Politika privatnosti / Privacy Policy (SR/EN) — Full

Datum / Date: 21.10.2025. / 21 Oct 2025

SR — Politika privatnosti

Rukovalac podacima: Sindikat NCR Atleos – Beograd

Adresa: Španskih Boraca 75, 11070 Novi Beograd, Srbija

Kontakt: office@sindikatncr.com | +381 66 138 034

Odgovorno lice / kontakt za privatnost: Miloš Savin

1. Ova Politika i ko smo „mi"

Ova Politika objašnjava kako Sindikat NCR Atleos – Beograd („Sindikat", „mi") prikuplja i obrađuje lične podatke kada koristite naš sajt (sindikatncr.com) i povezane usluge (e-pristupnica, kontakt forma, administracija). Mi smo rukovalac (controller) u smislu GDPR-a.

2. Načela obrade

Zakonitost, poštenost, transparentnost; ograničenje svrhe; minimizacija; tačnost; ograničenje čuvanja; integritet i poverljivost.

3. Tokovi obrade i pravni osnovi

3.1. Podaci koje prikupljamo: ime i prezime (obavezno), email adresa (obavezno), Quicklook ID (obavezno; čuvamo kao kriptografski hash sa salt-om), grad (obavezno), organizacija/jedinica (opciono), kao i metapodaci o podnošenju (ID zahteva, datum/vreme, IP u obliku heša).

Svrha: evidencija članstva, interna komunikacija sa članovima, verifikacija uslova za članstvo i organizaciona podrška sindikalnim aktivnostima.

Pravni osnov: član 6(1)(b) GDPR (izvršenje predugovornih/ugovornih radnji u vezi sa članstvom) i član 9(2)(d) GDPR (obrada od strane sindikata u okviru zakonitih aktivnosti, uz odgovarajuće garancije).

Privatnost do reprezentativnosti: identitet članova i povezivi podaci dostupni su isključivo predsedniku sindikata uz stroge tehničke i organizacione mere (RBAC/RLS, evidencije pristupa, enkripcija). Podaci se obrađuju u meri neophodnoj za vođenje evidencije i zaštitu prava članova. Po sticanju reprezentativnosti, podaci se mogu koristiti za zakonite aktivnosti kolektivnog pregovaranja u skladu sa zakonom.

Dobrovoljna vidljivost: član može izabrati status „vidljiv (disclosed)" radi učešća u aktivnom radu sindikata; ta izborna promena važi za ubuduće i može biti opozvana.

3.2. Kontakt forma: ime (opciono), email (opciono), poruka (obavezno), IP hash i vreme slanja. Svrha: odgovor na upit; osnov: čl. 6(1)(f) GDPR.

3.3. Administracija (NextAuth): minimalni OAuth profil (npr. email), sesija/JWT, tehnički kolačići. Osnov: čl. 6(1)(f) GDPR.

3.4. Analitika (Plausible – cookieless): agregatne metrike bez identifikacije posetilaca. Osnov: čl. 6(1)(f) GDPR.

3.5. Zaštita od zloupotrebe (reCAPTCHA Enterprise / Cloudflare Turnstile): tehničke mere protiv botova; osnov: čl. 6(1)(f) GDPR.

3.6. Transakcioni email (Resend i/ili Titan): adresa primaoca, tehnički metapodaci, sadržaj poruke u meri neophodnoj za isporuku; osnov: čl. 6(1)(b) i/ili 6(1)(f) GDPR; 9(2)(d) gde primenljivo.

4. Quicklook ID

Svrha: isključivo provera ispunjenosti uslova za članstvo (zaposlenje u ciljnoj organizaciji).

Način čuvanja: vrednost se ne čuva u čistom tekstu već kao kriptografski hash sa jedinstvenim salt-om; pristup je strogo ograničen (RBAC/RLS), a sve aktivnosti se loguju (audit).

Minimizacija: Quicklook ID se ne koristi za profilisanje, marketing ili bilo koju drugu svrhu i ne deli se sa poslodavcem.

5. Primaoci (obrađivači) i prenosi

Koristimo sledeće obrađivače (DPA potpisan; SCC/TIA pri prenosu van EEA):

• Supabase: database/storage, authentication (if used), serverless functions; EU regions where available. Podaci: DB records (membership), minimal account data, logs/metadata. Transfer: SCC + TIA if outside EEA.

• Vercel: hosting/deployment, CDN/edge. Podaci: server logs/metadata, error traces (no payload PII). Transfer: SCC + TIA if outside EEA.

• Plausible (EU): cookieless analytics. Podaci: aggregate usage metrics (no identifiers). Transfer: EU-based; no transfer outside EEA (per config).

• Hostinger/Titan: inbound/outbound email (if used). Podaci: email address, message metadata; message body if routed. Transfer: SCC + TIA if outside EEA.

• Resend: transactional email delivery. Podaci: recipient email, delivery metadata, message content (minimal). Transfer: SCC + TIA.

• Google reCAPTCHA Enterprise: anti-abuse/bot protection. Podaci: device/usage signals, IP, headers (per Google). Transfer: SCC/DPF + TIA.

• Cloudflare Turnstile (optional/alt.): anti-abuse/bot protection. Podaci: challenge signals, IP, headers (per Cloudflare). Transfer: SCC + TIA.

6. Bezbednosne mere (TOMs)

MFA/2FA; RBAC (least-privilege); RLS; enkripcija u prenosu i mirovanju; rotacija tajni; audit; backup + periodični restore test; incident response.

7. Rokovi čuvanja

Članstvo: trajanje članstva + 3g; Kontakt upiti: do 12 meseci; Logovi: 30–90 dana; Admin sesije: prema postavkama. Po isteku — brisanje/anonimizacija.

8. Prava lica

Pristup; ispravka; brisanje; ograničenje; prenosivost; prigovor; povlačenje saglasnosti (ako je primenljivo). Zahtevi: office@sindikatncr.com. Nadzorni organ: Poverenik (office@poverenik.rs, +381 11 3408 900).

9. Kolačići i srodne tehnologije

Preferiramo cookieless analitiku; bez marketinških kolačića. Tehnički kolačići za sesiju/anti-abuse mogu biti neophodni.

10. Deca

Usluge nisu namenjene licima mlađim od 16 godina.

11. Izmene

Najnovija verzija dostupna je na sindikatncr.com/politika-privatnosti; o bitnim izmenama obaveštavamo primereno.

12. Kontakt

Sindikat NCR Atleos – Beograd

Španskih Boraca 75, 11070 Novi Beograd, Srbija

office@sindikatncr.com | +381 66 138 034 (Miloš Savin)

EN — Privacy Policy

Controller: NCR Atleos – Belgrade Employees' Union

Address: Španskih Boraca 75, 11070 New Belgrade, Serbia

Contact: office@sindikatncr.com | +381 66 138 034

Privacy contact: Miloš Savin

1. About this Policy & who we are

This Policy explains how NCR Atleos – Belgrade Employees' Union ("Union", "we") processes personal data when you use our website (sindikatncr.com) and related services (e-application, contact form, admin). We act as the data controller under the GDPR.

2. Principles

Lawfulness, fairness, transparency; purpose limitation; data minimisation; accuracy; storage limitation; integrity and confidentiality.

3. Processing activities & legal bases

3.1. Data we collect: full name (required), email address (required), Quicklook ID (required; stored as a salted cryptographic hash), city (required), organization/unit (optional), and submission metadata (request ID, date/time, IP stored as a hash).

Purpose: membership registry, internal communications, eligibility checks, and organizational support to trade-union activities.

Legal bases: Art. 6(1)(b) GDPR (pre-contractual/contract performance in relation to membership) and Art. 9(2)(d) GDPR (processing by a trade union in the course of its legitimate activities, with appropriate safeguards).

Privacy until representativeness: personally identifying data are accessible only to the Union President under strict technical and organizational controls (RBAC/RLS, access logs, encryption). Data are processed only as necessary for maintaining the registry and protecting members' rights. Upon achieving representativeness, data may be used for lawful collective bargaining activities as permitted by law.

Voluntary disclosure: a member may opt-in to be "visible (disclosed)" for active participation; the change applies going forward and can be withdrawn.

3.2. Contact form: name (optional), email (optional), message (required), IP hash and timestamp. Basis: Art. 6(1)(f) GDPR.

3.3. Administration (NextAuth): minimal OAuth profile (e.g., email), session/JWT, technical cookies. Basis: Art. 6(1)(f) GDPR.

3.4. Analytics (Plausible – cookieless): aggregate metrics without identifying visitors. Basis: Art. 6(1)(f) GDPR.

3.5. Anti-abuse (reCAPTCHA Enterprise / Cloudflare Turnstile): technical bot protection; Basis: Art. 6(1)(f) GDPR.

3.6. Transactional email (Resend and/or Titan): recipient email, delivery metadata, minimal message content for delivery; Bases: Art. 6(1)(b) and/or 6(1)(f) GDPR; 9(2)(d) where applicable.

4. Quicklook ID

Purpose: solely to verify eligibility for membership (employment with the target organisation).

Storage method: the value is never stored in plain text; it is stored as a salted cryptographic hash with strictly limited access (RBAC/RLS) and audited actions.

Minimisation: the Quicklook ID is not used for profiling or marketing and is not shared with the employer.

5. Recipients (processors) & transfers

We engage the following processors (DPAs in place; SCC/TIA for extra-EEA transfers):

• Supabase: database/storage, authentication (if used), serverless functions; EU regions where available. Data: DB records (membership), minimal account data, logs/metadata. Transfer: SCC + TIA if outside EEA.

• Vercel: hosting/deployment, CDN/edge. Data: server logs/metadata, error traces (no payload PII). Transfer: SCC + TIA if outside EEA.

• Plausible (EU): cookieless analytics. Data: aggregate usage metrics (no identifiers). Transfer: EU-based; no transfer outside EEA (per config).

• Hostinger/Titan: inbound/outbound email (if used). Data: email address, message metadata; message body if routed. Transfer: SCC + TIA if outside EEA.

• Resend: transactional email delivery. Data: recipient email, delivery metadata, message content (minimal). Transfer: SCC + TIA.

• Google reCAPTCHA Enterprise: anti-abuse/bot protection. Data: device/usage signals, IP, headers (per Google). Transfer: SCC/DPF + TIA.

• Cloudflare Turnstile (optional/alt.): anti-abuse/bot protection. Data: challenge signals, IP, headers (per Cloudflare). Transfer: SCC + TIA.

6. Security (TOMs)

MFA/2FA; RBAC (least-privilege); RLS; encryption in transit/at rest; secret rotation; audit; backups + periodic restore tests; incident response.

7. Retention

Membership: duration + 3 years; Contact enquiries: up to 12 months; Logs: 30–90 days; Admin sessions: per settings. Upon expiry — deletion/anonymisation.

8. Your rights

Access; rectification; erasure; restriction; portability; objection; withdrawal of consent (where applicable). Requests: office@sindikatncr.com. Supervisory authority (Serbia): Commissioner (office@poverenik.rs, +381 11 3408 900).

9. Cookies & similar tech

We prefer cookieless analytics; no marketing cookies. Technical cookies may be required for session/anti-abuse.

10. Children

Not intended for persons under 16.

11. Changes

Latest version at sindikatncr.com/politika-privatnosti; material changes will be notified appropriately.

12. Contact

NCR Atleos – Belgrade Employees' Union

Španskih Boraca 75, 11070 New Belgrade, Serbia

office@sindikatncr.com | +381 66 138 034 (Miloš Savin)