

SYNDICATE OF ATOMIC ENERGY-
'LEGALITY, RESPONSIBILITY, MORALITY, COMMITMENT'

Information on the activity of the trade-union association 'Syndicate of Atomic Energy – LRMC' under Article 38 and Annual Report under Article 40, paragraph 2 of the Law on Non-Profit Legal Entities for the year 2016

The syndicate has been established with the objective to defend and protect the fundamental social and labour interests and rights of its members in the field of labour, employment and labour relations, social and health insurance, support, ensuring a high standard of living and professional realisation in compliance with the Constitution of the Republic of Bulgaria, the legislation in force, the conventions of the international labour organization and other international agreements to which the Republic of Bulgaria is a party.

In order to complete these objectives we have established the following:

1. Leading negotiations and concluding agreements with employers, employers' organizations and executive bodies;
2. Concluding collective agreements with employers;
3. Protection of the right to work of all the syndicate's members, regardless of profession, qualification, rank, age and sex,
4. Aiding to ensure a level of income per family member, **sufficient** for a dignified existence;
5. Protection of women as mothers and educators of their children, ensuring freedom in choosing whether, when, where and what to work;
6. Organisation of trade-union solidarity events and protest actions;
7. Provision of legal and trade-union support to its members;
8. Study and adaptation of labour and social legislation to the standards and practices of the European Union;
9. Development of national and international programmes and projects in the sphere of industrial relations, social security, employment, qualification and re-qualification, income and standard of living, development of human resources and social integration;
10. Establishment and maintenance of relations with similar trade unions in Bulgaria and abroad, cooperation for exchange of experience and mutual assistance, participation in the work of national and international trade-union forums;
11. Representation and protection of its members before the employer, the executive and the judiciary, state and municipal administration, social, political and other organisations on labour-related, social and health insurance and living standards issues;
12. Posing requests to the employer to provide conditions for recreation of its members
13. Carrying out **cultural, educational, and charity** activities

Since the establishment of the union 5 years ago, we have been pursuing the above-mentioned goals that are also put down in our Statute. Since the establishment, we have grown from a syndicate of 23 members to a syndicate of 250 members. Through associated membership, we have also been joined by our colleagues from Edinstvo (Unity) Syndicate on behalf of the company Interpriborservice OOD, Kozloduy. In order to protect the interests of other colleagues working on the territory of the Nuclear Power Plant (NPP), we created the Rules for establishing trade-union sections, thus the section of SE-RAW and the section of our colleagues from the cleaning dept have been created.

For us, responsibility and satisfaction with the job well-done stand above all.

We managed to achieve sustainable positions before of the employer and other syndicates and confederations.

In order to carry out our activities legally, we have signed a contract for provision of accounting services.

Over time we have come across problems of a different nature which forced us to look for ways to deal with them. For this purpose trainings were organised delivered by syndicate's lecturers, as well as trainings for familiarisation with the activity of the organisation.

In order to maintain the sustainability of the good results achieved by signing the Collective Labour Agreement (CLA) proposed by our organisation, a training of its representatives was carried out, aimed at improving the negotiation skills for concluding CLAs and defending the interests of the employees.

In order to defend our statute of a trade-union organization equal in rights at the site of Kozloduy NPP EAD and to ensure the conformity with the law of our actions, we have contracted a law firm for provision of legal services.

The biggest and the most important task that we set up during the foundation of the syndicate was to get our CLA proposal approved and signed. Eventually, this happened in 2014. In 2015, we can **report** on the successful implementation of the agreement.

The whole activity of the organization, as well as the spending of the funds, was carried out in compliance with the working rules and the statute of the syndicate.

Kozloduy

President: *signature and stamp illegible*

/IVO YORDANOV STEFANOV/

I, the undersigned Tsvetelin Ignatov Ignatov, hereby certify that the translation from Bulgarian into English language of the enclosed document – Information Sheet, approximates the content of the original document issued in Bulgarian as closely as possible. This translation contains two (2) pages.

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