

CHARTER “ EUMETSAT Pensionäre e.V.”

translated from the original German version of 13.12.2012

Article 1

Name, Seat

The Association shall be called “EUMETSAT Pensionäre e.V.” Upon registration in the German register for associations, this name shall be suffixed by the abbreviation “e.V.”, in other words “EUMETSAT Pensionäre e.V.”.

The seat of the Association is Darmstadt.

Article 2

Objectives

The Association aims at:

- a) representing the pension- related rights and interests of the members of the Association and
- b) facilitating members to stay in contact with EUMETSAT and with each other.

The Association shall therefore:

- keep its members informed of measures affecting their rights and interests
- discuss all relevant issues and bring the Association’s opinion to the attention of EUMETSAT, and

-act as interlocutor between its members , the EUMETSAT Director-General and the EUMETSAT Staff Association Committee (SAC).

Article 3

Membership

a) Full membership may be obtained by persons who are in receipt of a EUMETSAT pension, including early, survivor, reversion, orphan ,or invalidity pension, and former staff members who have acquired deferred pension rights and who are not in active service at EUMETSAT anymore. Membership shall be applied for in writing. The Pensioner Committee shall decide whether to grant membership.

b) Associate Membership may be obtained by active EUMETSAT staff members who will become EUMETSAT pensioners within the next twelve months. The membership procedure laid down in Article 3(a) shall apply.

c) Honorary membership may be granted by the association upon proposal of the Pensioners committee to former EUMETSAT staff members who are not in receipt of a EUMETSAT pension but subscribe to the Association's objectives.

d) Only full members who have paid their annual contributions have voting rights.

f) Former staff members who have been discharged from EUMETSAT for disciplinary reasons, cannot be members of the Association.

g) Membership ends with voluntary resignation, death or exclusion. A voluntary resignation shall be submitted in writing to a member of the Pensioner Committee. A three month notice period applies, with the resignation becoming effective at the end of the calendar year. Exclusion from the Association can be effected by decision of the Pensioner Committee in the case of failure to pay the annual contribution following the second dunning (reminder) letter or behavior damaging to the association. The Assembly of Members may decide to exclude a member on the grounds of behavior damaging to the Association if the member has grossly breached the interests of the Association. Before a decision is taken, the member shall be given the opportunity to justify his/her actions personally. Any position taken shall be read out in the Assembly of Members.

Article 4

Organs

The organs of the Association are the Pensioners Committee (PC) and the Assembly of Members (AM).

Article 5

Pensioners Committee (PC)

In accordance with §26 German Civil Code(Bürgerliches Gesetzbuch), the PC consists of the Chairman and the Deputy Chairman. Further members of the PC are the Treasurer and the Secretary. At most two members of the Association may be attached to the PC as advisors for specific tasks. Members of the PC and possible advisors are elected every two years by the AM. Whereas the Chairman should usually change after two years and may only exceptionally have his/her term be extended , the other members of the PC and possible advisors may be re-elected without limitation.

All members of the PC and advisors shall be full members of the Association.

The PC directs the activities of the Association in accordance with the following distribution of tasks:

a) The Chairman represents the Association externally. He/she shall:

- convene meetings of the AM in writing at least once a year. He shall send out a written invitation and agenda at least 4 weeks before the meeting. The chairman shall chair the meetings and distribute the written minutes of meeting within six weeks after the meeting , if possible,

- convene meetings of the PC at least once a year. PC meetings may be called with at least seven days' notice in writing or by telephone. An agenda does not need to be communicated. Decisions taken by the PC shall be recorded in the minutes and signed by the chairman. A decision of the PC may be adopted in writing or by telephone, provided that all PC members have consented to this procedure,

- maintain contacts with the EUMETSAT Director-General , the SAC and any other pensioner association as appropriate,

- have the power to sign written communication. He may delegate this power for individual tasks or in individual cases,

- report annually to the AM on the activities of the preceding year.

b) The Deputy Chairman shall assist the Chairman in carrying out his/her duties and shall deputise for the Chairman when required.

c) The Treasurer shall:

- open and maintain a bank account for the funds of the Association,
- manage income and execute expenditure, with supporting documentation,
- regularly document the financial resources of the Association,
- prepare by 28 February each year a statement of income and expenditure of the Association for the previous financial year together with a financial plan for the current financial year, for signature by the chairman.

d) The Secretary shall:

- support all correspondence of the Association,
- draft minutes of meetings of AM and PC,
- maintain the Association's web-site, a part of which shall be accessible only to the members of the association, and other means of communication of the Association,
- maintain a list of all members,
- maintain the Association's archive with founding documents and all other relevant documents,
- liaise with EUMETSAT's administration concerning pension and administrative matters .

Article 6

Assembly of Members (AM)

The AM consists of full members of the Association and shall:

- decide on the Charter and amendments thereto,
- adopt the agenda of its meetings and approve its minutes of meetings,
- approve the annual accounts after they have been checked by the auditor,
- adopt the financial plan for the current financial year ,
- discharge the PC following its 2-year mandate ,
- elect the Chairman, PC members and advisors,
- elect the auditor.

Article 7

Funding

The funding of the Association is composed of membership fees and possible contributions from third parties.

The annual membership fees are decided by the AM upon proposal by the PC. Payment is due on 1 march following a call-up sent out by the Treasurer.

The PC may use funds of the Association to cover administrative and travel expenses within the limits of the budget .

The financial year corresponds to the calendar year.

The annual accounts are audited by the auditor. The auditor's report is transmitted to the PC who submits it to AM.

Article 8

Contacts with the SAC

The PC shall maintain regular contacts with the SAC regarding pension-related questions.

At least one member/advisor of the PC may attend the EUMETSAT Staff General Assemblies.

The PC may furthermore request to attend as observer at SAC meetings when matters concerning the pension rights and interests of EUMETSAT pensioners are discussed.

The SAC for its part may request to attend as observer at PC and AM meetings when matters concerning the pension rights and interests of EUMETSAT pensioners are discussed.

Article 9

Contacts with the EUMETSAT Director General

The PC chairman shall maintain regular contacts with the EUMETSAT Director-General on matters concerning the interests of the members of the association.

When consulted by the Director General or SAC in writing, the PC shall be bound to give a reply within thirty days of being asked, except when a shorter or longer period is mutually agreed in exceptional cases.

The PC may propose to the DG, that he communicates to the Council or the Administrative and Finance Group (AFG) a proposal or opinion of the Association regarding matters affecting the rights or interests of the members.

The PC may furthermore request to attend as observer to the Council or the AFG when pension related matters concerning rights or interests of members are concerned. Any plans to address Council or AFG shall be shared with SAC beforehand.

A EUMETSAT representative appointed by the Personnel Division shall be invited to attend the meetings of the MV.

Article 10

Official Language

The official language of the Association is English. For the sake of interpreting this Charter, the English and German versions are equally authoritative.

Article 11

Majorities

Decisions by the AM are taken, as long as no other rule applies, by simple majority of full members present.

Approval of this Charter, amendments thereto and the dissolution of the Association require a two-thirds majority of all full members of the Association.

Done in Darmstadt on 13.12.2012

Signatures

