

# STATUTES OF PSAP

## STATUTES OF ASSOCIATION

Of the Association named

“PAN-HELLENIC PROFESSIONAL FOOTBALL PLAYERS’ ASSOCIATION”

with registered office in Athens, legally represented.

## FIRST CHAPTER

### FORMATION – NAME – REGISTERED OFFICE – OBJECTS

#### ARTICLE 1

FORMATION: The association is formed in Athens according and on the basis of the governing provisions of the Civil Code and the relevant laws, the operation of which shall be regulated by the above provisions and by the provisions included in this Memorandum.

#### ARTICLE 2

NAME: The association shall have the name “PAN-HELLENIC PROFESSIONAL FOOTBALL PLAYERS’ ASSOCIATION” and shall be able to use the initials “PSAP” on the stamps, the flag, the signs and all other documents and symbols promoting the association.

#### ARTICLE 3

REGISTERED OFFICE: The association’s registered office shall be located in the city of Athens.

#### ARTICLE 4

OBJECTS: The association shall have the following objects:

- a) To unify all Greek professional footballers in order to better face their professional problems as well as the problems of Greek football and Greek sports in general.
- b) To develop the athletic spirit, fair competition, solidarity among colleagues and mutual aid between its members.
- c) To elevate the moral, spiritual and social level of Greek football players and to valorize their virtues.
- d) To secure the necessary conditions for the progress of Greek football and the creation of ideal conditions for the relevant championships.

- e) To reform, purify and fully release Greek football from the diseases it suffers from for many years and from the lesions that infect it; also to protect football from any danger obstructing its progress and improvement.
- f) To study the social, technical, economic and professional problems of its members and to look for methods, ways and means imposed for their resolution.
- g) To provide every form of help and assistance to the association's members, which they might need, as well as to provide every support in regard to all lawful, fair, justified and legitimate requests of the members.
- h) To pursue the objective of the state, the sports Administration and Football Clubs administrations to treat footballers right as well as to avoid reductive discriminations against them on behalf of the other athletes of the Olympic programme.
- i) To promote, protect and safeguard the Greek footballers' professional interests.
- j) To create the most ideal and necessary conditions in order to professionally organize Greek football players and to cover the current huge gap in the field of insuring footballers against serious professional risks.
- k) To acknowledge professional football players as a separate field of professionals as well as the behavior corresponding to this status by the state via the incorporation of their profession in the category of hazardous and unhealthy professions.
- l) To insure professional footballers via the foundation of a relevant authority, which shall cover the provision of medical and medicinal care of footballers and their family members, shall grant them a pension when they leave competition activity, either due to age – or due to a serious accident; shall grant them a lump retirement sum or extraordinary special aids for those unjustly suffering from an accident due to professional risks.
- m) To consecrate the institution of free transfers and movements of professional footballers according to the provisions in force abroad and to create the necessary terms and conditions for the free provisions and granting of their services.
- n) To abolish every provision imitating the association members' remuneration, independently from their type, as opposed to the respective General Principle of Law which is constitutionally secured and opposed to the particular, different nature of the services footballers provide in regard to the short period of time they are able to provide them.
- o) To establish an honorary game (jubilee) for each professional footballer having completed ten continuous years of activity or a corresponding game as a token of honor for each footballer who left from active action.

- p) To grant free entrance to all international footballers to all competition venues, independently from the kind of game played.
- q) To promptly register them as members of each FC where they competed right after their leaving active duty, upon their relevant request.
- r) To create a special disciplinary authority which shall impose sanctions against the association's members who shall have improper behavior, independently from other administrative procedures taking place at the same time.
- s) To create a special form or periodic for the projection and promotion of football issues and of the association's members.
- t) To protect members from illegal acts by the FC's administration and the administration of Greek Football via the participation of a member of the Association's administration in Disciplinary Councils and Committees.
- u) To create a special expertise authority the certificates of which shall be necessary in order to take any administrative measure concerning the interests of the Association's members and the organization of Greek football.
- v) To directly collaborate with the other football professionals (coaches, physical therapists, masseurs etc.) or the associations of other sports for the better and fuller promotion of the issues of the Greek sports world.
- w) To create the conditions for the unification under a common authority of all football professionals in a manner as to render the fulfillment of the whole of the Association's objects as well as the objects of the other relevant sectors easier.
- x) To create a department of Footballers' Legal Protection.
- y) To collaborate with official FIFA managers in regard to footballers' transfer matters.

## ARTICLE 5

In order to implement its objectives the association may only use the means that are not opposed to laws, Regulations and Morals.

Therefore, achieving the association's objectives shall be performed with the following indicative means:

- a) Via the creation of annexes in the big urban centers or other countries where meeting could be organized in order to exchange views among the local members as to issues preoccupying the association and the submission of the relevant propositions.

- b) Via the issue of circulars, instructions, notifications, informative reports, studies and, mainly, of a magazine for the projection of different issues related to the associations' goals.
- c) Via the creation of work groups which shall be constituted only of association members, or by third parties, who shall have the necessary knowledge in regard to the issues investigated.
- d) Via signing contracts with different organizations which, for a small price, cover the vital needs of the association, either only be members of the association or by third parties having the adequate knowledge for the issues under investigation.

## SECOND CHAPTER

### MEMBERS

#### ENTRANCE – LEAVING – SUSPENSION – RIGHTS – OBLIGATIONS

##### ARTICLE 6

All active professional footballers may enroll as members of the association, regardless of nationality, given that they are competing in a Football Club participating in the championships organized by the Greek Football Federation which have departments of professional footballers.

Persons who do not compete any longer may also enroll as members of the association if they had participated in at least 10 championships of the First or Second Category of the National Division.

To enroll non-active athletes as members who participated in less than ten championships, the General Assembly must give its consent.

**ENTRANCE:** For anyone with the above capacities to enter the association, the submission of the above written application addressed to the Administration shall be requested as well as approval from the Board of Directors. The submission of the aforementioned application shall be considered performed if the footballer pays his annual contribution to the Association.

The Board of Directors may reject the registration application or to postpone taking a decision in regard to the application without being obliged to justify its decision.

**LEAVING:** Every member, regardless of their mode of registration, may leave freely whenever they wish, except if necessity reasons on behalf of the association impose the footballer's stay until the end of the season; at the latter date the resignation submitted shall be admitted from the end of the season during which the footballer expressed his wish to leave.

SUSPENSION: Members shall be obliged to conscientiously comply with all provisions of the Memorandum of association and the directives and to fulfill their obligations towards the association and the other members.

Every violation shall justify the member's suspension from the association and his erasure from the relevant records upon a decision by the Board of Directors. This decision may be revoked with a request from the suspended member by the next General Assembly.

RIGHTS: The members of the association must comply with the following obligations mentioned on an indicative basis, apart from the ones mentioned in other paragraphs.

- a) To actively participate in all events of the association and more especially to the General Assemblies and the work and study groups, or in committees formed for a special reason.
- b) To support, regardless of the conditions under which they are submitted, the associations claims.
- c) To comply with the provisions of the Memorandum of Association and the Administration and fulfill their financial obligations constantly.
- d) To demonstrate flawless and exemplary behavior towards their colleagues and towards every person or authority related to Sports and, in general, to live in a way as to cause the praise of the society in which they live.

## ARTICLE 7

The members of the association shall be divided into Regular and Honorary members.

Regular members shall be the members who have the attributes mentioned in the previous article.

These members shall hold and exercise all the rights awarded by this Memorandum.

Honorary members shall be the members proclaimed as honorary by the General Assembly due to special services they provided to the association and to Sports in general for the achievement of the association's objects. These members shall be deprived of the right to vote and be voted, while they shall maintain all the other rights.

### THIRD CHAPTER

#### RESOURCES

##### ARTICLE 8

The association's resources shall be the following:

One-time contributions of the association's members in the form of the registration fee.

The contributions paid by the members each year.

Diverse donations, bequests, financial aids, collections from any entertaining events, celebrations etc.

Any income such as interests from the exploitation of the association's properties.

State and municipal grants as well as any other general collection from a lawful motive.

##### ARTICLE 9

The amount of the one-off registration fee of regular members and of their annual fee shall be determined every time with a decision of the Board of Directors.

The annual fee shall be paid at the start of every September.

A regular member who had been erased in this manner shall be registered again without having the obligation to pay the fees due, if his re-registration is approved by the Board of Directors.

A member who did not pay his fee shall be erased upon a decision of the BoD without previous notice and shall be deprived of every privilege and of every service provided. The aforementioned erasure of regular members who did not fulfill their financial obligations towards the association must necessarily be performed by the BoD before every General Assembly.

In order to have the right to vote in each General Assembly, regular members must have paid their fees until the month in which the General Assembly is held.

### FOURTH CHAPTER

#### SUBSCRIBERS – DONORS – BENEFACTORS – GREAT BENEFACTORS

##### ARTICLE 10

**SUBSCRIBERS:** In order to enhance its financial state, the association shall be able to register subscribers who shall be willing to pay regular annual subscriptions of at least 10,000 drachmas.

DONORS: All persons offering financial assistance reaching at least one hundred thousand (100,000) drachmas shall be proclaimed donors of the Association.

BENEFACTORS: All persons offering a total aid amounting to at least one million (1,000,000) drachmas for the objects of the association shall be proclaimed benefactors. The BoD shall approve the persons that the General Assembly proclaims Great Benefactors when they will have offered to the association an overall amount of at least five million (5,000,000) drachmas.

The picture of great benefactors shall be placed in the rooms of the association with the indication where, apart from their name, their title of Great Benefactor shall also be mentioned as well as the date on which the General Assembly proclaimed them Great Benefactor.

The names of the Donors, Benefactors and Great Benefactors shall be engraved on special tables boards placed in the association's offices.

Every future readjustment of the above amounts shall be performed upon decision of the association's BoD.

## FIFTH CHAPTER

### GENERAL ASSEMBLY

#### ARTICLE 11

The Members' General Assembly shall exercise the association's administration; it shall meet every year on a regular basis, and also on an extraordinary basis for certain matters, upon decision of the BoD, or upon the request by 1/6 of the regular members with fulfilled financial obligations; in the last case, the General Assemble shall meet twenty days at the latest after submission of the request to the BoD.

The representation of members at the General Assembly shall be possible with the representation of one member for all the groups of the national territory, authorized in written form with a power of attorney which shall mention the agenda of the General Assembly and which shall be lawfully submitted before the initiation of the works of the Assembly.

General Assemblies shall be called upon with an invitation of the Board of Directors towards the members, at least twenty (20) days before the date on which the meeting was fixed. The General Assemblies shall have a quorum when half plus one of the total members with fulfilled financial obligations shall be present or represented; they shall take valid decisions with absolute majority of the present and represented members.

A General Assembly cancelled due to lack of quorum, shall be repeated within eight (8) days at the same place with the same subjects on the daily agenda, without a new invitation; the quorum shall be met regardless of the number of members present.

## ARTICLE 12

The regular General Assembly shall meet every year. in the month of May.

At this General Assembly reports shall be presented, as well as the financial information and a debate shall take place in regard to the actions of the Board of Directors; the current year's budget shall be voted.

Furthermore the Audit Committee's report must be read, which must have been compiled until the week preceding the Assembly.

At this regular General Assembly every year's balance-sheet must absolutely be submitted to the Board of Directors as well as the Audit Committee's report in regard to the financial year ending, therefore complying with the law on compulsory submission of balance-sheets at the General Assembly within three months from the end of the year.

Every third year in the month of May a secret ballot shall take place in order to elect a new Board of Directors with nine (9) members and also to elect an Audit Committee by the regular General Assembly that shall be convoked for this purpose. During this assembly reports on the actions taken by the BoD during the last year shall be submitted the Audit Committee's report shall also be read and the budget of the following year shall be approved.

The ballot shall take place in an apparent manner with raising of the arm of each voting member, apart from the exceptions determined by Law or upon special decisions of the General Assembly taken by a majority of 2/3 of the present members.

The General Assembly shall elect a three-member Elections Committee, the president of which shall be a senior, as well as two other members who shall be considered secretaries; this Committee shall perform the elections.

At the end of the ballot of the regular members who shall be entitled to vote and upon counting the votes, the persons voted for shall be announced according to the correct order of success. In case of equality in votes between candidates, the Elections Committee shall proceed to a draw in order to proclaim the success order and prefer the persons favored by the draw.



#### ARTICLE 13

Any amendment on this memorandum shall be decided by the General Assembly if there is a quorum of the half plus one of the total number of regular members with a right to vote and with a majority of  $\frac{3}{4}$  out of those present or represented.

The ASSOCIATION'S dissolution shall be announced with a decision of the BoD that will meet to this end only with a majority of  $\frac{4}{5}$  of the regular members with a right to vote present or represented. In case of lack of quorum the General Assembly shall be repeated after three months and shall then decide with a majority of  $\frac{3}{4}$  of the of the regular members with a right to vote present or represented.

For a quorum to be reached at such a General Assembly, the presence or representation of half plus one of the members with financial obligations fulfilled shall be necessary.

In case of dissolution of the association and if no other decision is made by the General Assembly, pursuant to the provisions of article 106 of the Civil Code, the association's belongings shall be forwarded to the General Secretariat for Sports.

#### ARTICLE 14

In General Assemblies the President of the BoD shall preside over the association; minutes shall be drawn up and to this end two (2) secretaries will be voted.

In extraordinary General Assemblies the President of the BoD shall also preside, apart from the cases when the General Assembly shall debate issues concerning the trust towards the Board of Directors.

In that particular case the President of the General Assembly will be voted by the latter. The minutes of the General Assemblies kept under the responsibility of the President and the secretaries, shall be signed by them and registered in the special book with a signed certification of the authenticity of the copying by the President and the General Secretary of the Board of Directors.

In each general Assembly the recording of the regular members present or represented with a right to vote shall be performed via their signature on a special book where they shall sign at their arrival at the General Assembly. The members representing other members of the ASSOCIATION must submit their special power of attorney at their arrival.

## SIXTH CHAPTER

### BOARD OF DIRECTORS

#### ARTICLE 15

The Board of Directors exercises all powers which do not belong to the General Assembly, and has general competence.

The Counselors elected as mentioned above, upon invitation of the member with the more votes, and eight (8) days at the latest after their election, shall meet during the first meeting and shall vote, with a secret ballot, for the nine (9) members of the BoD: the President, the Vice-President, the Secretary General, the Treasurer and the Special Secretary, while the other members may undertake special responsibilities or positions created by the Board of Directors.

In case of death or resignation of the President, the members of the BoD shall be completed with the runner-ups according to their order of success, and with a new secret ballot the President and the remaining other positions of the BoD shall be voted anew. In case of resignation of the Vice-President, or the Secretary General, or the Treasurer or the Special Secretary, the BoD shall be completed with the runner-ups according to their order of success, and with a new secret ballot all positions of the BoD shall be voted anew apart from the President.

In case of resignation of four members of the BoD at the same time, among whom the President and the Secretary general, an extraordinary General Assembly shall be called upon for the election of anew BoD.

If there are no more runner-ups left for the BoD or if, in order to preserve the smooth operation of the association the entrance of other extraordinary members in the BoD shall be imposed in order to cover blank spaces, the BoD shall call upon an extraordinary General Assembly in order to perform elections.

The Board of Directors may exercise the administration with a limited composition, which means as far as there are five (5) members left in it among whom the President and the Secretary General.

#### ARTICLE 16

Only regular members of the association may be elected as members of the BoD, upon having submitted their candidacy in written form 10 days before the General Assembly.

The BoD meets regularly once a month, and on an extraordinary basis for certain issues each time that the President deems it necessary or if requested in written form by three (3) of its members.

The BoD shall reach a quorum with at least five (5) of its members present or represented among whom must be the President or the Vice-President; it shall decide with the majority of the members present or represented.

If an even number of counselors is present or represented, the BoD shall also decide with the majority of the members present, and in case of equality in votes, the vote of the President or of the presiding Vice-President shall prevail.

The BoD convokes General Assemblies, executes their decisions and presents reports before them.

It supervises the association's authorities and members and takes decisions on every matter in general concerning the effectuation of the association's objects and, finally, takes care of the compliance with the present memorandum and with the decisions issued by the BoD, the regulations and circulars.

## THE PRESIDENT

### ARTICLE 17

The President of the BoD represents the association and the BoD before Judicial, Civil and Sports authorities and, in general, in all relations with third parties. It convokes and presides over the BoD meetings, interrupts and dissolves them.

He presides over the General Assemblies according to the provisions above in article 14 of this memorandum, signs all correspondence of the association along with the general secretary, and the receipts and withdrawal checks along with the treasurer, and the payments orders along with the General Secretary and the Treasurer.

He is entitled to convoke and control every member of the BoD or of the association in case of insubordination or violation of the memorandum and, finally, shall take every measure securing the interests of the association, even without a decision of the BoD, if a risk of postponement is foreseen.

## THE VICE-PRESIDENT

### ARTICLE 18

If the President is absent or obstructed, he shall be replaced by the Vice-President in all responsibilities; if the Vice-President is absent or obstructed, he shall be replaced by the senior member of the BoD.

## GENERAL SECRETARY

### ARTICLE 19

The General Secretary is the Proponent and executor of the BoD decisions; he presides over the Offices and the Club of the association as well as over its staff.

He shall take care of correspondence, sign, along with the President, all documents and payment orders, sign upon the order of the President the invitations to meetings of the BOD, keep the Record and the seal of the Association. When the General Secretary shall be absent or obstructed he shall be replaced by the Special Secretary.

## TREASURER

### ARTICLE 20

The Treasurer performs collections of money and payments, signs the receipts along with the President, and the payment orders along with the President and the General Secretary.

He keeps the management books on a regular basis and deposits the cash in his hands, as the Law provides, and withdraws it with checks which he signs as well as the President.

He shall be responsible for the money handed over to him, he shall keep the land registry record in regard to the association's real estate property as well as a list of the furniture and authorities of the association; he shall draw up a report for every year, the balance-sheet as well as the budget, which, upon approval by the BoD, he shall submit to the General Assembly for the final approval; in general he shall manage the property of the association. In case of absence or obstruction of the treasurer, he shall be replaced by a member of the BoD that the BoD shall indicate.

## THE SPECIAL SECRETARY

### ARTICLE 21

The Special Secretary shall keep the minutes of the BoD meetings as well as the record of honorary and regular members.

During the performance of his duties he shall prepare the association's correspondence, take care of any kind of correspondence and collaborate and assist the General Secretary in his work; he shall replace the General Secretary when he shall be absent or obstructed.

## SEVENTH CHAPTER

### AUDIT COMMITTEE

#### ARTICLE 22

The three-member Audit Committee that shall be elected by the General Assembly, shall be responsible for the follow up and supervision of collections and payments and the overall economic management and the submission of respective reports to the BoD and the General Assemblies, during the term of the BoD.

During the Committee's work the member having received more votes (and in case of equality in votes the members favored by the draw) shall preside over the meetings.

## EIGHTH CHAPTER

### COMMITTEES – PARTICIPATION IN UNIONS OF ASSOCIATIONS

#### ARTICLE 23

- A) The BoD is entitled to form committees with the association's members in order to achieve this memorandum's goals.

On an indicative basis, the following committees may be formed:

A Financial Committee for the study of any kind of matter related to the association's financial status.

A Committee for the organization of lectures and festive events.

A Press and Public Relations Committee for the publication of a magazine, a newspaper, printed material and any other activity related to the promotion of the association's objects and the development of the association's relations in Greece and abroad.

All the committees above as well as the other committees that may be formed, shall be under the control of the BoD and shall operate within the frame that it shall

determine.

B) The Association may participate and be a member of a Union (federation) that shall be created by similar Associations in the aim to better promote and resolve its problems.

For the Association to participate in a Union (federation) that shall be created by similar Associations, the General Assembly must take this decision upon a proposition of the BoD.

## NINTH CHAPTER

### DISCIPLINARY SANCTIONS

#### ARTICLE 24

In view of the uneventful and smooth operation of the Association and the achievement of its objects, the respect towards the present Memorandum's provisions and towards the respective provisions of the Civil Code, its Introductory Law or other provisions shall be necessary as well as respect towards the regulations issued by sports authorities.

Any violation due to liable action or omission of one of the rules of law mentioned in the previous paragraph by any member of the association, and beyond any other sanction imposed by another authority, shall entail disciplinary sanctions that may reach the point where the association may be requested to state who the culprit is.

#### ARTICLE 25

A). Motives for the imposition of disciplinary sanctions which are indicatively mentioned in the present Memorandum, except for those mentioned in other special provisions and which create impediments or criminal sanctions, shall be any indecent and unfair behavior towards sport by a member during an event in the life of the Association, and the exercise of his profession, due to which there might be a risk of defamation of the Association; even this indecent social behavior of the member shall be reason enough.

B) The following are determined as disciplinary sanctions:

Written reprimand

Removal from the association's events and venues up to six (6) months and a fine amounting up to three daily wages.

Upon proposition of the BoD before the competent Committees, which shall be the Committee charged with resolving professional football's financial disputes (EEODEP) and the Committee in charge of resolving financial disputes (EEOD) of the Greek Football Federation

and EPAE the interruption of the contract of the member shall be imposed for at least six months.

#### ARTICLE 26

The competent authority for the imposition of disciplinary sanctions shall be the BoD. Upon a written denunciation by at least two of its members which must mention the real facts in detail and the means to prove the facts, the BoD shall attend to it. A condition for the imposition of any sanction shall be to have invited the member to justify himself on a fixed date on which he shall be able to submit the means necessary for his defence, as well as the respective opinion of the disciplinary committee, its decisions as well as the relevant proposition of the disciplinary committee. The decisions of the BoD in regard to the disciplinary sanction shall be taken with absolute majority of the members present.

#### ARTICLE 27

If any member of the BoD is accused, this member shall not participate, as is natural, at the meeting and shall be replaced by the runner-up, and in case of obstruction of the latter, by the directly following runner-up etc. If the members of the BoD that are accused (or their runner-ups) shall be so many as to not enable the lawful and valid composition of the Board of Directors for the imposition of the sanctions, the issue shall necessarily be submitted again at the first following General Assembly, which shall take a permanent decision. For this member to be temporarily removed from the association's events for the whole time this removal may last, this member of the BoD shall not participate at the meetings and shall be temporarily replaced by the runner-up.

#### ARTICLE 28

In favor of the best defense of the member personality but also for the operation of the association, the General Assembly, upon a request by any member, may either annul the decision of the BoD which imposes the disciplinary sanction or ratify the sanction imposed or even imposed a heavier sanction if it is allowed. The decisions of the Assembly in regard to this matter may be taken via voice vote or via secret or open vote.

### TENTH CHAPTER

#### EXECUTIVE COMMITTEE

#### ARTICLE 29

In order to deal with extraordinary and serious enough issues that concern the association and the interests of professional footballers in general in emergency situations, instead of

calling up an Extraordinary General Assembly, which requires time and money, it shall be possible to form an Executive Committee constituted by the members of the BoD and the leaders or their legal runner-ups of at least ten teams of professional football players.

The Executive Committee may take any measure necessary by the circumstances for the protection of the affected rights of professional footballers, and shall be called upon with the diligence and upon special decision of the BoD, which shall request the assistance of all the team leaders that shall be able to present themselves.

## ELEVENTH CHAPTER

### TRANSITIONAL AND FINAL PROVISIONS

#### ARTICLE 30

If there is any ambiguity in this memorandum, and also in regard to all matters which are not provided for, the General Assembly shall decide lawfully with absolute majority of the members that shall be present or represented.

With a decision of the General Assembly, a salaried General Secretary may be hired or Director or Managing Director the remuneration of whom shall be determined by a decision of the Board of Directors.

This Memorandum of Association which was drawn up by PSAP's founding member Aristeidis K. Kamaras, a lawyer, and approved by Judgment no. 151/1976 of the Multi-member First Instance Court of Athens, and amended by the judgments no. 2486/1979 and 3560/1980 issued by the same Court, was registered in the books of recognized associations with no. 6206, eid. 1799/30-9-1976, and as modified and constituted of thirty (340) articles according to the General Assembly's decision dated 18.08.1988, it is handed over to the President of the Association for him to sign and submit it to the One-Member First Instance Court of Athens in regard to the above amendments, for their registration.

Athens, 18 -5- 1998