

# Statutes

Pharmadanmark



Pharmadanmark

## Registered office and purpose

### § 1

The name of the association is Pharmad danmark. The association's registered office is in Greater Copenhagen.

### § 2

The purpose of the association is to bring together academics and bachelor degree holders with educational backgrounds related to the Life Science industry, or who are employed within the Life Science industry,<sup>1</sup> with the aim of:

- To ensure the best possible terms for members regarding salary, employment conditions, and career development
- To ensure the best possible conditions for members in global competition
- To ensure recognition of the Life Science industry and its employees that reflects the sector's vital importance to society
- To promote awareness of the conditions necessary for the growth and development of the Life Science industry

Section 2(2). The Executive Board may decide to enter into agreements regarding membership of national and international professional organisations in order to support the purpose of the association.

Section 2(3). The Executive Board may decide that the association's secretariat shall also provide secretariat services, including negotiation assistance for other professional organisations, or that the secretariat shall operate jointly with other professional organisations.

## Members of the association

### Membership

### § 3

The association admits as members individuals holding a bachelor's or master's degree from a Danish university or other Danish higher education institution, provided that the education is related to the Life Science industry.

Furthermore, individuals who have passed an equivalent foreign examination may also be admitted as members.

Students enrolled in programmes that qualify for membership of the association may also be admitted as members.

The Executive Board decides which educational programmes in themselves qualify for membership.

Section 3(2). In addition, master or bachelor degree holders with other educational backgrounds who are employed within the Life Science industry may be admitted as members.

<sup>1</sup> The Life Science industry refers to all or parts of the value chain from patent to patient within pharmaceuticals, research and biotechnological products, as well as medical devices across both the public and private sectors.

Section 3(3). If it serves the purpose of the association, the Executive Board may decide to admit other individuals as members.

Section 3(4). The Representative Council may appoint honorary members of the association. Honorary membership is exempt from membership fees.

#### **§ 4**

Admission takes place upon application to the association's secretariat.

Section 4(2). If admission is refused, the matter may, within a time limit determined by the Executive Board, be submitted to the Executive Board for reconsideration.

#### **§ 5**

Membership of the association automatically includes membership of one of the sections listed in the appendix attached to these Articles of Association.

Section 5(2). The association's members are divided into:

1. Students
2. Graduate members who are employed or seeking employment
3. Senior members receiving early retirement benefits, a pension, or equivalent benefits
4. Other members

Section 5(3). Upon completion of their studies, students transfer to the category set out in Section 5(2), no. 2. The Executive Board determines the detailed rules governing this transition.

Section 5(4). Other members of the association do not belong to a section unless, by decision of the Executive Board, they are assigned to one of the sections listed in Appendix 1.

Section 5(5). Members whose employment relationship is not governed by Danish law and who reside abroad may choose to be covered by Section 5(2), no. 4.

## **Members' rights**

#### **§ 6**

All members referred to in Section 5(2), nos. 1 and 2 have voting rights and are eligible for election in accordance with the rules set out in these Articles of Association.

Section 6(2). Other members only have voting rights to the extent expressly stated in these Articles of Association or in appendices attached thereto.

Section 6(3). A member who has not paid overdue membership fees forfeits their rights under these Articles of Association.

Section 6(4). No member has any claim whatsoever to the assets of the association

#### **§ 7**

The association provides assistance to members referred to in Section 5(2), nos. 1 and 2 in matters covered by the purpose of the association and relating to the members' salary and employment conditions.

Section 7(2). The association does not represent members' interests in matters that arose before the effective date of membership.

Section 7(3). The association does not provide assistance to members with overdue membership fees.

Section 7(4). The association is not obliged to provide assistance abroad in matters concerning the representation of members' interests or in cases not governed by Danish legislation.

Section 7(5). The association does not provide assistance in matters concerning the interests of self-employed members in relation to their employees.

Section 7(6). If the Executive Board finds that sufficient grounds exist, exceptions may be made to the provisions set out in Sections 7(1)–7(5).

## Members' obligations

### § 8

Membership of the association only takes effect for the association once the correct membership fee payment has been received by the association.

Section 8(2). Membership fees are collected monthly or quarterly, as decided by the Executive Board.

Section 8(3). If a member falls six months into arrears, the membership may be terminated unless, upon request to the Executive Board, the member has been granted a postponement of payment by the Executive Board. The member cannot be readmitted without paying the outstanding membership fees. However, under special circumstances, the Executive Board may, at its discretion, reduce or waive the amount due.

Section 8(4). Where special circumstances justify it, the Executive Board may grant a member full or partial exemption from payment of membership fees for a specified period.

### § 9

Any member of the association must comply with the laws and decisions of the Representative Council in force at any given time, failing which the member may forfeit their membership rights.

Section 9(2). Every member is obliged to keep the association informed of their place of residence, employment, and education to the extent necessary for the interests of the association.

Section 9(3). Members covered by Section 5(2), no. 2 are obliged to comply with the association's instructions in connection with a legal labor dispute.

Section 9(4). The Representative Council may lay down rules concerning job control and job appointments that are binding on the association's members.

Section 9(5). Members grant Pharmadanmark a non-exclusive right to the collective management of copyright through Copydan and other collective management organisations. Pharmadanmark may transfer this mandate to the relevant management organisations, where applicable through Akademikerne.

## Withdrawal and exclusion

### § 10

Withdrawal from the association must be made in writing and may only take place with three months' notice to the end of a quarter.

Section 10(2). However, members covered by Section 5(2), nos. 1 and 3 may withdraw with one month's notice to the end of a month.

Section 10(3). Members covered by Section 5(2), no. 2 may not withdraw from the association during an ongoing industrial dispute involving the association.

Section 10(4). By withdrawing from the association, members cannot evade obligations incumbent upon them as a result of circumstances arising prior to withdrawal.

#### **§ 11**

Every member must comply with the Articles of Association in force at any given time, must not act against the purpose of the association, and must not harm the reputation of the association or its members. If this occurs, the Executive Board may expel the member with immediate effect. If the matter is of a less serious nature, the Executive Board may instead issue a formal reprimand. The expelled member may bring the matter before the Representative Council and has the right to speak at the Representative Council meeting. The Representative Council may decide that the member may be readmitted to the association.

## **Structure and governance of the association**

#### **§ 12**

The purpose of the association is carried out by:

- The Representative Council
- The Executive Board and the Executive Committee
- Sections
- The Secretariat

## **The Representative Council**

#### **§ 13**

The Representative Council is the supreme authority of the association in all association matters.

Section 13(2). The Representative Council consists of the members of the Executive Board and a number of representatives from the sections representing the membership categories referred to in Section 5(2), nos. 1 and 2.

Section 13(3). The distribution among the sections is proportional and based on the number of members in each section as of 1st of January. However, the section Pharmadanmark Students has a fixed allocation of five seats in the Representative Council.

Section 13(4). The Representative Council seats are distributed proportionally among the sections, provided that each section is allocated a minimum of seven seats.

Section 13(5). Election of Representative Council members within the sections takes place in accordance with the rules set out in Appendix 1, Section 2.

All members of the association, as well as others whose attendance is requested by the Executive Board, may attend the plenary meeting of the Representative Council. Every member of the association has the right to speak at the plenary meeting.

#### **§ 14**

The ordinary meeting of the Representative Council is held in October or November. In addition, meetings of the Representative Council are held whenever the Representative Council itself or the Executive Board considers it necessary.

Section 14(2). A meeting of the Representative Council must be held if requested by a section board or by 15 per cent of the members of the Representative Council outside a meeting, or when a reasoned request signed by at least 60 members is submitted to the Executive Board.

Section 14(3). The ordinary meeting of the Representative Council is convened by the Executive Board with six weeks' notice.

Section 14(4). Extraordinary meetings of the Representative Council are convened by the Executive Board with at least one week's notice and must include the agenda.

Section 14(5). Proposals that members wish to have considered at the ordinary meeting of the Representative Council must be received by the association's secretariat no later than 15th of September in the year in which the meeting is held. For a proposal to be considered, the proposer or another person present at the Representative Council meeting must be authorised to withdraw the proposal if necessary.

## § 15

The agenda for the ordinary meeting of the Representative Council must include the following:

- Election of chairperson(s) for the meeting
- Adoption of rules of procedure and timetable for the Representative Council meeting
- Report from the Executive Board
- Presentation of accounts
- Consideration of recommendations and proposals
- Presentation for approval of budgets and determination of membership fees for the following calendar years
- Election of the President
- Election of two parliamentary auditors and one deputy auditor
- Other elections
- Determination of the total number of section representatives to the Representative Council for the following Representative Council term
- Determination of the time and place of the next ordinary meeting of the Representative Council
- Any other business

Section 15(2). Decisions of the Representative Council are adopted by a simple majority vote among the members of the Representative Council. Amendments to the Articles of Association require a two-thirds majority of the representatives present, and at least half of the representatives must participate in the vote. Voting takes place orally or by show of hands unless one-sixth or more of the representatives request a written ballot.

Section 15(3). The Representative Council determines, in its rules of procedure, the detailed conditions for the nomination of candidates for election, deadlines for the distribution of material to the Representative Council, and the conditions governing the chairperson(s) of the meeting. The rules of procedure may also contain provisions regarding the conduct of the Representative Council meeting as a virtual meeting, should the Executive Board decide so, for example due to a pandemic or similar restrictions on freedom of assembly.

Section 15(4). Candidates for election as President must be members of the Executive Board elected pursuant to Section 17(2). At the time of election, the President must belong to the category set out in Section 5(2), no. 2, cf. also Appendix 1.

Section 15(5). If the President resigns from office during an election period, the Executive Board shall appoint one of the two Vice Presidents to act as President for the remainder of the election period until a new President has been elected. The President simultaneously resigns from the Executive Board. The Executive Board shall elect a new Vice President from among its members to replace the appointed Vice President. An election for President shall be held at the next meeting of the Representative Council.

Section 15(6). Elections are decided according to the number of votes cast. In the event of a tie, the election is decided by drawing lots. If only the required number of candidates has been nominated for an election, the election is cancelled, provided that it has been stated in advance who is standing for the position of deputy member. In elections other than the election of the President, the unelected candidate who has received the next highest number of votes becomes deputy member.

Section 15(7). Minutes shall be recorded of all proposals and decisions made in the plenary meeting of the Representative Council. The minutes shall be distributed to the members of the Representative Council and the section boards. The Executive Board shall publish an adequate report of the proceedings at the Representative Council meeting together with the wording of adopted proposals, statements, etc.

## **§ 16**

One-third of the members of the Representative Council and the Executive Board may request that an item on the agenda be referred to a ballot vote among the association's members covered by Section 5(2), nos. 1 and 2. Such a request must be made before the relevant item is put to a vote. For a ballot vote to be binding on the Representative Council, more than two-thirds of the members entitled to vote must cast their vote. If fewer than two-thirds of the members entitled to vote participate in the ballot vote, the matter shall be finally decided by the Representative Council.

Section 16(2). At least 3 percent of the association's members may request in writing that a matter be submitted to a ballot vote among the members, unless the matter concerns issues which, under these Articles of Association, are finally decided by the Representative Council or the Executive Board. A ballot vote under this provision is only valid if at least two-thirds of the members entitled to vote have cast their vote. If the request concerns a decision made by the Executive Board or the Representative Council, the request for a ballot vote must be received by the Executive Board no later than eight weeks after the decision has been published.

Section 16(3). Any decision to dissolve the association must always be made by ballot vote. Dissolution of the association requires that two-thirds of the votes cast are in favour of the proposal and that half of the association's members have cast their vote. If the proposal obtains the required majority but fails due to insufficient participation, a new vote must be held within three weeks, and the result shall then be valid regardless of the number of votes cast.

Section 16(4). If the Representative Council decides that the association shall merge or demerge in order to continue pursuing the purpose of the association, cf. Section 2, this shall not constitute a dissolution of the association.

## **The Executive Board**

### **§ 17**

The Executive Board is responsible for the day-to-day political leadership of the association and represents the association both internally and externally. The Executive Board is authorised to make all decisions concerning the association's assets.

Section 17(2). The Executive Board consists of nine members. Seven members are elected by and from among the members covered by Section 5(2), no. 2. The eighth member is elected by and from among Pharmadanmark Students, cf. Section 5(2), no. 1. The ninth member is the President of the association, who also serves as Chair of the Executive Board.

The distribution of Executive Board seats for members covered by Section 5(2), no. 2 is determined each year in such a way that each of their sections is allocated a seat on the Executive Board, after which the remaining seats are distributed proportionally among the sections according to the number of members in each section as of 1st of January.

Section 17(3). The President is elected in accordance with the rules set out in Section 15. The term of office is two years. The President may be re-elected three times.

Section 17(4). The remaining members of the Executive Board are elected by direct election. Within each section, a first and second deputy member are elected in the same manner. The first deputy takes over both in the event of prolonged absence and where a Vice President is elected President. The first deputy member has the right to participate in meetings of the Executive Board without voting rights. In addition, the chairpersons of five of the association's sections, cf. Section 5(1) and (2), may participate in Executive Board meetings as observers.

Section 17(5). Elections of Executive Board members are valid for two years at a time. Deputy members are elected for two years. Re-election may take place.

Section 17(6). The names of members proposed for election must be submitted in writing to the association's secretariat by the nominators no later than 15th of September in the year in which the Representative Council meeting is held. Each proposed candidate must be supported by six nominators from the relevant section.

Section 17(7). Elections shall be conducted under the supervision of the Executive Board before 15th of October.

Section 17(8). Elections are decided according to the number of votes cast. In the event of a tie, the election is decided by drawing lots. If only the required number of candidates has been nominated for an election, the written ballot shall be cancelled, provided that it has been stated in advance who is standing for the position of deputy member.

## **§ 18**

At its first meeting, the Executive Board constitutes itself and elects from among its members two Vice Presidents who, together with the President, form the Executive Committee. Members of the Executive Committee must belong to the category set out in Section 5(2), no. 2 at the time of constitution. The sitting Executive Board shall remain in office until the election of the President has been completed.

Section 18(2). The Executive Board determines its own rules of procedure.

Section 18(3). Decisions are adopted by a simple majority vote, even if one or more members are absent or have resigned from the Executive Board. In the event of a tie, the President's vote is decisive.

Section 18(4). The Executive Committee is responsible for the day-to-day management of the association between meetings of the Executive Board. The Executive Board may adopt guidelines governing how the authority of the Executive Committee is to be exercised.

## **§ 19**

Pursuant to the appendix referred to in Section 5, the association's members are affiliated with sections. Decisions regarding the establishment of new sections or changes to the scope of existing sections are made by the Representative Council.

Section 19(2). The purpose of the sections is to promote closer cooperation between the association's governing bodies and the members. This purpose is achieved through the holding of meetings on professional and general matters of both local and common interest within the sections.

Section 19(3). The Representative Council approves the articles of association for the sections.

Section 19(4). In order to strengthen professional cooperation among the association's members, interest groups may be established both within individual sections and across sections. Further guidelines in this regard are determined by the Executive Board.

## **Authority to sign**

### **§ 20**

The association is legally bound by the signature of the President together with the Director/Head of Secretariat, or by the Executive Committee, cf. Section 18(1).

Section 20(2). However, the purchase and sale of real property require the signatures of at least the Executive Committee together with three additional members of the Executive Board.

Section 20(3). The Executive Board may grant separate powers of attorney.

## The Secretariat

### § 21

The activities of the association are carried out through the secretariat, which is managed by a Director or Head of Secretariat appointed by the Executive Board. The Executive Board may choose to delegate the right to appoint the Director/Head of Secretariat to a coordinating authority if the secretariat is operated jointly with other professional organisations.

Section 21(2). The Director/Head of Secretariat participates in meetings of the Executive Board and in the Representative Council without voting rights.

Section 21(3). Under the supervision of the Executive Board or the coordinating authority referred to in Section 21(1), the Director/Head of Secretariat is responsible for ensuring that the secretariat provides the services decided upon by the Executive Board, including services to other organisations, cf. Section 2(3).

Section 21(4). The Director/Head of Secretariat appoints and dismisses staff..

## Accounts and audit

### § 22

The association's accounts shall cover one calendar year and include:

1. The association's operations and assets
2. Operating and asset accounts for the funds and accounts belonging to the association in accordance with the laws and articles of association applicable to each of them

Section 22(2). The accounts prepared by the Director/Head of Secretariat shall be audited by a state-authorized public accountant appointed by the Executive Board and submitted for critical political review to the parliamentary auditors elected by the Representative Council before the end of April.

Section 22(3). The accounts shall be presented to the Executive Board and, together with the endorsements of the Executive Board and the auditors, shall be published for the association's members before 1st of June.

## Membership fees and finances

### § 23

In connection with the presentation of the proposed budget, the Executive Board shall submit a proposal for membership fees to cover the operating expenses of the association. Membership fees may vary in amount between different membership groups.

Section 23(2). Under special circumstances, the Executive Board may decide to collect a temporary additional membership fee from all membership groups.

Section 23(3). In order to support the purpose of the association, special contributions may be collected, the funds of which shall be kept separate from the association's other income and assets (hereinafter referred to as "funds"). Contributions to such funds may vary in amount between different membership groups as decided by the Representative Council.

#### **§ 24**

Membership fees and contributions to funds shall be adjusted in parallel with adjustments to the salaries of publicly employed academics, unless the Representative Council decides otherwise. Taking into account the overall financial situation of the association, the Executive Board may decide on an adjustment by a lower percentage within a Representative Council term.

#### **§ 25**

To cover the expenses of the sections, a membership fee shall be determined at the ordinary meeting of the Representative Council and allocated to a special fund: the Joint Fund of the Sections. This membership fee shall only be levied on members covered by Section 5(2), no. 2. After deduction of necessary joint administrative costs, etc., the annual available funds of the fund shall be distributed as grants to promote the purposes of the sections. The distribution does not include the sections Pharmadanmark Students and Pharmadanmark Seniors. The Representative Council determines the criteria for the distribution of the remaining funds.

#### **§ 26**

Remuneration may be paid to members of the Executive Board, members of the Executive Committee, section chairpersons, and parliamentary auditors for carrying out parliamentary work. The Executive Board determines the rules governing such remuneration. The estimated expense for the coming two years must appear separately in the proposed budget submitted for approval by the Representative Council.

Section 26(2). The Executive Board determines the remuneration of the President. The parliamentary auditors must be kept informed thereof.

## **Conduct of negotiations**

#### **§ 27**

In negotiations concerning members' salary and employment conditions, whether individual or collective, the guidelines and procedures set out in this chapter shall apply.

Section 27(2). The Executive Board is responsible for negotiation activities, which are carried out with assistance from the secretariat and representatives from the sections constituting a negotiation area.

Section 27(3). The Executive Board may lay down further guidelines for negotiation activities, including the size of the negotiation committee.

#### **§ 28**

Negotiations are prepared and conducted by a negotiation committee consisting of representatives from the Executive Board and members appointed by the sections referred to in Appendix 1, with the exception of Pharmadanmark Students and Pharmadanmark Seniors. When appointing members, the sections must ensure that relevant collective agreement areas are represented on the negotiation committee.

Section 28(2). Members employed by employers' organisations may not participate in the negotiation committee.

Section 28(3). The task of the negotiation committee is to contribute to the coordination of negotiation proposals and strategy across the negotiation areas and to assist in decisions of principle concerning negotiation activities that must be considered to affect all negotiation areas.

## § 29

The negotiation committee shall appoint a negotiation delegation if requested by the section within the relevant area. The delegation is responsible for the ongoing preparation of negotiations, conducts negotiations on the basis of a mandate from the committee, and continuously follows up on the collective agreement.

Section 29(2). Approval or rejection of a negotiation result/mediation proposal shall take place by vote among the relevant members in the areas whose agreements are under negotiation. In special cases, a majority of at least two-thirds of the negotiation committee may decide to approve or reject the result without a vote.

Section 29(3). In the absence of a negotiation result, or in the event of rejection of an achieved negotiation result/mediation proposal, the negotiation committee shall decide whether negotiations are to continue or be terminated, as well as the consequences thereof in the form of any notice of industrial action and the scope and financing thereof, cf. also Section 33 regarding the association's negotiation fund. A decision pursuant to this provision requires a majority vote both in the Executive Board and in the negotiation committee. The Pharmadanmark Students member of the Executive Board shall not participate in this decision.

## § 30

The association may delegate negotiations within an area or concerning a collective agreement to negotiation alliances in accordance with the negotiation rules of the relevant alliance. Such decisions are made by the negotiation committee and must be approved by the Executive Board.

Section 30(2). The negotiation committee decides which demands are to be submitted to such negotiation alliances and conducts negotiations with them regarding the detailed conditions for the conduct of negotiations.

## The association's funds

### The assistance fund

#### § 31

fund may provide assistance to current and former members of the association, and where applicable their surviving relatives, in cases of illness, other financial hardship through no fault of their own, or death. Applications for assistance must be submitted to the Executive Board, which constitutes the governing body of the fund. Assistance is granted as a non-repayable grant.

Section 31(2). A condition for receiving assistance is membership of at least six months and that the application demonstrates, in a manner deemed satisfactory by the Executive Board, that genuine financial hardship exists. In cases of illness and other hardship situations, assistance shall be granted in instalments at the discretion of the Executive Board in each individual case.

Section 31(3). In addition, the assets of the Assistance Fund may be used to provide supplementary pensions to employees of the association who have at least ten years of seniority within the association and who, through a separate agreement with the association, have been promised a supplementary pension scheme.

## The association's funds

#### § 32

The fund may provide compensation for loss of income incurred by members as a result of industrial action in connection with negotiations concerning members' salary and working conditions and may contribute to the joint negotiation preparedness in accordance with the articles of association of the relevant negotiation alliance.

Section 32(2). In addition, the assets of the Negotiation Fund may be used to provide industrial action support in the form of loans or grants to organisations that are members of negotiation alliances to which Pharmadanmark is affiliated.

Section 32(3). Expenses related to the association's negotiations may be paid from the Negotiation Fund, including costs for external assistance in negotiations or legal proceedings.

Section 32(4). The assets of the fund are financed through mandatory contributions from members covered by Section 5(2), no. 2. The size of the contribution is determined by the Executive Board. At no time may the contribution for an individual member exceed five per cent of the salary (salary scale step plus regulatory allowance) of a pharmacy-employed member in the highest salary bracket.

Section 32(5). Only membership groups contributing to the fund, cf. Section 32(4), may receive financial support in accordance with Section 32(1).

Section 32(6). The Board of the fund consists of the association's Executive Board, excluding the member elected by Pharmadanmark Students, which in each individual case decides the amount of compensation that may be granted for loss of income during industrial action. The assets of the fund must be invested in such a way that they can be released at short notice.

By decision of the Board, the interest income of the fund may be transferred to the Assistance Fund or to Pharmadanmark's Collective Unemployment Scheme (PDA). Furthermore, the Board may transfer additional amounts from the fund to the Assistance Fund. Finally, part of the fund's assets may, by decision of the Board, be invested in real property for use by the association's secretariat. The assets of the fund may not be used for other purposes without a decision of the Representative Council.

## The study fund

### § 33

The purpose of the fund is to promote the development of professional, social, and scientific initiatives within the professional scope of the members. Under no circumstances may the assets of the fund be used for study support for bachelor's or master's degree programmes. Payments in accordance with the purpose of the fund are granted by the Board of the fund.

Section 33(2). The Board of the fund consists of five members. The Executive Board appoints three members. The Representative Council elects two members, who may not sit on the Executive Board. These latter two members of the Board are elected for a term of four years. Re-election may take place.

The Board elects from among its members a Chair and a Secretary, who keeps records of the activities of the fund. The Board has the right to call upon specialised expert assistance and to pay the associated costs from the assets of the fund.

## Pharmadanmark's Collective Unemployment Scheme (PDA)

### § 34

Every member of the association covered by Section 5(2), no. 2 is a member of Pharmadanmark's Collective Unemployment Scheme (PDA).

Section 34(2). However, this provision does not apply to members employed as civil servants.

### § 35

The contribution to the PDA is determined at the ordinary meeting of the Representative Council in connection with the determination of membership fees for the association. Representatives of Pharmadanmark Students do not participate in this decision.

Section 35(2). The contribution may vary in amount between the different membership groups.

## Entry into force and transitional provisions

### § 36

These Articles of Association enter into force immediately upon adoption.

## Appendix 1

### § 1

Section 1(1). As a member of Pharmadanmark, you are simultaneously a member of one of the following sections:

#### Pharmadanmark – Pharmacy

Members who are employed or seeking employment at a Danish pharmacy under a collective agreement concluded between Pharmadanmark and the Danish Association of Pharmacists, as well as members employed in positions or areas assigned to this section by decision of the Representative Council.

#### Pharmadanmark – Government

Members who are employed or seeking employment within the state sector or companies owned by the state, as well as members employed in positions or areas assigned to this section by decision of the Representative Council.

#### Pharmadanmark – Regions and Municipalities

Members who are employed or seeking employment within regions and municipalities or companies owned by regions or municipalities, as well as members employed in positions or areas assigned to this section by decision of the Representative Council.

#### Pharmadanmark – Private

Members who are employed or seeking employment in privately owned companies or within areas assigned to this section by decision of the Representative Council.

#### Pharmadanmark – Students

Members enrolled in a programme of study that, pursuant to Section 3 of the Articles of Association, qualifies for membership of the association. A member of Pharmadanmark Students who passes their final examination transfers to membership under Section 5(2), no. 2. The Executive Board determines the detailed rules governing this transition.

#### Pharmadanmark – Seniors

Retired members and members who are no longer available to the labour market may transfer to senior membership under Section 5(2), no. 3.

Section 1(2). The purpose of the sections is to promote cohesion between the association's governing bodies and the members.

Section 1(3). An individual member may apply for permission from a section board to join a section which, for professional, geographical, or other reasons, the member considers best suited to represent their interests.

## Sections

### § 2

A section is managed by a section board. The articles of association of the sections are determined by the Representative Council upon recommendation from the respective section. If a section has not prepared its own articles of association, the general guidelines of the association shall apply to the greatest possible extent.

Section 2(2). Each section shall hold an annual general meeting before the end of April. The general meeting shall be convened with three weeks' notice by announcement in the association's membership magazine or through the association's digital media.

The general meeting must include the following agenda items (as a minimum):

1. Election of conductor for the meeting
2. Report from the Chair
3. Consideration of submitted proposals
4. Election of board members and one deputy member
5. Election of Representative Council members and deputy members in odd-numbered years
6. Any other business

Section 2(3). Proposals that members wish to have considered at the general meeting must be received by the section chair no later than 14 days before the meeting is held.

Section 2(4). The names of members proposed for election must be submitted in writing to the chairperson of the meeting before the consideration of item 4 on the agenda.

Section 2(5). The unelected candidate among those nominated who has received the highest number of votes shall become deputy member. In the event of a tie, the election shall be decided by drawing lots. If only the required number of candidates has been nominated for an election, the written ballot shall be cancelled, provided that it has been stated in advance who is standing for the position of deputy member. If both the Chair and the Vice Chair resign during an election period, a new election for the section board shall be held.

Section 2(6). In addition, the section shall hold meetings whenever requested by the Chair, a majority of the board, or 10 per cent of the members, though by no fewer than six members.

Section 2(7). The Representative Council approves the articles of association of the sections (cf. Section 19(3) of the Articles of Association). Amendments to articles of association that fall within the scope of the above common articles, as well as name changes, only require submission to the Executive Board.

Section 2(8). The section elects representatives to the Executive Board by direct election among the section's members in accordance with the general election guidelines of the association.

Section 2(9). The section boards constitute themselves and determine their own rules of procedure. In all other matters concerning the sections, the association's Articles of Association shall apply.

## Appendix 2

### Rules governing ballot votes

#### § 1

Section 1(2). Ballot votes shall be conducted as soon as possible after the decision has been made. Ballot votes must be concluded no later than six weeks after it has been decided that a proposal is to be submitted to a ballot vote.

Section 1(3). Voting shall be secret and shall take place either in writing on ballot papers submitted to the association's secretariat in the enclosed return envelope, sealed and accompanied by a name slip, and/or electronically in a manner that ensures anonymity.

Section 1(4). The counting of votes shall be verified by one or more of the parliamentary auditors or by the auditor appointed by the association.

Section 1(5). Any objection regarding the election must be submitted to and considered by the Executive Board.

