

Statutes of the association FairTube e.V.

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§ 1 Name and seat

1. The name of the association is FairTube e.V.
2. The seat of the association is Frankfurt on the Main.
3. The association shall be registered in the register of associations of Frankfurt on the Main and shall then carry the suffix e.V.
4. The business year is the calendar year.

§ 2 Purpose of the association

The purpose of the association is to shape and improve working conditions in the age of digitization, especially in the area of platform work, through various activities, including international activities. By its work, the association aims to support members of IG Metall who are highly affected by the digitization of work, as well as to open up further membership potential for IG Metall and promote the networking of groups of employees.

In particular, and in the context of this general purpose, the association pursues the following goals:

- to improve the working conditions of employees active on platforms;
- to create a platform to enable and promote the exchange of information on economic, social and professional interests, if necessary across borders;
- networking employees to create solidarity and bargaining power vis-à-vis employers;
- strengthening the awareness and attractiveness of IG Metall among network-oriented employees;
- attracting new members and support for IG Metall in areas that are not or not fully reached by IG Metall's conventional membership recruitment activities.

In pursuing these goals, the association also works toward improving the situation of members of IG Metall in the world of digitized work.

§ 3 Use of funds

1. The association acts selflessly. Its purpose is not that of a business operation.
2. The funds of the association may only be used for its statutory purposes. Members of the association may not receive any allowances from the association's funds.
3. Members may not receive any share of the association's assets when they leave the association or when the association is dissolved or abolished. The same applies to members already excluded. Excluded members have no claim to the association's assets.
4. No person may benefit from expenses that are not in accordance with the purpose of the association or from disproportionately high remuneration.

§ 4 Members

1. The association has the following types of membership:
 - ordinary membership;
 - supporting membership.
2. Members of the association can be natural persons, associations of persons or legal entities.
3. Written applications for admission to the association are to be addressed to the association board. Alternatively, the application can be submitted through an online application form. The association board makes the final decision on admission. The member receives a written or, in the case of an online application, an electronic confirmation of admission. There is no entitlement to admission to the association. Rejection of admission does not need to be justified.
4. The association's full members in the sense of no. 1 above are its founding members. Additional full members may be admitted.
5. Supporting members in the sense of no. 1 above are involved in the political decision-making of the association.
6. Only full members have the right to vote and can be elected to the offices of the association.
7. Membership ends:
 - (a) by resignation, which is to be declared in writing to the association board with a notice period of one month before the end of the following month;
 - (b) by expulsion, which the association board may pronounce freely and without justification, by resolution, after the member concerned has been heard, also by the end of the following month; the member concerned may appeal within a period of two months after

notification of the expulsion, whereupon the next general assembly shall make a final decision;

(c) by loss of legal capacity;

(d) by death.

8. If a member remains in default of membership fee payments for twelve months despite receiving a reminder, the association board can expel him or her with immediate effect. The member must be given the opportunity to comment before the decision is taken. An appeal against the decision to expel him or her can be lodged within a period of two months after notification of the expulsion, whereupon the next general assembly shall make a final decision.

§ 5 Membership fees

Members pay membership fees in accordance with a resolution of the general assembly. A simple majority of the voting members present at the general assembly is required to determine the amount and due date of the fees. The general assembly can adopt a rule that regulates the type, scope and due date of the fees.

§ 6 Executive bodies

The bodies of the association are:

- (a) the association board (§ 7);
- (b) the general assembly (§ 8).

§ 7 Association board

1. The association board in the sense of § 26 BGB (German Civil Code) consists of three members: the 1st, the 2nd and the 3rd chairperson.
2. The association is judicially and extrajudicially represented (in the sense of § 26 BGB) by two jointly appearing association board members.
3. The association board is elected from among the full members by the general assembly. The term of office is five years. Re-election is permitted. The members of the association board remain in office until they are newly confirmed or a successor is elected.
4. When a member of the association board resigns during his or her term of office, the general assembly promptly elects a substitute member for the remaining term of office of the resigning member.
5. For one person to hold several association board offices is inadmissible.

6. The association board makes its decisions by simple majority.
7. Meetings of the association board shall be called by the 1st chairperson or, if the 1st chairperson is unable to do so for any reason, by the 2nd chairperson, in writing or in electronic form, at least two weeks prior to the meeting and with simultaneous announcement of the agenda. Should both the 1st and the 2nd chairperson be unable to do so, the 3rd chairperson shall call the meeting. The two-week period begins on the day following the dispatch of the invitation letter or on the day of the invitation being dispatched in electronic form. The invitation letter is considered to have been received by a member of the association board when it has been sent to the last postal or electronic address provided to the association board by the member. Meetings of the association board may also be held by means of electronic communication if this is explicitly announced in the invitation and no member of the association board has objected in electronic form within three days of receiving the invitation.
8. The meeting is chaired by the 1st chairperson or, in case the 1st chairperson is prevented from attending, the 2nd chairperson. If both the 1st and the 2nd chairperson are unable to attend, the 3rd chairperson chairs the meeting.
9. In particular, the association board decides on
 - (a) the budget;
 - (b) organization and staffing plans.
10. Members of the association board work free of charge, as defined in § 31a BGB.
11. In urgent cases, resolutions of the association board may be passed by way of electronic communication or by circulation procedure if all members of the association board declare their consent in electronic form or by telephone. The consents shall be documented. Resolutions of the association board passed in this way must be recorded in writing in the same way as resolutions passed at regular meetings.
12. The association board may establish rules of procedure for itself.

§ 8 General assembly

1. At least one regular general assembly must be held every year.
2. The invitation to the general assembly is issued by the association board, in writing or in electronic form, at least two weeks prior to the general assembly and with simultaneous announcement of the agenda. The two-week period begins on the day following the dispatch of the invitation letter or on the day of the dispatch of the email. The invitation letter is

considered to have been received by the member when it has been sent to the last postal or email address provided by the member.

3. The general assembly normally requires attendance in person. In exceptional cases, in particular if in-person events are not possible due to regulations issued by public authorities or for other organizational reasons, the general assembly can take place by means of electronic communication, provided that this form of meeting is legally permissible and is expressly announced in the invitation.
4. The general assembly is chaired by the 1st chairperson or, if the 1st chairperson is prevented from attending, the 2nd chairperson. If both the 1st and the 2nd chairperson are unable to attend, the 3rd chairperson chairs the general assembly.
5. In particular, the general assembly decides on
 - (a) receipt of the annual report and annual accounts;
 - (b) discharge of the association board;
 - (c) election of board members.
6. The general assembly makes its decisions by simple majority.
7. Every ordinary member has one vote.
8. Motions for the agenda must be submitted to the board in writing or in electronic form at least one week before the date of the meeting, and the agenda must be supplemented accordingly at the beginning of the general assembly. Motions received later will only be dealt with if at least a quarter of the members present decide to refer the matter to the board.
9. Extraordinary general assemblies are to be called immediately if the interests of the association require it or if at least one third of full members demand it in writing or in electronic form.
10. The duly convened general assembly shall constitute a quorum if at least half of the full members are present or, in the case of clause 3, no. 2, connected electronically.
11. In urgent cases, the association board can pass a resolution of the general assembly by postal or electronic vote. An urgent case is given when the association is threatened with immediate harm or when extraordinary reasons make it impossible to hold an in-person or electronic general assembly in time. Such resolutions are only valid if three conditions are met: the motion for the resolution has been sent to all members in writing or in electronic form, at least two thirds of the members contacted take part in the vote and a majority of the members votes in favor of the motion. The validity of such a resolution can be made conditional on the responses of the members contacted being received within a period of

time stated in the letter. The responses can be in writing or in electronic form, unless otherwise specified in the letter.

12. In case of absence, a member can transfer his or her vote to another full member in writing. The authorized representative must show his or her signed mandate(s) to the chairman before the opening of the general assembly. No member may represent more than two other members. In the case of a general assembly held by means of electronic communication as described in the second sentence of 3) above, the transfer of votes is not permitted.

§ 9 Advisory Board

1. The association board can institute an advisory board that supports the goals and strategic orientation of the association. The advisory board reports on its work at the general assembly.
2. The members of the advisory board work free of charge.

§ 10 Cash audit

The general assembly elects a cash auditor for a period of two years. This person may not be a member of the board. Re-election, including multiple re-election, is permissible.

§ 11 Amendments to the statutes

1. A three-quarter majority of the association members present at the general assembly is required for the passing of a resolution on an amendment to the statutes.
2. Amendments to the statutes can only be voted on in the general assembly if this agenda item has been announced (within the period stipulated in the statutes) in the invitation to the general assembly and both the original text of the statutes and the proposed amendment were attached to the invitation.
3. Amendments to the statutes that are formally required by supervisory, judicial or tax authorities can be made by the association board on its own initiative. These amendments to the statutes must be immediately communicated, in writing, to all members of the association.

§ 12 Minutes

Resolutions passed at general assemblies and board meetings must be recorded in writing and signed by the board.

§ 13 Dissolution of the association

1. The association can only be dissolved by resolution of the general assembly. The resolution requires a majority of three quarters of the votes cast.
2. The manner of dissolution is decided by the general assembly, on the basis of a simple majority of votes.
3. In the event of a dissolution of the association or withdrawal of its legal capacity, the assets of the association shall be transferred to a legal person under public law or another tax-privileged entity, for the purpose of use for nonprofit purposes.

§ 14 Severability clause

1. If one of the provisions of these statutes is or becomes illegal or invalid in whole or in part, the validity of the remaining provisions shall not be affected. In such a case, the statutes shall be implemented in accordance with their spirit. If the invalidity is based on a performance or time provision, the legally permissible measure shall take its place.
2. The illegal or invalid provision shall be replaced immediately by a resolution of the next general assembly.

§ 15 Entry into force

These statutes come into force on the day of registration in the register of associations.

Frankfurt on the Main, 22 July 2020

Signatures of participants:

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