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collective bargaining

Issue 2/2010 February

This newsletter presents up-to-date information on collective bargaining developments across Europe since February 2008. It aims to facilitate information exchange between trade unions and to support the work of the ETUC's collective bargaining committee.



AMSTERDAM INSTITUTE FOR ADVANCED LABOUR STUDIES
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contents

Austria

Union defends hospital workers
Red Cross workers reject pay freeze
Energy workers get 1.6% on lowest rate

Belgium

General strike at Carrefour Belgium
Unions mobilise workers in non-profit sector

Bulgaria

Government suspends talks over higher pension age

Czech Republic

Transport strike announced

Denmark

New agreement in manufacturing sector
Concern that subsidised jobs being used to cut costs

Finland

New municipal agreements aim to close pay gap

France

Unions and EDF agree to positive 2010 wage terms
Union launches petition to reduce number of contract workers
Unions united in boycott of social dialogue meeting

Germany

Pilot metal agreement in North Rhine-Westphalia
Widespread use of short-time arrangement
Union recommends agreement in federal and local government
Successful strike in automotive sector
Church employees show growing discontent

Greece

Country comes to a standstill
Union claims large turnout in public sector strike

Hungary

Collective agreement in large media company

Ireland

Time running out for settlement of public service dispute
Campaign against plans to cut low wages

Italy

Bargaining round for public sector managers

Netherlands

Dutch Railways abstains from using scabs
Local and provincial government dispute continues
Basic agreement in metalworking and electrical engineering

Malta

Unions protest against utility tariffs

Norway

Nurses' union anger at arbitration

Poland

Nurses union warns of nationwide protest

Portugal

Massive gap between government and public sector unions

Romania

Local government workers take action

Spain

Joint union campaign over pension age

Sweden

Large number of part timers wants to work more hours

United Kingdom

Members at Fujitsu vote in favour of conciliation proposals
Civil service members vote for national strike
Council workers win equal pay case

Austria

Union defends hospital workers

February 15, 2010

The GDG-KMSfB public services union has attacked calls for new collective agreements in hospitals that would threaten the current earnings of health workers. The union has made clear that it would defend hospital workers' pay and conditions and call for improvements in view of their hard work and unsocial hours. The GDG also criticised the employers' organisation (Wirtschaftskammer) for claiming that massive savings could be made through privatisation of health services.

English: <http://www.epsu.org/cob/354>;

German: <http://www.gdg.at/servlet/ContentServer?pagename=C01/Page/Index&n> .

Red Cross workers reject pay freeze

February 15, 2010

A meeting of about 100 works council representatives has called on the Red Cross in Vienna to stop delaying and make a pay offer and not try to freeze pay for 2010. The workers argue that their pay should rise in line with workers delivering similar services and point to the recent agreement in the BAGS private health negotiations that produced a 1.5% pay increase (See also this *Collective Bargaining Newsletter* Year 3 January 2010).

English: <http://www.epsu.org/cob/354>;

German: http://www.vida.at/servlet/ContentServer?pagename=S03/Page/Index&n=S03_0

Energy workers get 1.6% on lowest rate

February 2, 2010

After two rounds of negotiations, the GPA-djp and PRO-GE unions secured a 1.6% pay increase on the lowest pay rates for the 18,000 workers in the electricity industry. Increases on higher pay rates vary between 1.45% and 1.55%. The agreement runs from 1 February 2010 to 31 January 2011.

English: <http://www.epsu.org/cob/352>;

German: <http://www.gpa-djp.at/servlet/ContentServer?pagename=GPA/Page/Index&n=GPA> .

Belgium

General strike at Carrefour Belgium

February 26, 2010

For Saturday 27 February, the SETCA/BBTK, LBC-NVK, and CNE unions announced a general 24-hours' strike at Carrefour Belgium. They argued that with the selling or closure of 21 stores of the supermarket/hypermarket chain the sustainability of the entire Belgian part is at stake. They said that already for a decade they have been asking for a commercially ambitious plan, not once a cost-cutting plan at the expenses of the workers. Also, the unions demand the upcoming discussion on the collective agreement to take place in the framework of collective bargaining for the retail sector at large.

English: [http://www.uniglobalunion.org/Apps/iportal.nsf/pages/homeEn?Open ...](http://www.uniglobalunion.org/Apps/iportal.nsf/pages/homeEn?Open...)

Dutch: <http://www.standaard.be/artikel/detail.aspx?artikelid=VE2MPHFS>;

French: [http://www.7sur7.be/7s7/fr/1536/Economie/article/detail/1072528/2010 ...](http://www.7sur7.be/7s7/fr/1536/Economie/article/detail/1072528/2010...)

Unions mobilise workers in non-profit sector

February 2, 2010

Workers in the non-profit sector that includes hospitals and social services took to the streets in Brussels in December and early February, in support of demands of the joint unions for the collective agreement covering 2010 and next years. The unions are concerned that government

budgets for 2010 do not include any provisions for a revised agreement.

English: <http://www.epsu.org/cob/352>

Dutch: http://lbc-nvk.acv-online.be/Actualiteit/LBC_NVK_persberichten/2010 .

French: <http://www.cgsib.be/secteurs/non-marchand/secteurs-region-wallonne> ...

Bulgaria

Government suspends talks over higher pension age

February 15, 2010

The government has said that discussions over increasing the pension age to 65, from 63 for men and from 60 for women, have been temporarily suspended. The Minister of Labour and Social Policy, Totyu Mladenov, stated that the government's priorities would be the start of health care reforms and the stabilization of the labour market.

English: <http://www.epsu.org/cob/354>;

http://www.novinite.com/view_news.php?id=113060

Czech Republic

Transport strike announced

February 24, 2009

On 23 February transport union leaders gathered in Prague. They opposed a new law raising taxes on benefits that are already part of work contracts. Lubos Pomajbík, president of the Transport Workers' Union, announced a strike planned for 1 March between 4 and 9 AM. Trains nationwide will come to a halt. Prague Transit workers were still discussing about whether to join in, a move that would affect morning commuters on trams and the metro.

English: <http://www.praguepost.com/news/3680-spring-will-bring-transport-strikes.html>

via http://www.labourstart.org/cgi-bin/show_news.pl?country=Czech+Republic

Denmark

New agreement in manufacturing sector

February 22, 2010

A new collective agreement has been agreed for the manufacturing sector between the Central Organization of Industrial Employees in Denmark (CO-industri) and the Confederation of Danish Industry (DI), directly covering about 240,000 workers and indirectly affecting another 350,000 workers. The agreement may pave the way for others. Wage negotiations will take place via decentralised negotiations in the period of validity of the agreement. Main points in the agreement are: as of 1 March 2011 pension contributions will be paid already after two months of employment, down from the previous nine months; the employer can no longer demand that an employee takes remaining special vacation days in his period of notice if the termination of the contract is instigated by the employer; salaries for apprentices will be increased by 2% as of 1 March 2010 and by 2.5% as of 1 March 2011; as of 1 March 2011 the period of paid parental leave is extended by one week for both the mother and the father; as of 1 May 2010 severance pay is introduced as an automatic right in case of dismissal.

English: message of EUCOBAN network of EMF / EFFAT / ETUF-TCL / EMCEF;

<http://uk.reuters.com/article/idUKLDE61LOT20100222>

Concern that subsidised jobs being used to cut costs

February 15, 2010

The FOA public services union is worried that local authorities are taking on unskilled workers as

part of a subsidised employment scheme and then using them to replace existing, skilled and higher paid employees. The union reports one case where a nursing home sacked a number of workers but not before asking them to provide training to the subsidised employees who would replace them. The FOA says that the number of subsidised jobs in local government increased to 13,653 in 2009 up from 9,128 in 2008, but could rise to 25,000 in 2010. The union is concerned about the impact on the quality of care.

English: <http://www.epsu.org/cob/354>;

Danish: <http://www.foa.dk/Forbund/Presse.aspx?newsid={25120568-E99A-42C4}>.

Finland

New municipal agreements aim to close pay gap

February 15, 2010

The new two-year agreements covering municipal workers include a 0.8% pay increase from 15 February for certain groups of workers such as those in catering, cleaning, social care and childcare, and then 0.7% to be allocated at local level by 1 September. The minimum pay for trainees rises from 1 February by about 9% to Euro 1,450 per month. The unions involved had wanted to make some progress on parental leave and to place limits on the use of fixed-term workers but these were not part of the agreement. The basic deal has still to be approved by union members.

English: <http://www.epsu.org/cob/354>; <http://www.jhl.fi/uutinen/6448>

France

Unions and EDF agree to positive 2010 wage terms

February 22, 2010

On 18 February, four French unions approved average wage increases for 60,000 EDF (Electricité de France) workers of 4.4% for 2010. CFDT, CGT, CFTC, and CFE-CGC agreed on a progressive wage accord that has a base salary increase, plus increases based on seniority, training, incentives, and promotions. An industry-wide increase of 1.2% that was negotiated in November 2009 and took effect on 1 January 2010 is also factored into the 4.4% average increase. The agreement includes individual incentives of up to 1.8%, and prioritises training and career advancement opportunities. The CFDT termed the agreement satisfactory, while the CGT said it makes up some of the lost purchasing power of the recent past.

English: [http://www.icem.org/en/78-ICEM-InBrief/3635-French-Unions-EDF-Agree-to ...](http://www.icem.org/en/78-ICEM-InBrief/3635-French-Unions-EDF-Agree-to-...)

French: [http://www.investir.fr/infos-conseils-boursiers/infos-conseils-valeurs/infos/edf ...](http://www.investir.fr/infos-conseils-boursiers/infos-conseils-valeurs/infos/edf-...)

Union launches petition to reduce number of contract workers

February 15, 2010

In response to a statement by President Sarkozy that contract workers in the public sector would gradually be given civil servant status, the CGT public services federation has launched a petition supporting this policy. The petition also calls for any contract worker to be reinstated if their contract has been terminated since 1 January. The CGT says that there are around 840,000 contract workers in the public sector, with some 30% of workers in local and regional government working on contracts rather than civil service status. The union wants to see an end to the lower pay, poorer conditions and precariousness suffered by these workers.

English: <http://www.epsu.org/cob/354>;

French: <http://www.spterritoriaux.cgt.fr/spip.php?article3770>

Unions united in boycott of social dialogue meeting

February 15, 2010

The seven main public sector federations have issued a joint statement explaining their decision to

stay away from the state civil service committee meeting on 11 February, in protest at the government's insistence that the meeting should discuss its new regulations on restructuring. The new decree will reduce civil servants' rights in the case of a restructuring so that they will have to accept more or less any job rather than remain in the area in which they currently work. The unions argue that this is part of the wider measures introduced by the government which will lead to a reduction in public sector employment and will threaten the delivery of services.

English: <http://www.epsu.org/cob/354>; French: <http://www.ugff.cgt.fr/spip.php?article677>

Germany

Pilot metal agreement in North Rhine-Westphalia

February 25, 2010

On 18 February, a pilot collective agreement has been agreed between the IG Metall union and the Gesamtmetall employers' association, covering 700,000 metal and electronics workers in the federal state of North Rhine-Westphalia (NRW). According to IG Metall, the agreement will be an excellent instrument to bridge both the decrease in production and to avoid redundancies until mid-2012. It can be adopted by a voluntarily company agreement in companies which have been in the official short-time arrangement ("Kurzarbeit") for at least 12 months. When a company is in statutory short-time, redundancies are not allowed. From 1 May 2010 till 31 March 2011 the pay scales of the former agreement will be extended, and a lump sum of Euro 320 (Euro 120 for apprentices) has to be paid in two steps, on 1 May 2010 and on 1 December 2010. On 1 April 2011 wages will be increased by 2.7 %. The agreement on wages ends after 23 months, on 31 March 2012. Afterwards, it has been agreed that the NRW agreement will also be implemented in three other states, Niedersachsen, Baden-Württemberg and Bavaria.

English: message of EUCOBAN network of EMF / EFFAT / ETUF-TCL / EMCEF ;
<http://www.icem.org/en/78-ICEM-InBrief/3636-German-Metalworkers-Employers> .
German: http://www.igmetall.de/cps/rde/xchg/internet/style.xsl/view_3615.htm

Widespread use of short-time arrangement

February 19, 2010

The answers of 10,000 respondents in August-December 2009 on the continuous *WageIndicator* web survey (in Germany called *Lohnspiegel*) indicate that the official short-time arrangement has been widely used. Overall, the arrangement was used by 19% of all companies, but by a much larger part (35%) in companies that were hit by the crisis since the beginning of 2009. The score was even 73% among metal firms hit by the crisis. One in five respondents answered that their monthly wages had recently decreased; in metal manufacturing this was even one in three. The researchers of the Hans Böckler Foundation, in analysing the results, suggest that short-time work played a major role in decreasing wages.

German: http://www.boeckler.de/320_102969.html

Union recommends agreement in federal and local government

February 27, 2010

On 27 February, a clear majority of the collective bargaining committee of the ver.di services union has voted in favour of recommending the result reached after arbitration in federal and local government to the 120,000 union members involved. Union president Frank Bsirske said not to be shouting for joy with the result, but pointed out that the real income of the civil servants was safeguarded. A total pay raise of 3.5% is envisaged, with 1.2% increase backdated as of 1 January 2010, 0.6% as of 1 January 2011, also as of that date a lump sum payment of Euro 240, and a 0.5% increase as of 1 January 2011. The union emphasizes that these increases imply an impulse for purchasing power (See also this *Collective Bargaining Newsletter* Year 2 December 2009).

German: [http://presse.verdi.de/pressemitteilungen/showNews?id=42f0ac82-23f8-11df ...](http://presse.verdi.de/pressemitteilungen/showNews?id=42f0ac82-23f8-11df...)

Successful strike in automotive sector

February 12, 2010

After a strike and tough negotiations, works council, IG Metall union and the management of Automotive Lighting Reutlingen (AL) came to an agreement concerning the relocation of production. Key points were: no redundancies till the end of 2015; continuation of one assembly line for reflectors in Reutlingen; setting up of a working group to develop a sustainable concept for the Reutlingen plant; the design of important future technologies in Reutlingen. The union regards the agreement as an example for similar situations of relocation (See also this *Collective Bargaining Newsletter* Year 3 January 2010).

English: message of EUCOBAN network of EMF / EFFAT / ETUF-TCL / EMCEF

German: <http://www.reutlingen.igm.de/news/meldung.html?id=36970>

Church employees show growing discontent

February 2, 2010

Services union ver.di reports increasing discontent among church employees over the failure of the Evangelical Church to negotiate collective agreements to cover its 150,000 workers who work mainly in health and social services. Recent years have seen no pay increases and employees argue that there is not a fair distribution of representation on the committee that deals with employment issues. Ver.di is calling for a collective agreement to cover the church employees that would help re-connect them to the pay and conditions that apply in the health and social services sector and wider public sector agreements.

English: <http://www.epsu.org/cob/352>;

German: [http://presse.verdi.de/pressemitteilungen/showNews?id=58fc014c-0c1b-11df ...](http://presse.verdi.de/pressemitteilungen/showNews?id=58fc014c-0c1b-11df...)

Greece

Country comes to a standstill

February 25, 2010

On Wednesday 24 February, Greece came to a standstill as millions of workers, both public and private, stayed away from work in protest at the government's austerity programme and anger at the European Union's role in enforcing the cuts. A one-day general strike grounded all flights and buses, trains and ferries were halted. Schools, government ministries, local authorities were also closed, with hospitals only manned by emergency staff. The general strike follows a wave of sectoral actions, with further industrial action expected. The unions are currently discussing their next steps and another day of action is expected in March, though there are no plans for future general strikes.

English: <http://euobserver.com/9/29555>

Union claims large turnout in public sector strike

February 15, 2010

The ADEDY civil service confederation said that support for the national public sector strike on 10 February was very high - overall at 75% with up to 90% backing in some areas. The unions were protesting at government plans to cut public sector pay as part of a strategy, supported by the European Commission, to deal with the governmental budget deficit. The plans include public sector pay freezes, the raising of the retirement age, slashing of bonuses on salaries and tax rises across the board.

English: <http://www.epsu.org/cob/354> ;

<http://www.guardian.co.uk/world/2010/feb/10/athens-greece-protest-strike>

Greek: [http://www.adedy.gr/adedy/site/home/ws/primary+menu/deltia/2010/february ...](http://www.adedy.gr/adedy/site/home/ws/primary+menu/deltia/2010/february...)

Hungary

Collective agreement in large media company

February 28, 2010

The Trade Union of Press Workers and Axel Springer Hungary Ltd. have concluded a collective agreement, which is valid from 1 February 2010 and lasts for an undefined period, thus regulating employment relations which were already in existence since 1996. The agreement includes the rights and obligations of parties, and regulates working time, resting time, holiday, wages and other benefits. The parties have agreed to review the agreement every year and amend if necessary.

English: Máté Komiljovics, union correspondent

Ireland

Time running out for settlement of public service dispute

February 23, 2010

According to Irish Trade Union Congress (ICTU) president Jack O' Connor, time is running out for a negotiated solution to the current industrial action involving 300,000 public service workers. "A fair solution to the issues at stake is still possible, a solution which links better public service provision with stable and secure employment and a framework for restoring the agreed pay scales," O' Connor told public service workers at a mass protest rally in Galway. He argued that far from inefficient or bloated, the numbers in the Irish public service as a percentage of total employment compares favourably with most EU members including countries with good quality provision.

English: <http://www.siptu.ie/PressRoom/NewsReleases/2010/Name,11443,en.html>

Campaign against plans to cut low wages

February 8, 2010

SIPTU, the largest affiliate of the ICTU confederation, has launched a campaign against what the union calls the government's plans to reduce the incomes of the lowest paid workers. SIPTU Divisional Organiser, Patricia King, launched a publication outlining how the government proposes to reduce the incomes of workers whose pay rates are set by Employment Regulation Orders (EROs) and Registered Employment Agreements (REAs) and also threatens to reduce the National Minimum Wage of Euro 8.65 an hour (See also this *Collective Bargaining Newsletter* Year 3 January 2010).

English: <http://www.siptu.ie/PressRoom/NewsReleases/2010/Name,11412,en.html>

Italy

Bargaining round for public sector managers

February 26, 2010

Public service union CISL FP is targeting the final bargaining round for the four separate agreements concerning the public service managers. The first agreement to come fully into force -and whose provisions usually serve as a model for the other three- is that concerning ministry officers. The final agreement covering 2007-2010 was signed mid-February and has been approved by the authority controlling state budget, which allows it to become effective for 3,700 ministry officers. Pay increases are 4.85% for 2006-2007 and 3.2% for 2008-2009. On 22 February, the agreement for 2006-2007 for regional and local administrations has finally been signed. It will be effective for more than 10,000 chief officers and managers for whom the average pay increase will be Euro 281,20 per month. CISL FP is now pushing to speed up negotiations for 2008-2009.

English and Italian: report CISL FP International Office (Mirko Checcacci)

Netherlands

Dutch Railways abstains from using scabs

February 27, 2010

Under pressure of the FNV Bondgenoten union, Dutch Railways (NS) has abstained from the use of scabs (strike-breakers) in order to clean stations and trains, becoming filthy after three days of strike of cleaners for a new collective agreement. At a demonstration of cleaning workers, Bondgenoten sector responsible Mari Martens said NS was "the most miserly of principals." In their campaign "Clean Enough", the cleaners demand a 3% pay increase, more training and higher travelling allowances. On a parliamentary hearing earlier in February, cleaners gave striking examples of work pressure linked with low pay. The cleaning employers' association argues not to be able to pay wage increases because of tariff pressure of the large principals. FNV Bondgenoten already aimed cleaners' actions at principals like NS, large banks, hospitals, and universities. On 27 February cleaners at Reed Elsevier offices went on strike too (See also this *Collective Bargaining Newsletter* Year 2 March 2009).

English: <http://www.rnw.nl/english/article/dutch-train-cleaners-strike-over-pay>

Dutch: http://www.fnvbondgenoten.nl/nieuws/actueel/verstandig_ns_26-02-2010/;

NRC Handelsblad, 27 February 2010; *De Volkskrant*, 24 February 2010

Local and provincial government dispute continues

February 15, 2010

Workers in local and provincial government are continuing their industrial action to win better pay offers from the employers. The action involves a range of short stoppages by different groups of workers across the country, starting in garbage collection. A key demand of the unions is that municipal and provincial workers should be treated the same as other workers and get the increase in purchasing power negotiated as part of the national 2009 social accord. Unions argue that a pay freeze over the next two years will leave workers 6% worse off in terms of purchasing power (See also this *Collective Bargaining Newsletter* Year 2 December 2009 and Year 3 January 2010).

English: <http://www.epsu.org/cob/354>

Dutch: <http://www.abvakabofnv.nl/nieuws/nieuws/ambtenaren-in-actie>;

http://www.cnvpubliekezaak.nl/Nullijn_groot_koopkrachtverlies_ambtenaren .

Basic agreement in metalworking and electrical engineering

February 2, 2010

The parties involved reached a basic agreement in the metalworking and electrical engineering industries, covering 180,000 workers and 1 February 2010 - 1 May 2011. The FNV Bondgenoten union negotiators have expressed their satisfaction with the results. By 1 July 2010, a pay increase of 0.5% is envisaged, as well as an increase of 1.15% by 1 January 2011. The Labour Market and Training Foundation launched in the 2007-2010 collective agreement will make an additional effort in maintaining employment and training, for which purpose around Euro 30 million will be deployed. Extra efforts have been agreed as to increase the inflow of young workers. Former arrangements for early retirement will be respected due to a temporarily extra employers' fee. The membership ballot closes on 12 March.

English: message of EUCOBAN network of EMF / EFFAT / ETUF-TCL / EMCEF

Dutch: http://www.fnvbondgenoten.nl/branches_bedrijven/branches/metaal/fnv_metaal .

Malta

Unions protest against utility tariffs

February 15, 2010

Twelve unions, including the MUT, the GWU and the MUMN, have announced a rally in protest against utility tariffs for 28 February. Union leaders emphasized that the protest is not political. "It is about jobs and the hardship being caused to the people," John Bencini, chairman of the Ghaqda Unions Maltin, said.

English: <http://www.timesofmalta.com/articles/view/20100215/local/tariffs>

via http://www.labourstart.org/cgi-bin/show_news.pl?country=Malta

Norway

Nurses' union anger at arbitration

February 15, 2010

The NSF nurses' union is angry that the government has intervened in the union's dispute with private sector health employers. The union had been trying to ensure that nurses employed by companies in the NHO employers' federation in line with nurses in the public sector. The employers threatened to close a hospital in reaction to the union's industrial action and the government stepped in to force the dispute to arbitration. The union has called on the government to abide by Convention 94 of the International Labour Organisation (ILO) that calls for contracts issued by public authorities to maintain pay in conditions in line with practice in the sector. NSF has been trying to negotiate a collective agreement with NHO for three years and resorted to strike action after arbitration failed.

English: <http://www.epsu.org/cob/354>; <http://www.epsu.org/cob/352>

Norwegian: [https://www.sykepleierforbundet.no/portal/page/portal/NSF/VisArtikkel ...](https://www.sykepleierforbundet.no/portal/page/portal/NSF/VisArtikkel...)

Poland

Nurses union warns of nationwide protest

February 23, 2009

The National Union of Nurses and Midwives (OZZPiP) has warned of nationwide protest action if the Health Ministry fails to react to their grievances. On 8 February, nurses in four hospitals in the Southeast of Poland went on strike, demanding the pay increases promised to them in 2006-2007. Solidarity actions followed. On 22 February, talks between health minister Ewa Kopacz and OZZPiP representatives wound up with no solution. According to the unionists the minister tried to shirk off responsibility for decision-making in this area. OZZPiP leader Dorota Gardas stated that the Ministry is blind for the serious situation in the country's hospitals. "There are no norms, no effective control over funds and no wage increases. Nurses are becoming an extinct profession with the average age of a Polish nurse at around 45 years old. The health ministry creates no incentives for young people to undertake education in this profession," Gardas complained bitterly.

English: [http://www.thenews.pl/national/artykul126112_nursing-becoming-an ...](http://www.thenews.pl/national/artykul126112_nursing-becoming-an-...);
[http://www.pracownik.net.pl/meeting_at_health_ministry_and_solidarity_with ...](http://www.pracownik.net.pl/meeting_at_health_ministry_and_solidarity_with...)

Portugal

Massive gap between government and public sector unions

February 15, 2010

The SINTAP public service trade union has reported on its first meeting with the government over the 2010 negotiations, saying that there is an enormous gap between union demands and what is on offer from the government. The union rejects the idea of a pay freeze, arguing that more efficient management can deliver cost savings to finance a pay rise. It also rejects the planned reforms to the pension system.

English: <http://www.epsu.org/cob/354>; Portuguese: <http://www.sintap.pt/>

Romania

Local government workers take action

February 2, 2010

Around 45,000 local government employees joined a warning strike on 2 February in protest at cuts in public sector pay and jobs. The strike was organised by the National Federation of Unions in Administration, affiliate of the Sed Lex federation. Further action was planned from 12 February if

the government failed to respond on calls for increases to low salaries and to revise the proposed job cuts.

English: <http://www.epsu.org/cob/352>; <http://www.balkaninsight.com/en/main> .

Spain

Joint union campaign over pension age

February 23, 2010

On 23 February, thousands of workers protested in Spain's major cities against government spending cuts and plans to raise the pension age from 65 to 67. The rallies were the first mass union protests in the six years of Prime Minister Jose Luis Rodriguez Zapatero's socialist government. The main demonstration was in Madrid, where according to union officials 60,000 protested. The rallies were part of a nationwide campaign organised by the two main union confederations, CCOO and UGT. Over 100 demonstrations have been planned in the two weeks at the end of February and beginning of March. The unions argue that the public pensions system is in good health and does not need the drastic reform being proposed. They also argue that the government should do more to increase the minimum wage and reduce precarious employment conditions as ways of boosting payments into the social security system.

English: <http://www.epsu.org/cob/354>; <http://news.bbc.co.uk/2/hi/europe> ...

Spanish: <http://www.ugt.es/actualidad/2010/febrero/c12022010.html>

Sweden

Large number of part timers wants to work more hours

February 15, 2010

A recent survey by the LO trade union confederation concludes that 27% of part-time workers are willing and able to work longer hours but are not given that option by their employers. Of these 280,000 workers, 80% are women and 70% are blue-collar. LO unions have made longer hours for part-time workers one of their key demands in the current bargaining round, arguing that in the current situation part-time is just providing flexibility on the employers' terms, irrespective of what the workers want.

English: <http://www.epsu.org/cob/354>;

<http://www.lo.se/home/lo/home.nsf/unidView/99BB196606B3385AC12576BE> ...

United Kingdom

Members at Fujitsu vote in favour of conciliation proposals

February 27, 2010

Members of the Unite union working for IT services company Fujitsu have voted to accept proposals tabled by government conciliation service Acas aimed at resolving the dispute between Unite and the company over jobs, pay and pensions. The vote by a four to one majority in a 72% turnout means that the four month dispute, which involved 10 days of strike action, will end. In the course of the dispute the number of possible compulsory redundancies has been reduced from the initial 1,200 to less than 30 with an extension of employment until at least 26 March. In addition to an extension of the pension consultation period from October until at least 5 March 2010, a 5% increase in pay has been offered as compensation for the change to a defined contribution scheme (See also this *Collective Bargaining Newsletter* Year 3 January 2010).

English: http://www.unitetheunion.com/news__events/latest_news/unite_members_vote ...
via <http://www.labourstart.org.uk/>

Civil service members vote for national strike

February 25, 2010

On 25 February PCS, the civil services union, announced that up to 270,000 civil and public servants from across the country are set to launch a month of industrial action, with a 48 hour strike on 8 and 9 March in a dispute over unilateral changes to redundancy terms. This decision was made following strong support in a ballot which saw 63.4% of those voting backing strike action and 81.4% supporting an overtime ban. The strikes, which will involve Jobcentre staff, tax workers, coastguards, border agency officials, courts staff and driving test examiners, are a result of the government and Cabinet Office making unilateral changes to the civil service compensation scheme.

English: [http://www.pcs.org.uk/en/news_and_events/news_centre/index.cfm/id ...](http://www.pcs.org.uk/en/news_and_events/news_centre/index.cfm/id...)

Council workers win equal pay case

February 15, 2010

Supported by the UNISON public service union, women workers at Sheffield City Council in the North East of England have won an equal pay case in the Court of Appeal that is likely to have an impact across local government. The union argued that predominantly women workers in jobs such as care workers and school meals staff were losing out as the predominantly male workers in jobs like street cleansing and gardening benefited from bonuses that could boost their basic pay by 30% or more.

English: <http://www.epsu.org/cob/354>;

http://www.unison.org.uk/asppresspack/pressrelease_view.asp?id=1727

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