

# COLLECTIVE BARGAINING NEWSLETTER



**ETUI-REHS**  
European Trade Union Institute  
RESEARCH  
EDUCATION  
HEALTH & SAFETY



AMSTERDAM INSTITUTE FOR ADVANCED LABOUR STUDIES  
UNIVERSITEIT VAN AMSTERDAM



**YEAR 1, NO. 5 – JUNE 2008**

This newsletter presents up-to-date information on collective bargaining developments across Europe. It aims to facilitate information exchange between trade unions and to support the work of the ETUC's collective bargaining committee.

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## AUSTRIA

### Chemical workers win 3.7-3.9%

June 18, 2008

After four rounds of tough negotiations, on 30 May a collective agreement has been reached in the chemicals industry by which the about 42,000 workers will get pay increases between 3.7 and 3.9%, for one year backdated from 1 May 2008. Meanwhile these results have been approved by the meetings of union and works councils representatives. The deal includes a 3.9% rise for the lowest wage scales and a lump sum of Euro 35 to be paid in June 2008. The chemical union (KV Chemie) negotiators claim this result to be one of the best in the current bargaining round in Austria.

(English Watson Wyatt Data Services, *New Industrial Relations Europe*, 6/2008; German: <http://www1.oegb.at/chemie>)

## BELGIUM

### Mass protests against purchasing power problems

June 23, 2008

Between 9 and 13 June, the three main union confederations organized a week of action to bring the urgency of the problems of purchasing power, notably for the low-paid, to the fore, including a number of mass rallies in Brussels and other cities. The unions emphasize that the employers have already been granted tax deductions and point to the fact that inflation in Belgium is nearing 5%. They demand increases in minimum pay and social benefits, new tax breaks for the lowest and middle income groups, and cuts in energy taxes for households (See also this *Collective Bargaining Newsletter* Year 1 No.'s 2 and 4).

(English: English Watson Wyatt Data Services, *New Industrial Relations Europe*, 6/2008;

[http://www.epsu.org/spip/cob.php3?id\\_mot=262](http://www.epsu.org/spip/cob.php3?id_mot=262);

Dutch: [http://openbarediensten.acv-online.be/Images/pamflet%2024u-staking%20%2B%20betoging\\_tcm86-167188.pdf](http://openbarediensten.acv-online.be/Images/pamflet%2024u-staking%20%2B%20betoging_tcm86-167188.pdf);

French: <http://www.fgtb.be/code/fr/fram004.htm>)

## BULGARIA

### Health workers to receive double pay

June 23, 2008

On 4 June, Bulgarian Health Minister Evgeni Zhelev signed a new collective agreement with five health trade unions, including the Federation of Trade Unions in Health Services and Podkrepa Medical Federation, that increases wages for health workers by 90 to 100%. The signing of the agreement comes before the discussions on the 2009 government budget and after the mass strikes of 2007 in the education and health care sectors. The increase will take effect on 1 July 2008, and will cover hospitals in state and municipal ownership, as well as hospitals operating as joint stock-holdings. The agreement is the first in a series of steps aimed at converging the salaries of Bulgarians to those elsewhere in the EU in an effort to stop the brain drain.

(English: <http://www.world-psi.org/Template.cfm?Section=Home&CONTENTID=20506&TEMPLATE=/ContentManagement/ContentDisplay.cfm>)

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## CYPRUS

### Minimum wage rise for occupational groups

May 19, 2008

On 7 April 2008 the Labour Advisory Board within the Ministry of Labour and Social Insurance decided to increase the minimum monthly wage for new labour market entrants by 6.35%. At the same time, the advisory board agreed to raise the minimum wage by about 6.4% for workers who have worked for the same employer for six consecutive months. The existing legislation sets minimum wage levels for five occupational categories: sales staff, clerical workers, auxiliary healthcare staff and auxiliary staff in nursery schools, crèches and schools. The increases will be effective from 1 April 2008. According to the Ministry of Labour and Social Insurance, until recently the minimum wage levels were unjustifiably low, making a corrective increase imperative. This view is shared by the unions but opposed by the employers' federation. (See elsewhere in this *Collective Bargaining Newsletter* for minimum wage developments in France, Latvia, Lithuania and Poland)

(English: <http://www.eurofound.europa.eu/eiro/2008/04/articles/cy0804039i.htm>)

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## CZECH REPUBLIC

### Nationwide strike against government proposals

June 24, 2008

The Czech-Moravian Confederation of Trade Unions (CMKOS) organised a successful nationwide one-hour warning strike on 24 June in order to protest against the government's reform package concerning taxation, pensions, labour market, health and education. Public transport and healthcare workers as well as teachers joined the strike. Union representatives have warned that more strikes could follow the 24 June protest.

(English: [http://www.epsu.org/spip/cob.php3?id\\_mot=262](http://www.epsu.org/spip/cob.php3?id_mot=262); <http://www.cmkos.cz/homepage/928-3>;  
[http://www.praguemonitor.com/en/361/czech\\_national\\_news/24367](http://www.praguemonitor.com/en/361/czech_national_news/24367))

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## DENMARK

### Health care workers' strikes ended

June 13, 2008

After eight weeks of strike actions, municipal and regional council workers organised in the FOA federation have voted in ballots to accept the improved three-year pay deal for day-care staff. They accepted a 13.4% deal (up on the 12.8% employers had offered) that included a commitment to a commission to look at the issue of gender pay inequality. A few days later, the about 65,000 health care workers (nurses, midwives and laboratory assistants) joined the day-care workers in ending their strikes after agreeing to a 13.3% pay hike over three years (See also this *Collective Bargaining Newsletter* Year 1 No. 4).

(English: [http://www.epsu.org/spip/cob.php3?id\\_mot=260#a3856](http://www.epsu.org/spip/cob.php3?id_mot=260#a3856);  
[http://www.boston.com/news/world/europe/articles/2008/06/13/65000\\_danish\\_nurses\\_end\\_2\\_month\\_strike](http://www.boston.com/news/world/europe/articles/2008/06/13/65000_danish_nurses_end_2_month_strike);  
Danish: <http://www.foa.dk/sw446818.asp>)

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## FINLAND

### Debate on level of collective bargaining

June 18, 2008

The current round of sector-level bargaining in Finland has been ended, with pay gains on average running at 5.5%, implying a 2.3% increase in purchasing power. Although economists argue that the nominal outcome is about 2% points higher than would be expected from Finland's more customary centralised wage agreements, leading employer association EK is positive on sector bargaining as this offers more scope for flexibility and productivity improvements through company-level variations. On the union side, it is suggested that the SAK federation prefers a return to centralised arrangements, though not all SAK affiliates would agree. The STTK federation is supposed to be more amenable to lower-level settlements, but still hangs on to a central negotiation framework.

(English: Watson Wyatt Data Services, *New Industrial Relations Europe*, 5/2008 and 6/2008)

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## FRANCE

### Public service unions reject government proposals on mobility

June 6, 2008

The eight trade union federations in the public services have signed a joint letter declaring their opposition to government proposals on increasing worker mobility across the public sector. The unions argue that rather than enhancing career development, the measures are mainly aimed at increasing flexibility, undermining the pay and grading system and providing opportunities to make more budget cuts.

(English: [http://www.epsu.org/spip/cob.php3?id\\_mot=260#a3857](http://www.epsu.org/spip/cob.php3?id_mot=260#a3857);

French: <http://www.fo-fonctionnaires.fr/flashinfo-suite.html>)

### Unions call for pay negotiations to re-open at EDF

June 6, 2008

In the light of the recent surge in inflation, unions at the EDF energy company have called on the company to start negotiations over pay in line with regulations that provide for a re-opening of collective bargaining. There is also a call for the company to provide compensation for travelling to work, with a demand for EDF to pay for 60% of each employee's monthly travel costs if they use public transport and a Euro 200 contribution per year towards fuel costs for those not using public transport.

(English: [http://www.epsu.org/spip/cob.php3?id\\_mot=260#a3851](http://www.epsu.org/spip/cob.php3?id_mot=260#a3851);

French: <http://www.fnme-cgt.fr/outils/sites.phtml?id=2>)

### SMIC price adjustments 'should be cut'

June 24, 2008

In late May, a report prepared for the government by the economic think-tank CAE recommended that adjustments to the national minimum wage (SMIC) based on consumer price trends should be abandoned in their present form. CAE also advocated the introduction of a 'junior SMIC' for workers under age 25, arguing that the present single SMIC rate for all workers except minors, apprentices and disabled deters employers from hiring young people.

On 23 June, the Labour Ministry announced a rise by 0.9% of the SMIC from 1 July, bringing it to Euro 8.71. In reaction, the CGT union confederation said the increase was too meagre to offset the impact of the soaring food and energy costs (See elsewhere in this *Collective Bargaining Newsletter* for minimum wage developments in Cyprus, Latvia, Lithuania and Poland).

(English: Watson Wyatt Data Services, *New Industrial Relations Europe*, 5/2008)

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## GERMANY

### 3% increase for Hessen government workers

June 6, 2008

Ver.di and the other trade unions representing regional government workers in Hessen have agreed a 3% pay increase for 2008. Hessen broke away from the national collective agreement covering regional government in 2004 and is still resisting union demands to rejoin the agreement. The 2008 pay increase is backdated to 1 April and a lump sum worth 3% of salary will cover the period from 1 January to 31 March. Employees will also get a further lump sum of either Euro 100 or Euro 150, depending on their pay grade. The agreement runs till the end of 2008 and separate pay negotiations will take place for 2009.

(English: [http://www.epsu.org/spip/cob.php3?id\\_mot=260#a3861](http://www.epsu.org/spip/cob.php3?id_mot=260#a3861);

German: [http://hessen.verdi.de/tarifunde\\_oeffentlicher\\_dienst\\_2008/data/eckpunktevereinbarung-hessen.pdf](http://hessen.verdi.de/tarifunde_oeffentlicher_dienst_2008/data/eckpunktevereinbarung-hessen.pdf))

## **New type of holiday grant secured**

*June 18, 2008*

The ver.di union has, in a collective agreement signed the German dock workers, for the first time secured a special type of annual holiday or rest-and-recreation grant ('Erholungsbeihilfe'). Only ver.di members (80% of the dockers) will get these grants, which are worth up to Euro 260 per person per year and are largely tax-deductable. The agreement allows wage increases of 4.8% for 2008. An additional lump-sum payment for workers handling freight containers is included.

(English: Watson Wyatt Data Services, *New Industrial Relations Europe*, 6/2008;

German: <http://nds-bremen.verdi.de/presse/pressemitteilungen/showNews?id=f914a32a-3150-11dd-5765-0019b9e321cd>)

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## **GREECE**

### **National Bank's unilateral offer upsets unions**

*June 18, 2008*

The unilateral decision by the National Bank of Greece to award its staff a 6.1% pay increase in two stages in 2008 (3.5% backdated to 1 January, another 3% from 1 September) has upset the unions, who are demanding 10.5% across the banking sector. The unions claim that the bank is not only trying to bypass sector-level bargaining as such, but that it is jeopardising the whole process. The OTOE bank employees' federation has called on the government to intervene, but the Labour Ministry answered that it has no legal power to force any employer into collective negotiations. The National Bank has argued that if an eventual sector settlement is more generous, its pay levels will be adjusted to match, but that if it is less generous the bank will stick to its unilateral plan.

(English: Watson Wyatt Data Services, *New Industrial Relations Europe*, 6/2008)

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## **IRELAND**

### **Nurses vote to suspend action**

*May 23, 2008*

Psychiatric nurses organized in the SIPTU general union and in the Psychiatric Nurses Association (PNA) have suspended their industrial action following acceptance of a revised compensation package covering violence at work. The package emerged from negotiations with the Health Service Executive (HSE) and extends greatly the number of grounds for claims, recognizes the importance of dealing with the psychological trauma violence can cause and increases compensation up to 66%. SIPTU National Nursing Official, Louise O'Reilly, said, "It is a pity that it took industrial action, including an overtime ban, to force the employers to look after nurses who have been injured as a result of assaults, but we are pleased that our action has been vindicated".

(English: [http://www.epsu.org/spip/cob.php3?id\\_mot=259#a3818](http://www.epsu.org/spip/cob.php3?id_mot=259#a3818);

<http://www.siptu.ie/PressRoom/NewsReleases/2008/Name,10286,en.html>)

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## **ITALY**

### **Unions continue to mobilise over private health agreement**

June 6, 2008

The public sector unions of three main confederations, CGIL FP, CISL FP and UIL FPL, are continuing to campaign over the long delayed collective agreement for the private health sector, covering 150,000 workers. Following a sit-in demonstration outside the head office of the ARIS organization that represents religious healthcare organizations, the unions organized a fortnight of action around the country from 3 to 13 June (See also this *Collective Bargaining Newsletter* Year 1 No. 4).

(English: [http://www.epsu.org/spip/cob.php3?id\\_mot=260#a3862](http://www.epsu.org/spip/cob.php3?id_mot=260#a3862),

Italian: <http://www.fpcgil.it/flex/cm/pages/ServeBLOB.php/L/IT/IDPagina/6576>)

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## LATVIA

### Proposed minimum wage rise behind target

June 18, 2008

The government has proposed to raise the national monthly minimum wage by 12.5% to LVL 180 (Euro 257) from 1 January 2009. This increase has been agreed within the National Tripartite Cooperation Council but falls well short of what it should be under pay policy formulated in 2003, calling for the minimum wage to reach 50% of the average wage level by 2010. According to the original timetable and recent Finance Ministry forecasts, the minimum monthly rate for 2009 should actually be about LVL 220 (Euro 314). This implies a rise of 37.5%, an uplift that the government considers unaffordable (See elsewhere in this *Collective Bargaining Newsletter* for minimum wage developments in Cyprus, France, Lithuania and Poland).

(English: Watson Wyatt Data Services, *New Industrial Relations Europe*, 6/2008)

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## LITHUANIA

### Unions press for minimum wage rise

June 18, 2008

The Lithuanian union federations are pressing for a 25% uplift in the national minimum wage, which since 1 January 2008 stands at LTL 800 (Euro 232) monthly. In the first quarter of 2008, average nominal wage across the economy rose by 23.8%, and average gross wages in the private sector went up by 24.3% to LTL 2,136 (Euro 619) per month, leaving the minimum wage at 37% of this average (See elsewhere in this *Collective Bargaining Newsletter* for minimum wage developments in Cyprus, France, Latvia and Poland).

(English: Watson Wyatt Data Services, *New Industrial Relations Europe*, 6/2008)

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## NETHERLANDS

### Basic agreement reached at TNT Post

June 13, 2008

After a month of relay strikes of postal workers in a number of Dutch cities and under the threat of a national postal strike on 28 May, ABVAKABO FNV and the other unions succeeded in negotiating a basic agreement with TNT Post. The agreement reached on 23 May, running one year from 1 April 2008 on, contains a structural pay rise of 3% backdated to 1 April and a one-off payment of 0.5% per month, to be included in the wage scales if a new collective agreement for so-called production workers will be realised and some other conditions will be met before 1 April 2009. TNT has shelved earlier plans for drastic wage cuts. On June 30, ABVAKABO FNV will conclude the ballot on the basic agreement.

(Dutch: [http://www.powertothepostwerkers.nl/images/uploads/cao-krant\\_TNT\\_juni\\_2008.pdf](http://www.powertothepostwerkers.nl/images/uploads/cao-krant_TNT_juni_2008.pdf); *NRC-Handelsblad*, 23-04-2008, 26-05-2008)

## **Regional bus strike ended**

*June 20, 2008*

On 19 June, busses of the three companies involved (Veolia, Connexxion and Arriva), covering a large part of regional bus lines in the Netherlands, started to drive again, after five weeks of strike actions organised by the FNV- and CNV-affiliated unions. On 12 June a new 18 months' collective agreement was reached, with wage increases of 3.5% backdated to 1 January 2008 and 2% by 1 January 2009 as well as a 0.5% lift of the end year bonus. Decisive for ending the strike was that on 18 June, under parliamentary pressure, the State Secretary for Transport announced to provide the bus companies with Euro 16 million in order to compensate for their higher fuel and wage costs. Earlier, a parliamentary majority had opposed a 3.5% increase of bus ticket prices (See also this *Collective Bargaining Newsletter* Year 1 No. 4).

(Dutch: [http://www.fnvbondgenoten.nl/branches\\_bedrijven/branches/vervoer/openbaar\\_vervoer/875283/](http://www.fnvbondgenoten.nl/branches_bedrijven/branches/vervoer/openbaar_vervoer/875283/);  
<http://www.nu.nl/news.jsp?n=1617979&c=30>)

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## **NORWAY**

### **Public sectors deals out to ballot**

*June 6, 2008*

A pay settlement for workers in the municipal sector is out for ballot following strike action. The result in the state sector is also out on a ballot among union membership. The recommended result is a yearly increase estimated at 6.1% with a general pay rise of between Euro 2,008 and Euro 4,016 per year or approximately 7% for the lower pay grades and just under 4% for the highest. In addition to this general increase, 1% is set aside for wage regulation negotiations (July) and 1.3% for local negotiations. The local parties have to monitor the gender pay gap and negotiate to remove it. In addition improvements have been agreed for older workers. From the age of 62 employees are entitled to eight days off without pay deduction and local negotiations can improve on this by up to six days. The ballot will be concluded on 23 June.

(English: [http://www.epsu.org/spip/cob.php3?id\\_mot=260#a3863](http://www.epsu.org/spip/cob.php3?id_mot=260#a3863))

### **Airport workers strike secures improved pay deal**

*May 23, 2008*

Airport workers began strike action on 16 May in support of changes in their pay system. Over the following days some 400 workers, many with responsibilities for rescue and emergency services, in 13 airports around the country joined the action until a new agreement was negotiated late on 20 May. The agreement does not just provide for a higher pay increase overall, but includes larger payments for working outside normal hours and at weekends. The general pay increase will be at least Euro 2,400 a year.

(English: [http://www.epsu.org/spip/cob.php3?id\\_mot=259#a3826](http://www.epsu.org/spip/cob.php3?id_mot=259#a3826);  
Norwegian: <http://www.lostat.no/default.aspx?m=3&amid=3202>)

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## **POLAND**

### **Minimum wage rise proposed**

*June 18, 2008*

The government has proposed a rise of 7% in the Polish national minimum wage for 2009, taking the adult rate to PLN 1,204 (Euro 334) a month. This increase, which still has to be agreed within the Tripartite Commission for Social and Economic Issues, is significantly lower than the 20% hike in the minimum wage as of January 2008. (See elsewhere in this *Collective Bargaining Newsletter* for minimum wage developments in Cyprus, France, Latvia and Lithuania)

(English: Watson Wyatt Data Services, New Industrial Relations Europe, 6/2008)

### **International support for protesting postal workers**

*June 18, 2008*



Since January 2008, over 12,000 workers of Polish Post (Poczta Polska), represented by the Solidarnosc union, have been trying to reach a decent agreement on wage increases. By way of protest against the lack of progress in the negotiations, they went on strike on 3 June, but ended this strike on 12 June at midnight in order not to expose union members to the risk of loosing their job. Indeed, during the strike many violations of trade union law were observed. At the same day, UNI Post & Logistics Global Union sent a letter to the Director General of Poczta Polska, stating that UNI is extremely disturbed by the fact that the Polish Post appears not to respect the right to strike, and urging the Director General to rectify the lack of consultation by his management with the union to resolve the outstanding issues. The letter emphasizes that UNI and its affiliates worldwide support Solidarnosc in their fight for justice.

(English: <http://www.union-network.org/UNIPostal.nsf/0/CBFA35FFB8F35F4DC125746E002CA65B?OpenDocument>)

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## SLOVAKIA

### **Car supplier workers win 5% hike**

*May 20, 2008*

After months of tough struggle, during which six representatives of the OZ KOVO union were dismissed, and a 30-hour factory occupation and blockade in late April, workers of the Kolarovo plant (2,000 workers) of car products supplier Kromberg & Schubert (K & S) have secured a 5% rise in basic pay rates. They will also get a lump-sum amount of SKK 1,000 (Euro 30) and increases in shift premiums for weekend work. Once the deal was reached, the K & S management told the union that the six representatives could return to work.

(English: Watson Wyatt Data Services, *New Industrial Relations Europe*, 5/2008;

[http://www.spectator.sk/articles/view/30980/3/kromberg\\_schubert\\_workers\\_protest\\_against\\_management.html](http://www.spectator.sk/articles/view/30980/3/kromberg_schubert_workers_protest_against_management.html))

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## SLOVENIA

### **Private-sector pact agreed**

*June 18, 2008*

After an earlier false start (see this *Collective Bargaining Newsletter* Year 1 No. 2), in late May social partners agreed upon a two-year national framework agreement on pay for Slovenia's private sector. The deal provides for a 5.2% lift of basic rates to offset higher-than-expected price inflation in 2007, with a 3.9% increase in starting and minimum pay in August 2008. There will be an additional rise in January 2009 if inflation in 2008 tops 4.55%, and another 2.3% hike in starting and minimum rates in August 2009. A further increase may take place in January 2010, equal to the amount by which price inflation in 2009 exceeds 2.7%. The general minimum annual vacation bonus is increased to Euro 665. Although falling short of the automatism sought by the unions, the accord also sets out guidelines for productivity-linked awards in industry-level wage settlements.

(English: Watson Wyatt Data Services, *New Industrial Relations Europe*, 6/2008)

### **Metalworkers reach extra rise for lowest scales**

*June 13, 2008*

Under threat of a strike action, the SKEI metalworkers' union managed to come to an agreement with the employers in the metalworking industry. The wages in the lowest three scales will be increased by 6.6% for the next 12 months, equal to the original union demand. The other wages will rise by 4.2%. If inflation for 2008 will be over 4.2%, there will be an automatic adjustment in January 2009. On top of these wage increases, a holiday one-off payment of Euro 700 was agreed too.

(English: message EUCOBAN network European Metalworkers' Federation (EMF))

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## SPAIN

### **Public service federations mobilise over decent pay**

*June 23, 2008*

The public service federations, FSAP-CCOO, FSP-UGT and CSI-CSIF, have had a meeting with the public service minister following general elections earlier this year. They set out a number of their main short- and medium-term demands and



called for negotiations as soon as possible. From 18 June on, the federations have begun a series of demonstrations in support of their demands for decent and fair pay across public administration. Earlier they pointed at salary differences up to 40% between public servants doing similar jobs in different departments. They also plead for major improvements in career opportunities in the public service (See also this *Collective Bargaining Newsletter* Year 1 No.'s 2 and 3).

(English: <http://www.epsu.org/r/193>; [http://www.epsu.org/spip/cob.php3?id\\_mot=262#a3899](http://www.epsu.org/spip/cob.php3?id_mot=262#a3899); Spanish: <http://www.fsap.ccoo.es/webfsap/menu.do?Actualidad:Sindical:Actualidad:32112>; <http://www.fspugt.es/index.php/mod.noticias/mem.detalle/idnoticia.4818/idimagen.891/recategoria.7>)

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## SWEDEN

### Nurses end strike

June 18, 2008

After six weeks of strike action, nurses organised in the Swedish Association of Health Professionals (SAHP, Vårdförbundet) have agreed to a new 27-month pay agreement, giving increases of 4% from 1 June 2008, 3% in 2009 and 2% in 2010, with renegotiation possible in the final year. The overall value of the deal is only 0.5% lower than a mediated offer that the union rejected earlier (See also this *Collective Bargaining Newsletter* Year 1 No 4).

(English: [http://www.epsu.org/spip/cob.php3?id\\_mot=260#a3858](http://www.epsu.org/spip/cob.php3?id_mot=260#a3858); Swedish: <http://www.vardforbundet.se/templates/VFArticlePage4.aspx?id=13166>)

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## UNITED KINGDOM

### Ballots over health service pay deal produce mixed results

June 19, 2008

Twelve health unions, representing 1.3 million UK health workers, have voted to accept the proposed three-year pay deal for the National Health Service (NHS). This includes UNISON, representing 500,000 workers, where members voted 2 to 1 in favour of the pay offer, as well as the RCN nurses' union. The deal means a 2.75% pay rise in the first year, and 2.54% in year 2. It establishes for all NHS staff a new minimum wage of UKP 6.77 an hour in that year, that is 18% higher than the statutory minimum wage. Those on the lowest point will receive an increase of 5.7%. In the third year the proposed deal gives a 2.5% hike. It includes a flat rate increase of UKP 420 (worth 3.17% at the lowest point) for the bottom three grades. However, NHS members in the UNITE and GMB general unions as well as the RCM midwives' union have overwhelmingly rejected the offer. UNITE members will be balloted on industrial action. The latter union says to be concerned that the current pay offer imposed on health sector workers will damage NHS morale, recruitment and retention.

(English: [http://www.unison.org.uk/asppresspack/pressrelease\\_view.asp?id=1187](http://www.unison.org.uk/asppresspack/pressrelease_view.asp?id=1187); <http://www.amicustheunion.org/default.aspx?page=8582>; <http://www.gmb.org.uk/Templates/Internal.asp?NodeID=97077>)

### Tanker drivers win increased pay offer

June 19, 2008

UK oil tanker drivers supplying Shell petrol stations have called off a planned second round of industrial action after being offered a reported 14% pay increase over two years. The offer was made to the drivers' union, UNITE, by Hoyer UK and Suckling Transport, who are contracted to distribute Shell supplies. It followed four days of industrial action, with more planned. The drivers will now consider the offer, which is likely to take significantly increase average earnings from their current level of around UKP 32,000 a year.

(English: <http://www.itfglobal.org/news-online/index.cfm/newsdetail/2279/region/1/section/0/order/1>)

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You may find further information on the ETUI-REHS at [www.etui-rehs.org](http://www.etui-rehs.org), and on the AIAS at [www.uva-](http://www.uva-)

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