the duties of the Chairperson shall be performed by an acting Chairperson appointed by the Council.

## **CHAPTER X FUNDS AND PROPERTY**

60. The funds of G1PS shall consist of:
- 60.1. membership fees;
  - 60.2. contributions from enterprises, institutions, and organizations;
  - 60.3. support from natural and legal persons of the Republic of Lithuania and foreign countries;
  - 60.4. funds received from European Union programs and funds;
  - 60.5. other lawfully received income.
61. G1PS, its associations, and its divisions may own movable and immovable property necessary for the achievement of the objectives set out in this Statute.

## **CHAPTER XI PROCEDURE FOR MONITORING G1PS'S ACTIVITIES**

62. Monitoring of G1PS's financial and economic activities shall be carried out by the audit committee.
63. The G1PS audit committee shall consist of no fewer than 2 members, elected at the General Meeting for a term of 2 years.
64. The audit committee shall have the right to receive all of G1PS's financial documents, the minutes of the General Meeting, the Council, and the Board, and G1PS's correspondence, signed agreements, and contracts.
65. No less frequently than once a year, the committee shall draw up audit reports and submit them to the Council.
66. The audit committee shall report to the General Meeting. Between General Meetings, it shall submit an annual report to the Council.
67. Members of the G1PS audit committee may resign from their position by submitting a written statement to the Council. The resignation application must be submitted to the Council no later than 7 calendar days before the resignation. Until the General Meeting,

the duties of audit committee members shall be performed by acting audit committee members appointed by the Council.

## **CHAPTER XII PROCEDURE FOR TERMINATION OF ACTIVITIES**

68. The activities of G1PS shall be terminated by decision of the General Meeting of the G1PS trade union.
69. The activities of G1PS may be suspended or terminated by a court decision.
70. Upon termination of G1PS's activities, the use of the trade union's available funds shall be decided by a liquidation committee appointed by the General Meeting of G1PS.

## **CHAPTER XIII FINAL PROVISIONS**

71. The Statute shall enter into force on the date of its approval at the General Meeting.
72. Information about significant events concerning G1PS shall be published through G1PS's publicly available means of communication (social media accounts, the G1PS website [g1ps.lt](http://g1ps.lt), and others).