

collective bargaining

Issue 4/2012 April

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.



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UNIVERSITEIT VAN AMSTERDAM



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Austria

Withdrawal from the Austrian Airlines agreement envisaged

April 30, 2012

The supervisory board of AUA, the Lufthansa dominated leadership of Austrian Airlines, announced to withdraw from the existing collective agreement for the board personnel. The AUA aims to shift to the agreement of Tyrolean, a regional Lufthansa subsidiary that is said to be 25% cheaper. With the choice for the Tyrolean agreement newly engaged personnel would earn 25% less, the automatic price compensation will disappear and also the pension schemes will not be automatically corrected for inflation. In reaction the unions have annulled the Tyrolean agreement. According to the trade union vida and the works council

the move from the company is unlawful. This all fits in a long battle that started with a Lufthansa plan to economise on overall costs and has now reached a new stage where labour costs are envisaged though the calculated 20% labour costs in overall costs are said to be comparable to the costs in the mother company. A ballot planned for 30 April on a package deal between the management and the works council was postponed. The unions try the utmost to avoid the transfer to the Tyrolean agreement.

German: [http://www.nzz.ch/nachrichten/wirtschaft/aktuell/tyrolean-tarifvertrag ...](http://www.nzz.ch/nachrichten/wirtschaft/aktuell/tyrolean-tarifvertrag...)
[http://www.sueddeutsche.de/wirtschaft/sanierungsmassnahmen-treffen-mitarbeiter ...](http://www.sueddeutsche.de/wirtschaft/sanierungsmassnahmen-treffen-mitarbeiter...)
<http://www.nachrichten.at/nachrichten/wirtschaft/art15,867845>
[http://www.vida.at/servlet/ContentServer?pagename=S03/Page/Index ...](http://www.vida.at/servlet/ContentServer?pagename=S03/Page/Index...)
English: [http://austrianindependent.com/news/Business/2012-04-20 ...](http://austrianindependent.com/news/Business/2012-04-20...)

New agreements in construction and affiliated trades signed

April 27, 2012

The negotiations for new collective agreements for the building sector, for the finishing sector, for wood and furniture and for building materials (in total 240,000 workers) were finalised in April with a pay increase as of 1 May that ranges from of 4.2 to 3.81%. The payment for apprentices has been improved in the different agreements, with an increase for apprentices in the painting branches of 6%. In other branches the apprentices follow the general increase. The agreements last for 12 months (till 1 May 2013).

German: [http://www.oegb.at/servlet/ContentServer?pagename=OEGBZ ...](http://www.oegb.at/servlet/ContentServer?pagename=OEGBZ...)
http://www.bau-holz.at/servlet/ContentServer?pagename=D01/Page/Index&n=D01_3.2

Continuation of ground personnel agreement

April 20, 2012

While the dispute for pay and labour conditions of the personnel on board continues the trade unions and the management of AUA (Austrian Airlines) reached an agreement on the continuation of the agreement for the ground personnel till 1 January 2014. Based on the existing agreement wages will (retrospectively) increase from 1 January 2012 with 3.3%. The unions and the works council will cooperate with management in a revision of the company's pension fund.

German: [http://www.gpa-djp.at/servlet/ContentServer?pagename=GPA ...](http://www.gpa-djp.at/servlet/ContentServer?pagename=GPA...)

Opt-out from the metal and miners agreement announced

April 13, 2012

The employers in the machinery and metallic goods branch have announced that they want to start separate negotiations in the autumn. The trade unions PRO-GE and GPA-djp see this opting-out from the agreement for the metal and miners industry as an effort to 'divide and rule'. The unions think that the move is part of a strategy to 'punish' the workforce for the good results in the 2011 collective bargaining round. They organise a conference on 30 May to discuss a strategy against this exit from a long-standing social partnership.

German: [http://www.proge.at/servlet/ContentServer?pagename=P01 ...](http://www.proge.at/servlet/ContentServer?pagename=P01...)

Belgium

Social plan Bekaert reduces forced lay offs by half

April 27, 2012

Steel cord company Bekaert, the largest in the world, announced in February it would cut 1250 jobs in China and 600 in Belgium. After unions and company representatives concluded the first agreement in March, as reported in last month's CBN, a social plan was concluded and approved by the union members on 27 April. In the social plan, the maximum number of forced lay offs is set at 324 (previously 609). The reduction of redundancies will be done by leveraging internal mutations, a framework agreement for employees who leave voluntarily, no renewing of temporary contracts and an early retirement scheme (from 52 years).

Dutch: [http://www.abvvmetaal.be/index.php?option=com_content&view ...](http://www.abvvmetaal.be/index.php?option=com_content&view...)

http://www.abvymetaal.be/index.php?option=com_content&view=article ...
English: <http://www.businessweek.com/news/2012-02-03/bekaert-to-cut-1-850-jobs ...>
<http://www.deredactie.be/cm/vrtnieuws.english/news/1.1210619>

Public transport strike to end Friday 13 April

April 12, 2012

Trade unions announced to resume public transport services on Friday 13 April after an agreement was made with interior minister Joelle Milquet regarding increased deployment of police officers on the Brussels public transport network. Staff of the Brussels public transport company STIB launched a strike after a STIB inspector was killed on Saturday 7 April. The inspector was at the scene of a minor accident between a bus and a car when a friend of the car driver reportedly laid into him. The 56-year-old man who worked for the company for 29 years died of head injuries later in the day. Unions have been demanding stepped-up security on transport routes for years, citing an increasing number of violent acts committed by the public. Despite the Wednesday agreement, the strike continued on Thursday in order to give employees the possibility to attend the funeral of the colleague that died from injuries.

English: <http://en.europeonline-magazine.eu/brussels-public-transport-strike-set-to-end ...>

Bulgaria

Lead workers protest in Sofia

April 23, 2012

Workers of the Lead and Zinc Complex in Kardzhali, the leading Bulgarian non-ferrous metals producer, rallied once again Thursday 5 April with demands to receive their long-delayed salaries. Representatives of the Confederation of Independent Unions in Bulgaria, KNSB, at the plant announced they would protest until the money gets to the workers' bank accounts. On Wednesday 11 April, the lead workers moved their rally to the nation's capital, Sofia. The workers have called for the nationalisation of the Kardzali complex and for legislative changes that would make employees the top creditor of companies in case of default. Negotiations between creditors and trade unions to rescue the heavily indebted company from insolvency started 23 April. The workforce agreed to abstain from new protest for one week. A Polish consortium is said to be ready to assume the payment of the delayed salaries.

English: http://www.novinite.com/view_news.php?id=138433
http://www.novinite.com/view_news.php?id=138755

Croatia

No exemption from employment law for Chinese investors

April 27, 2012

The government has announced that all major public infrastructure works will go to public tenders. Chinese investors that are looking at investing in several projects as for instance the extension of the Rijeka port and the construction of new railways will not be exempt from the laws on investment and the employment of foreign labour.

English: http://www.croatiantimes.com/news/General_News/2012-04-27/26708 ...

Cost cutting leads to loss of 10,000 jobs

April 12, 2012

In an effort to cut costs the government has announced to reduce the number of civil servants. Half of the planned layoffs, in total 10,000 workers, is said to be gained through a large number being sent into retirement. The public administration minister furthermore added that very little new hire would take place in the upcoming years.

English: http://www.croatiantimes.com/news/General_News/2012-04-12/26367 ...

Cyprus

Civil servants keep 13th salary

April 27, 2012

President of the Republic, Christofias, promised public servants that the 13th salaries will continue to exist. The statement follows union outrage at Finance minister Shiraly's declining to confirm or deny the preservation of civil servants' 13th salary in a press conference on Wednesday 25 April. The Finance minister reacted that no plan even existed to cut the 13th salary in efforts to reduce the budget deficit to 2.5%.

English: <http://www.cyprus-mail.com/civil-servants/civil-servants-keep-13th-salary/20120427>
<http://www.cyprus-mail.com/vassos-shiarly/13th-salaries-next-chopping-block/20120426>

24 hour strike of potato packers

April 18, 2012

Around 100 potato packers in Larnaca, Vrysoules and Liopetri protested with a 24-hour strike against wage and benefits cuts. The cuts could go up to 22%. There was also a protest against undeclared labour and social dumping through the abuse of foreign labour with little legal protection and poor wages. The unions warned that unless demands were met further strike action would be proceeded.

English: <http://www.cyprus-mail.com/potato-packers/potato-packers-stage-warning-strike/20120418>

Four hour strike by CY pilots and still no solution

April 4, 2012

CYPRUS Airways (CY) pilots held a four-hour work stoppage, affecting four flights to and from London and Paris. The pilots planned to sue the CY board of directors for continuing to cut 9.0 % of their salaries this year, when they had only agreed to the measure in 2011. The pilots' union's (PASYPI) criticized the one-sided decision to continue to illegally cut salaries, even though the labour ministry's mediators service had instructed the two sides to consult to renew the collective agreements until February 23, when whatever was cut illegally for 2012 should be paid back retroactively.

English: <http://www.cyprus-mail.com/ca-pilots/four-hour-strike-cy-pilots/20120403>
<http://www.cyprus-mail.com/work-stoppage/cy-blasts-pilots-over-planned-strike/20120404>

Czech Republic

Protest actions against anti-social reforms will continue

April 27, 2012

On 21 April trade unions and a platform of more than 20 civil initiatives and NGOs protested against anti-social austerity reforms in a demonstration that gathered ten of thousands of people to Prague. The demands were to abolish the drastic reforms on health, welfare, pensions and other provisions. Protesters were carrying signs calling on the government to resign. Prime Minister Necas said the reform is necessary to avoid a debt trap. The trade unions and the Stop Government activists will continue with a series of protests culminating in a strike by the end of June.

English: <http://www.businessweek.com/ap/2012-04/D9U9APLO0.htm>
<http://aktualne.centrum.cz/czechnews/clanek.phtml?id=737827>
[http://www.ceskenoviny.cz/news/zpravy/czech-trade-unions-stop-government ...](http://www.ceskenoviny.cz/news/zpravy/czech-trade-unions-stop-government...)

New collective agreement at Škoda

April 24, 2012

Company council OS KOVO called off the strike alert after a collective agreement was reached with the Škoda company management on the 20th of April. After sixteen rounds of negotiations, an agreement was reached including a 5% wage increase and higher employer contributions into the workers' pension schemes. Workers at the Czech Republic's biggest carmaker, Škoda Auto, had previously stepped up pressure on company

managers to meet their demands for pay rises by warning that work shifts would no longer be guaranteed. Unions warned early April that working shifts were covered by a flexible working deal that expired at the end of March and ceased to apply pending a new pay deal.

English: [http://www.eucoban.eu/EMF/Reports/OS-KOVO-Collective-bargaining-results ...](http://www.eucoban.eu/EMF/Reports/OS-KOVO-Collective-bargaining-results...)
[http://www.ceskapozice.cz/en/business/companies/skoda-auto-unions-say ...](http://www.ceskapozice.cz/en/business/companies/skoda-auto-unions-say...)

Denmark

General agreement gets an approval of almost 70%

April 17, 2012

An agreement signed by LO and the employers association DA on 18 March settling the working conditions for approximately 500,000 workers has found a clear majority of 69.2% in a ballot among the union members. The result of the ballot came out on 17 April. The agreement increases workers' security, it includes measures to combat social dumping, better training opportunities and improved senior employee schemes. For the lower incomes annual pay increase is between 1.25 and 1.5%. The agreement runs from 1 March 2012 to 1 March 2014.

Danish: [http://www.lo.dk/Nyheder/Nyhedsarkiv/2012/04/~/_media/LO/Aktuelt/Nyheder_2012 ...](http://www.lo.dk/Nyheder/Nyhedsarkiv/2012/04/~/_media/LO/Aktuelt/Nyheder_2012...)
http://www.lo.dk/Nyheder/Nyhedsarkiv/2012/04/OKurafstemning_HBOE.aspx
English: <http://www.lo.dk/English%20version/News/ok12.aspx>
http://www.lo.dk/English%20version/~/_media/LO/English/DanishLabourNewsapril12.ashx

Estonia

Workers disability no longer assessed when social benefit payment is determined

April 26, 2012

The employers' confederation has backed up a government plan to reform the benefits system related to work incapacity. To qualify for disability payments, a person must have permanently lost 40-100% of his or her work capacity. According to the Statistics workforce survey, in 2009, there were 82,000 Estonians between the ages of 15 and 64 who had permanently lost at least 40 percent of their capacity for work; early 2012 the number had increased to 90,100 persons. The three main reasons workers end up on disability pensions are ordinary illnesses, work-related disorders and injuries. The reform based on active measures to allow people to return to a job can result in a € 350 million reduction in benefit payouts and will lower the employers' social tax obligations.

English: <http://news.err.ee/economy/e62ae557-739d-4f79-8a2c-def6db732ec6>

Transport unions supported by Nordic colleagues

April 2, 2012

Two of the largest trade unions in the country have signed a memorandum with the Nordic Transport Workers' Federation. After large protests by the Estonian unions last month (reported in the March edition of the CBN), Nordic unions will invest over 120,000 euros into Estonia to implement new operating methods and recruit at least 1,000 new union members in fields related to transport.

English: <http://news.err.ee/economy/ef6900aa-2338-42f4-9a17-5bc907e64776>

Finland

Helsinki bus drivers 24-hours strike averted

April 27, 2012

A bus drivers' strike for the 2nd of May has been called off. The trade unions JyTy and JHL have been negotiating a new company collective agreement with Helsinki bus company Helsingin Bussiliikenne Oy to

replace the old agreement that expires on 30 April. According to the unions the employers organisation PTY was refusing to meet market conform standards and a strike was announced. However, due to a new agreement bus services will operate normally. The agreement covers the period from 1 May 2012 to 31 March 2014.

English: <http://www.artto.kaapeli.fi/unions/T2012/jhl09>
<http://www.jhl.fi/portal/en/news/archive/?bid=1972>

Finnair technical staff to strike against further job reductions

April 12, 2012

Trade union Pro announced a Finnair technical staff strike until Friday 13 April. The employees were protesting against plans for a reduction of 280 jobs through the outsourcing of the company's engine and component services. Since the early 2000s, Finnair has already reduced its staff from roughly 2300 to around 1150 workers. Representatives from Pro stated that Finnair has reduced staff unilaterally, while refusing to negotiate with trade unions.

English: http://yle.fi/uutiset/finnair_technical_staff_walk_off_the_job/5709244
[http://www.hs.fi/english/article/Finnair+technical+staff+to+stage+strike+until+Friday ...](http://www.hs.fi/english/article/Finnair+technical+staff+to+stage+strike+until+Friday...)

Agreement on measures that will extend work careers

April 3, 2012

Trade union confederations and employers have agreed on the work career agreement prior to a meeting where the government was due to make (and also made) decisions on a budget framework for several years to come. The agreement raises pension contributions - paid by both employers and employees - in 2015 and again in 2016. The contributions to be paid by both parties (employers and employees) are set to rise in these consecutive years by 0.4 percentage points. The increases are necessary to safeguard the financing of future earnings-based pensions. Employers wanted to lift the minimum age of retirement from the present 63 years to 65 years. This 63-year minimum age remains untouched in the agreement but the reform package will make it, in two other ways, more difficult to become a pensioner. The option to become an old-age pensioner prematurely will be closed in 2014 and the minimum age for part-time pension will be raised from the present 60 years to 61 years in 2015.

English: <http://www.artto.kaapeli.fi/unions/T2012/p14>

France

Call for the same pay and conditions for all SPIE employees

April 30, 2012

A dispute over payments for working at different sites has led to a strike since 16 April at the Cattenom and Fessenheim power plants in the Alsace-Lorraine region of Northeast France. Worker employed by the SPIE DEN engineering company, subsidiary of SPIE Nucleaire, backed up the call of the FNME-CGT union federation for the same pay and conditions for all SPIE employees. FNME-CGT is also urging the EDF energy company to make sure its contractors pay the same to all their employees doing the same job.

French: <http://www.fnme-cgt.fr/pages/blank-width.php?id=320>

GDF Suez workers blocked liquefied natural gas terminals in pay dispute

April 23, 2012

GDF Suez workers have blocked three liquefied natural gas terminals in Bouches-du-Rhone. Trade union CGT reported that following GDF's €8,3 billion take over of Britain's International Power, 220 GDF Suez employees signed a letter to the company's management demanding a fairer distribution of profits. As liquefied natural gas accounts for about one third of France's gas supply, any prolongation of the strike was expected to lead to shortages. On Monday 23 April workers approved an outline agreement with GDF Suez's Elengy unit calling for a better sharing out of profits.

English: [http://www.reuters.com/article/2012/04/23/france-lng-strike ...](http://www.reuters.com/article/2012/04/23/france-lng-strike)
<http://www.reuters.com/article/2012/04/19/france-lng-strike-idUSL6E8FJ7JP20120419>
French: [http://www.leparisien.fr/marseille-13000/greve-dans-une-filiale-de-gdf-suez ...](http://www.leparisien.fr/marseille-13000/greve-dans-une-filiale-de-gdf-suez)

Embassy faces court

April 22, 2012

Australia's embassy in Paris has been a hotbed of industrial disputes. The trade union CFDT will bring the case before the industrial relations court, including claims of unfair dismissal, unpaid pensions, harassment and union bashing. Staff has been forced onto non-union workplace agreements, imposed by the Australian government in the past 18 months, and have lost the right to be represented in negotiations by a union.

English: [http://www.smh.com.au/national/embassy-flouts-french-unions-and-faces-court ...](http://www.smh.com.au/national/embassy-flouts-french-unions-and-faces-court)

Caterpillar agreement converts precarious labour in permanent jobs

April 19, 2012

The annual negotiations at Caterpillar that started in December 2011 were finalised on with an agreement mid April. Next to a pay rise of 2% for all (except for the management), the agreement consists of an extra payment based on merit (for approximately 80% of the workforce), increase of the minimum wage (with 3.4%) to €1,515 and an extension of the pay structure. Furthermore 80 precarious labour contracts will convert in 2012 into permanent contracts. The agreement applies for the Grenoble and Echirolles plants with in total 2,400 workers and is valid for one year.

English: <http://www.imfmetal.org/index.cfm?c=29660&l=2>
French: <http://www.imfmetal.org/index.cfm?c=29660&l=5>

Steelworkers protest against job cuts

April 8, 2012

Iron and steel workers marched from Florange (eastern France) to the capital Paris to protest against the job cuts and a drop in state financial support for the steel industry. Initially the Florange Steel factory was 100% owned by French companies, and then sold to steel giant Arcelor Mittal. The march came amid a complete breakdown of talks between the workers and the French Presidency who has accused labour unions of exaggerating the loss of jobs. President Sarkozy had announced Arcelor Mittal will invest EUR 17 million to keep the factory working.

English: [http://www.steelguru.com/international_news/Job_cuts_infuriates_steel_workers ...](http://www.steelguru.com/international_news/Job_cuts_infuriates_steel_workers)

Germany

Warning strikes started in the metal sector

April 30, 2012

Trade union IG Metall started with a series of warning strikes. In the third round of negotiations for a new agreement in the metal sector the employers came with a proposal for a 3% pay increase (over a 14 months' period). For IG Metall this is not an acceptable offer and a series of warning strikes has started all over the country.

English: [http://www.france24.com/en/20120429-german-union-starts-strikes ...](http://www.france24.com/en/20120429-german-union-starts-strikes)
[http://www.just-auto.com/news/ig-metall-threatens-strike-action-if-65-pay-demand ...](http://www.just-auto.com/news/ig-metall-threatens-strike-action-if-65-pay-demand)
<http://www.reuters.com/article/2012/04/29/us-germany-strikes-idUSBRE83S0G320120429>
German: [http://www.sueddeutsche.de/wirtschaft/tarifstreit-in-der-metallindustrie ...](http://www.sueddeutsche.de/wirtschaft/tarifstreit-in-der-metallindustrie)
[http://www.igmetall.de/cps/rde/xchg/SID-02EA1D06-2CD1AB48/internet/style ...](http://www.igmetall.de/cps/rde/xchg/SID-02EA1D06-2CD1AB48/internet/style)

Mediation in wage dispute to avoid further strikes

April 28, 2012

Trade union Ver.di announced new strikes by employees of different parts of Deutsche Telekom (DT). The fourth round of wage negotiations took place on 23 April. Ver.di is asking the employer for a wage increase of 6.5 percent over a period of 12 months for the around 85,000 employees. A recommendation formulated by an independent mediator for the DT-AG will be on the table on 3 May. The recommendation includes a pay increase by 1 May 2012 of 2.3%, and further increases of 2.1% from 1 January 2013 and 1 August 2013. It comes near to the demands as formulated by Ver.di. In other parts of the company the dispute continues.

German: [http://tk-it.nrw.verdi.de/projekte/projekt-tariffbewegungen-2012 ...](http://tk-it.nrw.verdi.de/projekte/projekt-tariffbewegungen-2012...)

English: [http://www.reuters.com/article/2012/04/15/deutschetelekom-strike ...](http://www.reuters.com/article/2012/04/15/deutschetelekom-strike...)

<http://www.telecompaper.com/news/deutsche-telekom-workers-start-token-strikes>

[http://www.reuters.com/article/2012/04/16/deutschetelekom-union-id ...](http://www.reuters.com/article/2012/04/16/deutschetelekom-union-id...)

Members approve the public sector pay deal

April 25, 2012

In the nick we reported in the March Newsletter on the pay deal reached in the public sector on 31 March. The deal including a 6.3% pay increase for two million workers employed by the federal government and local authorities was accepted by a majority of the union members in a ballot running till 24 April. The first stage of the increase is backdated to 1 March 2012 and is for 3.5%. There will be two more increases of 1.4% in 2013, the first on 1 January and the second on 1 August. The collective bargaining committee of the union approved the deal already on 31 March.

German: [https://www.verdi.de/themen/geld-tarif/tarifrunde-oed-2012 ...](https://www.verdi.de/themen/geld-tarif/tarifrunde-oed-2012...)

[https://www.verdi.de/themen/geld-tarif/tarifrunde-oed-2012/++co ...](https://www.verdi.de/themen/geld-tarif/tarifrunde-oed-2012/++co...)

English: [https://mninews.deutsche-boerse.com/index.php/germany-public-sector ...](https://mninews.deutsche-boerse.com/index.php/germany-public-sector...)

Red Cross agreement with 5.5% pay increase

April 20, 2012

In a new collective agreement that runs until 31 December 2013 a pay increase has been concluded for employees of the Germany Red Cross (DRK). This year's increase by 3.5% (from 1 July 2012) is in line with that agreed for civil servants in the federal and local government while next year's rise by 2% (from 1 January 2013) is just ahead by 0.6%. Other changes lead to a pay structure that ensures that there are no differences in pay for new starters; this will mean additional increases on top of the 3.5%.

German: <http://gesundheit-soziales.verdi.de/>

Banking sector risks warning strikes

April 19, 2012

The trade union Ver.di has called on bank employees in certain areas of the country to go on strike for several hours at the end of the month in order to put pressure on the negotiations for a new collective agreement in a sector with 220,000 workers. According to the union's negotiator Beate Mensch the employers have yet to make an offer. Ver.di is demanding a 6% pay increase, after 5 years of modest wage developments.

German: [http://www.sueddeutsche.de/wirtschaft/tarifstreit-verdi-kuendigt-warnstreiks ...](http://www.sueddeutsche.de/wirtschaft/tarifstreit-verdi-kuendigt-warnstreiks...)

English: [http://www.businessweek.com/news/2012-04-19/german-union-ver-dot-di ...](http://www.businessweek.com/news/2012-04-19/german-union-ver-dot-di...)

Greece

Seamen announce 4 hour strike on Mayday

April 27, 2012

Greek ferry workers at PNO, who have rejected reforms to their pensions and health care funding as well as plans to open up the sector, said they had no choice but to walk off the job shortly before the Eastern holidays started. The Panhellenic Seamen's Union (PNO) initiated the 48-hour strike, halting ferry services to Greek islands near Italy during Orthodox Easter. PNO members voted against a second 24-hour strike on national holiday 1st of May and opted, instead for a four-hour work stoppage on Mayday. PNO also

called on its members to explain the workers' actions that are organised against what the PNO calls 'an all-out attack that the rights of seamen are sustaining with the abolition of the collective labour agreements, the "looting" of social security funds and the increase in unemployment'.

English: <http://www.emg.rs/en/news/region/178764.html>
<http://english.capital.gr/News.asp?id=1463756>

Prison officers on hunger strike

April 12, 2012

Members of the Federation of Correctional Personnel Unions (OSYE, affiliate of ADEDY confederation) started a hunger strike on 7 April to protest against the dire overpopulation in all Greek correctional facilities, the chronic understaffing and unpaid night and overtime since 2010. EPSU and PSI that back up the protest are organising solidarity messages in this fight arguing that economic considerations can never justify the ill treatment of prisoners and of staff.

English: <http://www.epsu.org/a/8607>

Hungary

Hungarian unions fight to protect jobs at EDF subsidiary BERT

April 11, 2012

French multinational company EDF has announced a 15% reduction in staff in its Hungarian subsidiary BERT. Trade Union CGT-FNME has announced it will fight against the lay-offs, which come in the context of a 3 billion euro profit for EDF globally, and active recruitment of new personnel in other parts of the company.

English: <http://www.epsu.org/a/8608>

Warning strike at Dunafer

April 2, 2012

Local union VASAS organised a warning strike at Hungarian steel industry leader ISD DUNAFERR. Dunafer has refused to offer wage increases exceeding the rate of inflation (4,5%) and attempted to replace collectively agreed pay elements such as holiday pay, by incentive pay elements. After the failed negotiations, VASAS union announced it will continue to fight for workers' rights and is prepared to initiate a general strike.

English: <http://www.eucoban.eu/EMF/Reports/Warning-strike-at-Dunafer>

New retirement rules for judges to launch

April 2012

More and more judges confirmed to the Hungarian newspaper "Népszabadság" that they will soon receive an official document from the President of Hungary. According to the new rules, the retirement of judges should be in line with general pension rules. The new rules require public servants to retire at the age of 62. According to the government, judges had enjoyed positive discrimination so far by retiring at the age of 70. All other civil servants retire at the age 65 in the past. As of 30 June 2012 judges over 62 will be dismissed. Overall, nearly ten percent of the judiciary is forced to leave earlier. The judges have sent a petition to the Constitutional Court of Hungary and the European Court of Human Rights.

Source: Maté Komiljovics

Ireland

Union members agree with social plan at energy company ESB

April 11, 2012

Since the country's premier electricity utility the Electricity Supply Board (ESB) announced a large pay-roll cost problem requiring the reduction of the pay-roll cost by 140 million euro by 2015, the ESB Group of Unions and ESB have been involved in negotiations. On 11 April the ESB group of unions members voted in favour of a social plan which protects the basic pay rates and includes a voluntary redundancy package that will assist in reducing the semi-state company's 6,300 strong workforce by 1,000. Around 700 voluntary redundancies are foreseen; the remainder of the job reductions will be reached through natural attrition.

English: <http://www.siptu.ie/media/pressreleases2012/othernews/fullstory,15767,en.html>

Redundancy payments in sight for former Vita Cortex workers

April 2, 2012

The National Assets Management Agency (NAMA) has announced it is willing to make free assets for Vita Cortex at receiving assurances that the money will be used for the redundancy payments of the company's former employees. Seeking agreed supplementary redundancy payments of 0.9 weeks per worked year, on top of the statutory two weeks, ex-workers are now into the 16th week of their sit in at Vita Cortex' sister company Vita Clean. The NAMA offer could end the long running conflict.

English: <http://www.siptu.ie/media/pressreleases2012/mainnews/fullstory,15747,en.html>
<http://www.irishexaminer.com/ireland/vita-protesters-block-sister-company-188988.html>

Closure at video games retailer

April 2, 2012

Irish workers made redundant with the closure of video games retailer Game were left disappointed with news that a rescue deal would only save the group's UK stores. A deal to invest in the 333 British Game stores will not affect the Irish stores. Five remaining GAME shops in Northern Ireland look set to transfer to new owners and continue to trade.

English: <http://www.independent.ie/national-news/hope-fades-for-game-staff-3068008.html>
<http://www.bbc.co.uk/news/uk-northern-ireland-17578706>

Italy

Series of union protests against easing of dismissal and other austerity plans

April 20, 2012

Trade unions have mounted two consecutive Friday demonstrations (on 13 and 20 April) in Rome to protest against announced austerity plans. The government has introduced measures to set the pension age at 66 for all workers, where the previous age was 65 for men and 60 for women. It has also the intention to make it easier for companies to fire employees. The CGIL leadership has announced a general strike if the Monti government doesn't change its policy.

English: <http://english.cri.cn/6966/2012/04/13/1461s693197.htm>
<http://www.euronews.com/2012/04/20/strike-hit-italy-rages-against-monti-s-labour-reforms/>
Italian: <http://www.fpcgil.it/flex/cm/pages/ServeBLOB.php/L/IT/IDPagina/22047>
[http://www.fp.cisl.it/index.php?option=com_content&view=article&id=2910:manifestazione ...](http://www.fp.cisl.it/index.php?option=com_content&view=article&id=2910:manifestazione...)

Undercutting of health sector agreements

April 19, 2012

In a letter to the minister of labour the FP-CGIL, FP-CISL and UIL-FPL health union federations call for an urgent meeting to discuss collective bargaining in the private health sector. The unions are concerned about wage dumping in the sector after the AIOP private health employers' organisation signed agreements in March 2012 with other, unrepresentative unions. FP-CGIL, FP-CISL and UIL-FPL argue that undercutting the main sectoral agreement will undermine pay and conditions and ultimately the quality of health services provided by private companies.

Italian: <http://www.fpcgil.it/flex/cm/pages/ServeBLOB.php/L/IT/IDPagina/22124>

Latvia

Growth of remuneration in construction

April 28, 2012

According to the latest data of the Central Statistical Bureau construction costs increased with 6.4% in a twelve months' period (March 2011-2012). Remuneration of workers increased by 16.4% compared to March 2011. More detailed information is available in the [CSB Database](#).

English: <http://www.baltic-course.com/eng/analytics/?doc=56690>

Lithuania

Social partners in favour of increased minimum wage

April 25, 2012

During a trilateral council meeting at the Ministry of Social Security and Labour the president of the Lithuanian Trade Union Confederation (LPSK) brought to the fore that the government proposals do not correspond with the expectations of both the trade unions and the employers. If the government does not approve an increased minimum monthly wage up to LTL 900 (€258), trade unions are planning to sign a joint agreement with businessmen on increasing the wage up to that amount.

English: <http://www.baltic-course.com/eng/analytics/?doc=56464>

Luxembourg

Support for transfrontier workers

April 17, 2012

The German DGB and the OGB-L will enter into a new and very practical cooperation as the organisations have decided to start with an information office on working conditions and social security for German workers that commute to Luxembourg (estimated 38,000 daily or weekly). As announced in the OGB-L quarterly (page 31) DGB members can ask for advice in the city of Trier (next to existing facilities in Saarlouis and Bitburg) from 5 April. For French commuters a series of meetings is organised (on 25 April, 10 and 24 May) that is completely dedicated to the changes of the pension system in Luxembourg and the consequences for transfrontier workers from France (OGB-L quarterly, page 32). The trade union LCGB-SESM will open new advisory facilities on working conditions for commuters to Germany as from 1 May in Merzig in cooperation with the German Pension Association (DRV Bund)

German and French: http://www.ogbl.lu/wp-content/uploads/2012/01/aktuell_0312.pdf

German: [http://deutschegrenzgaenger.lu/de/2012/04/19/deutsch-ab-mai-2012-neue ...](http://deutschegrenzgaenger.lu/de/2012/04/19/deutsch-ab-mai-2012-neue...)

Worries about systematic destruction of production

April 17, 2012

In a joint statement the trade unions OGB-L and the LCGB-SESM have expressed their worries about announcements related to the ArcelorMittal plant in Dudelange. Though a tripartite agreement just has been signed on the future of the metal sector the company has planned a significant reduction of the production, thus provoking artificial shortages. The unions have launched an appeal to the Luxembourg government to stop the systematic destruction of the steel heritage.

French: [http://www.ogbl.lu/syndicat-siderurgie-mines/la-prochaine-victime ...](http://www.ogbl.lu/syndicat-siderurgie-mines/la-prochaine-victime...)

Malta

Management doesn't know what's going on according to the union

April 13, 2012

According to the Union Haddiema Maghqudin (UHM) the Air Malta management has no idea what is going on within its own airline. In recent statements the management issues contradictory opinions about the future restructuring of the company, the planned dismissals and the possible application of the early retirement scheme.

English: <http://www.di-ve.com/Default.aspx?ID=72&Action=1&NewsId=91056&cache=false>
<http://maltastar.com/dart/20120412-uhm-slams-air-malta-for-keeping-employees-in-the-dark>

Netherlands

Police unions announce more actions against pay freeze

April 28, 2012

Police unions announced further actions after Parliament approved a pay freeze for two years. Union representatives stated that the freeze in salaries is unacceptable because other civil servants do receive pay increases of 2%. Following previous public-friendly actions involving closing police stations and stopping to write out small fines, the unions now announced larger scale actions and warned that events requiring a large police presence might be endangered.

English: [http://www.dutchnews.nl/news/archives/2012/04/police_unions_to_step_up ...](http://www.dutchnews.nl/news/archives/2012/04/police_unions_to_step_up_...)
<http://www.rnw.nl/english/bulletin/police-unions-meet-minister-over-pay-row>

Collective agreement for child services workers

April 27, 2012

Almost a year after the expiration of the last collective agreement in child services, union members have voted in favour of a new collective agreement that foresees in a pay increase of 2% starting, retroactively, from 1 May 2011. In addition a one-time 1.6% bonus over the annual salary and an increased training budget are part of the agreement. The new agreement expires by 1 May 2013.

Dutch: <http://www.abvakabofnv.nl/nieuws/nieuws/akkoord-caojugdzorg>

Collective agreement for local civil servants finalised

April 21, 2012

The employers' organisation VNG and the Dutch public service unions have concluded a new collective agreement for local civil servants (180,000 workers). It took months of negotiations after the old agreement expired (in June 2011). The contract foresees a retroactive pay increase of 1% on 1 January 2012 and the same increase on 1 April 2012. In August 2012 there will be a one-off cash payment (€400 for the lowest wage scales, €200 for the higher scales). Agreed is to invest in training and employability; as of 2013 every worker will receive a personal career budget of €500. The agreement expires on 31 December 2012.

English: <http://www.eurofound.europa.eu/eiro/2007/05/articles/nl0705019i.htm>

Dutch: [http://www.gemeente.nu/web/Bestuurszaken/Personeelszaken-Artikel/56023 ...](http://www.gemeente.nu/web/Bestuurszaken/Personeelszaken-Artikel/56023_...)

<http://www.abvakabofnv.nl/nieuws/nieuws/principeakkoord-caogemeenten-nulijn-doorbroken>

<http://www.mijnvakbond.nl/Overheid-nieuws-Principeakkoord-CAO-Gemeenten?referrer=632>

Unions speak out against limitation of collective agreement coverage

April 20, 2012

Trade union confederation FNV has denounced plans by the government to allow companies to deviate from legally extended sectoral collective agreements. In response to motions from a number of MPs that request more control over collective agreements, the FNV reacted the collective bargaining is the premise of employers and trade unions rather than Parliaments.

English: <http://unionrenewal.blogspot.com/2012/04/tampering-with-cla-will-make-workers.html>

Cleaners end strike after 105 days

April 17, 2012

The cleaners' strike, lasting a total of 105 days, was ended after trade union members voted in favour of a new collective agreement. During the longest strike the country has seen since 1933, cleaners organised Marches of Respect, protests and media campaigns. The new collective agreement includes a 4.85% wage increase over two years, more training and job security, frequent workload tests and a pilot programme for a better sick leave arrangement. The lack of sick pay during the first two days of illness was one of the core issues in the cleaners campaign *Schoon Genoege*.

English: <http://unionrenewal.blogspot.com/2012/04/victory-for-cleaners-after-105-days.html>
<http://libcom.org/news/netherlands-cleaners-end-strike-after-105-days-19042012>

New agreement in construction sector approved

April 17, 2012

The partners in bargaining in construction concluded an agreement by the end of March that was approved by the trade union members on 16 April. The agreement that is valid till 31 December 2012 leads to a pay increase of 1% in April 2012 combined with an extra prime of 0.25%. A further increase of 0.75% is for August. Travel allowances will be lifted to €0.32 per km. For the working time new models of flexible work will be introduced (calculated over a period of 13 weeks).

Dutch: [http://www.cobouw.nl/nieuws/algemeen/2012/03/26/bouw-cao-voorziet-in-pittige ...](http://www.cobouw.nl/nieuws/algemeen/2012/03/26/bouw-cao-voorziet-in-pittige...)
[http://www.fnvbouw.nl/nieuws/Pages/Achterban_stemt_in_met_principeakkoord ...](http://www.fnvbouw.nl/nieuws/Pages/Achterban_stemt_in_met_principeakkoord...)
[http://www.bouwendnederland.nl/artikelen/Pages/Afspraken_bouwcao_vernieuwend ...](http://www.bouwendnederland.nl/artikelen/Pages/Afspraken_bouwcao_vernieuwend...)

Collective agreement negotiations in haulage sector suspended

April 11, 2012

The fifth round of collective agreement negotiations in the haulage sector ended on 11 April, after employers' representatives broke off the talks claiming union demands were too rigid and far going. Some small agreements had been reached, including stricter inspection against unequal payment, but no wage offer had yet been made by the employers' organisation. After meetings with legal counsel, negotiations are expected to be resumed in the beginning of May.

Dutch: [http://www.fnvbondgenoten.nl/mijnbranche/branches/transport_en_logistiek ...](http://www.fnvbondgenoten.nl/mijnbranche/branches/transport_en_logistiek...)

Norway

Mediation for local public service negotiations

April 30, 2012

Negotiations over a new local government agreement have been moved into mediation. Key trade union demands are a general pay increase combined with a higher increase on the lowest salaries along with increased supplements for working inconvenient hours. According to the trade unions the attitude of the employers organisations FO, SL and EL&IT has not been serious. The unions want to achieve for the 200,000 workers an agreement on sound recruitment, high quality and competences for all.

English: http://www.fagforbundet.no/forsida/?article_id=91709
[http://www.ys.no/kunder/ys/cms.nsf ...](http://www.ys.no/kunder/ys/cms.nsf...)

Pay claim and better conditions for temporary workers

April 19, 2012

LO, the blue-collar trade union confederation, has put forward a pay claim to the Spekter employers' organisation that covers workers in health, transport and other public sector services. The claim includes real wage growth and a general increase of €323. LO represents 25,000 workers in the Spekter related services. LO's aim is also to improve the rights of temporary agency workers, better pay for inconvenient hours and

weekend work and relief in workload, shorter working hours and other methods to improve the working conditions for older workers.

English: http://www.fagforbundet.no/forsida/?article_id=91389

New agreement for hotel and restaurant employees

April 19, 2012

The trade union Fellesforbundet has called of a strike after negotiations resulted in higher wages and two guaranteed weeks of paid paternity leave for male employees in the hotel and restaurant branches. Hotel owners, some of whom feared a downturn in tourists from financially troubled countries, had resisted the union demands that lead to higher costs. But in the end they were keen to avoid a strike as the late spring- and summer tourist season gets underway. The agreement includes a pay increase for all categories of workers, improved paternity leave and a regulation of the use of temporary agency work.

English: <http://www.newsinenglish.no/2012/04/19/hotel-and-restaurant-strike-averted/>

Norwegian: <http://fellesforbundet.no/Nyhetsarkiv/Publisert-i-2012/Ingen-streik-for-hotell...>

Strike averted in Norwegian oil industry

April 16, 2012

Twelve hours past the hour set by the Norwegian Confederation of Trade Unions for the commencement of industrial actions, arbitrators succeeded in reaching an agreement on a new two-year framework contract for mainland industrial and technology workers. After wage negotiations broke down in the first week of April, arbitration was started.

English: <http://www.upstreamonline.com/incoming/article1244727.ece>

Poland

Job losses at Tesco

April 30, 2012

A restructuring of its Polish operations might lead to job losses at Tesco in May and June. Probably 3,000 Tesco workers across the country will lose their jobs in the retail, distribution and regional activities. Tesco has informed the trade unions of its intention to carry out the redundancies, which will cover 10% of the workforce. The UK retailer currently employs around 28,500 staff across Poland and operates 420 stores.

English: <http://www.just-food.com/news/tesco-poland-unit-review-spells-potential...>

Polish: <http://www.solidarnosc.org.pl/pl/aktualnosci/tesco-zwalnia-.html>

Portugal

1999 agreement TAP and pilot unions complicates privatisation

April 28, 2012

The Portuguese ministry of Transport, intent on selling national airline TAP later this year, is studying an agreement closed between TAP and pilot unions after industrial action in 1999, which guarantees pilots between 10 and 20% of the airline's share capital in case of privatisation.

English: <http://www.theportugalnews.com/cgi-bin/article.pl?id=1162-17>

PM promises full execution of tripartite agreement after walk-out threat UGT

April 27, 2012

On 23 April, the leader of the UGT, the only remaining trade union partner of the tripartite agreement for the international bailout programme, threatened it will withdraw its support. UGT stated the Government has not upheld parts of the agreement supposed to protect workers rights. Speaking to Parliament on 27 April, Prime Minister Coelho assured the opposition that the union's concerns had been addressed and that the

agreement will be executed in full.

English: <http://www.portugaldailyview.com/whats-new/work-pm-promises-good-execution>
[http://www.portugaldailyview.com/whats-new/union-trade-confederation-meeting-pm ...](http://www.portugaldailyview.com/whats-new/union-trade-confederation-meeting-pm...)

Romania

Strike ended at ArcelorMittal

April 17, 2012

The indefinite strike at the ArcelorMittal Galati steel pipes plant has ended after the signature of a new 2012 collective agreement. The strike was announced to put pressure on the management in the pay dispute. Production has resumed on 17 April.

English: <http://www.romaniapress.com/news-10022048.html>

Slovak Republic

Metalburg steel employees on strike over delayed salaries

April 25, 2012

Approximately 100 employees of Metalburg Steel have gone on strike over delayed salary payments. According to OZ Kovo president Emyl Machyna, production has been halted and Metalburg Steel will file for bankruptcy at the regional court in order to draw funds from the guarantee fund. Metalburg Steel manager Juraj Mac said delays are due to a problem in dispatching products on time and denies that production has been halted, claiming that some of the 100 signatories of the document submitted by OZ Kovo came to work.

English: [http://spectator.sme.sk/articles/view/46176/10/metalurg_steel_employees_strike ...](http://spectator.sme.sk/articles/view/46176/10/metalurg_steel_employees_strike...)

Slovenia

Big strike in the public sector

April 24, 2012

Teachers, doctors, police officers and other public workers went on strike on Wednesday 20 April over proposed pay cuts. The government plans to cut public sector wages by some 7.5% from July 2012. The strike involving some 80,000 public sector workers was the largest since the country's independence in 1991.

English: <http://www.kyivpost.com/news/world/detail/126189/>
<http://www.balkans.com/open-news.php?uniquenumber=142539>
<http://www.psnews.com.au/worldpsn3106.html>

Pact with the unions promises to preserve jobs

April 19, 2012

Negotiations with household appliance maker Gorenje have led to a pact that aims to preserve jobs even if the company pursues plans to shift to low-cost locations. The agreement has a peace clause; the unions will cooperate with the company as long as the agreement is respected and "refrain from any action or decisions running contrary to the agreement". The company has rapidly expanded in recent years moving production to Serbian and Czech locations.

English: [http://www.investslovenia.org/info/news-media/latest/n/gorenje-makes-job ...](http://www.investslovenia.org/info/news-media/latest/n/gorenje-makes-job...)

Strike against 15% cut in teachers' salaries

April 17, 2012

The Education, Science and Culture Trade Union of Slovenia (ESTUS), has called for strike action by its members on 18 April. The trade union is opposed to an amendment to the 2012 national budget adopted by the Government which includes significant cuts in the budget for education and in public employees' salaries and also undermines their trade union rights.

English: http://www.ei-ie.org/en/news/news_details/2139

Spain

Pilots call of 30 one-day strikes against low-cost carrier for arbitration

April 29, 2012

Pilots union SEPLA called of the announced one-day work stoppages every Monday and Friday from April until July, after agreeing with aircraft carrier Iberia to arbitration. The agreement includes the cancellation of announced 20% pay cuts by Iberia. Earlier this month, Iberia was forced to cancel 122 national and international flights on 20 April following a strike against the creation of the low-cost branch "Iberia Express". The pilots fear that working conditions at Iberia Express will be considerably worse than at the mother company, where its establishment could lead to 8,000 job losses. A government-appointed arbiter has commenced talks with SEPLA and Iberia.

English: http://elpais.com/elpais/2012/04/29/inenglish/1335726245_918880.html
http://elpais.com/elpais/2012/04/27/inenglish/1335560806_373071.html
[http://www.ansamed.info/ansamed/en/news/sections/transport/2012/04/20 ...](http://www.ansamed.info/ansamed/en/news/sections/transport/2012/04/20...)

Budget cuts to hit public education

April 18, 2012

Trade unions have delivered a petition against announced education cuts to the Ministry of Education. The government announced it will pass an education reform by royal decree on 20 April, which includes an increase in working hours, the dismissal of 100,000 teachers and bigger classes.

English: http://www.ei-ie.org/en/news/news_details/2141

Trade union leaders request ILO infringement procedure

April 16, 2012

Trade union confederations UGT and CCOO have written to the International Labour Organisation requesting an infringement procedure against the Spanish government. According to the trade union leaders, the current labour reform is not only an attack on workers' rights but also on the institution of collective bargaining. The signatories therefore claim the government has violated ILO conventions 98, 154 and 158 that the country ratified in 1978.

Spanish: [http://www.fspugt.es/UGT_y_CCOO_piden_la_intervencion_de_la_OIT ...](http://www.fspugt.es/UGT_y_CCOO_piden_la_intervencion_de_la_OIT...)

Sweden

Agreement concluded for local civil servants

April 30, 2012

The trade union Kommunal, representing around blue-collar workers in local and regional government, has negotiated a new one-year agreement covering around 350,000 workers that runs to 31 March 2013. The agreement includes a pay increase of around 3% (€73). The lowest paid workers will get the same nominal amount of €73 (a pay increase of 4.0% for them). Other allowances increase by 2.6% and fixed-term employment will be limited.

English: [http://www.kommunal.se/Kommunal/Nyheter/2012/Avtal-klart-mellan ...](http://www.kommunal.se/Kommunal/Nyheter/2012/Avtal-klart-mellan...)

Single collective agreement for all cabin crews

April 23, 2012

The Unionen trade union and the employers' organisation Svenska FlygBranschen signed the national collective agreement on 23 April providing all 18 airlines in Sweden with a single settlement for cabin crew. The new single collective agreement replaces the 10 previously existing collective agreements. Negotiations for the single collective agreement took four years and involved industrial action, voluntary and forced arbitration.

English: [http://www.itfglobal.org/news-online/index.cfm/newsdetail/7320 ...](http://www.itfglobal.org/news-online/index.cfm/newsdetail/7320...)

Transport workers reach agreement

April 22, 2012

After difficult negotiations, the Swedish Transport Workers' Union, reached an industry settlement on Sunday 22 April. The union and the security employers agreed to a mediator's recommended settlement. The agreement includes a wage growth of €81 per month (€67.50 for new employees and those on basic pay) and agreements on working time and employment needs concerning redundancies.

English: [http://www.uniglobalunion.org/Apps/uni.nsf/pages ...](http://www.uniglobalunion.org/Apps/uni.nsf/pages...)

Pay dispute with local health care companies

April 20, 2012

The Kommunal municipal services union has given notice of a dispute with three private health companies - Frösunda, Humana Assistance AB and Olivia. The unions protest the limited wage increase of 2.6% offered by the employers. Kommunal has argued that the increase both lags behind local government employee wage increases as well as being unrepresentative of the increased assistance allowance the companies receive from the government.

English: <http://www.epsu.org/a/8632>

Swedish: [http://www.kommunal.se/Kommunal/press/Pressmeddelanden/Kommunal-varslar ...](http://www.kommunal.se/Kommunal/press/Pressmeddelanden/Kommunal-varslar...)

Toilet paper blockade averted

April 13, 2012

Commercial Employees' Union have reached an agreement with the Svensk Handel retail employers association that gives retail employees a monthly pay raise of about €80 and stockroom employees, about €75. The agreement means that announced solidarity actions by paper workers, who threatened to block goods from leaving factories, were called off.

English: [http://articles.businessinsider.com/2012-04-10/news/31316949_1_union-strike ...](http://articles.businessinsider.com/2012-04-10/news/31316949_1_union-strike...)
[http://www.upi.com/Top_News/World-News/2012/04/13/Swedish-toilet-paper-shortage ...](http://www.upi.com/Top_News/World-News/2012/04/13/Swedish-toilet-paper-shortage...)

Switzerland

Protest against work rights abuses by Holcim Cement

April 18, 2012

India's Pragatisheel Cement Shramik Sangh (PCSS) trade union conducted a two-week tour of activities in Switzerland, educating trade union colleagues on the grave violations of work rights abuses by Holcim Cement of contract workers in India's Chhattisgarh region. Causing a stir in the Swiss media, the PCSS together with the trade union UNIA and the human rights organisation **MultiWatch**, solidarity organisation **Solifonds**, the ICEM and Building and Woodworkers' International (BWI) raised increasing awareness of the abuses with shocking details that include the worst examples of workers' rights violations around the world, especially in terms of the global trend of outsourcing and engaging precarious employment relationships.

English: [http://www.icem.org/en/78-ICEM-InBrief/4982-Holcim-Cement-Tainted ...](http://www.icem.org/en/78-ICEM-InBrief/4982-Holcim-Cement-Tainted...)
German: [http://unia.ch/news_aktionen.9.0.html?&L=10&tx_ttnews\[tt_news\]=7481&tx_t](http://unia.ch/news_aktionen.9.0.html?&L=10&tx_ttnews[tt_news]=7481&tx_t)
French: [http://unia.ch/news_aktion_fr.9.0.html ...](http://unia.ch/news_aktion_fr.9.0.html...)

Turkey

Doctors on strike

April 20, 2012

In a protest lead by the Turkish Doctors' Union (TTB) physicians and healthcare workers across the country responded to the murder of a young doctor to draw attention to the general lack of security at hospitals. They asked for better protection in a two-day strike.

English: <http://www.worldbulletin.net/?aType=haber&ArticleID=88764>

KESK women workers under arrest

April 16, 2012

In a protest in Ankara the release was demanded of nine Confederation of Public Workers' Unions (KESK) women members and managers who were taken into custody on February 13th and then arrested.

English: [http://www.bianet.org/english/human-rights/137634-kesk-women-are ...](http://www.bianet.org/english/human-rights/137634-kesk-women-are...)

United Kingdom

Broad platform for strike in the public sector

April 27, 2012

A broad platform of public service trade unions has announced that hundreds of thousands of civil servants - and workers in health and education – will go on strike on Thursday, 10 May to challenge attacks on pensions and other cuts. An overwhelming majority of union members voted to reject the government proposals on pensions. Since the ballot further pay freezes have been announced combined with lower pay grades and job cuts. The strike is a joint activity of public sector workers from across a number of pension schemes. The strike prominently includes fire fighters as well as teachers, who voted for further industrial action at a trade union congress on 7 April.

English: [http://www.pcs.org.uk/en/news_and_events/pcs_comment/index.cfm/id/476BA ...](http://www.pcs.org.uk/en/news_and_events/pcs_comment/index.cfm/id/476BA...)
<http://www.guardian.co.uk/society/2012/apr/26/mod-workers-civil-servants-strike>
<http://unite.newsweaver.co.uk/1cxvbost6k1tn6uxnscld?email=true&a=11&p=23344685>

Dispute continues over the unlawful dismissal at Mayr-Melnhof Packaging (MMP)

April 24, 2012

The industrial dispute over the shock announcement that the Austrian owned Mayr-Melnhof Packaging (MMP) plant in Bootle, Liverpool was to shut continues (see the February Newsletter). Unite, the UK's biggest union, has not been consulted over the decision to close the MMP site and this breaches both UK and European legal obligations. The union is to take legal action over the unlawful dismissal of its workforce and closure of the site and is arranging to issue an application in the Employment Tribunal claiming a protective award on behalf of all union members made redundant. The union backed up by UNI Global seeks the maximum remedy of 13 weeks gross pay for each member. Unite announced on 24 April that it is travelling to the MMP shareholders' meeting in Vienna to demand a hearing with the company management that has continuously refused to talk to the union.

English: [http://www.uniglobalunion.org/Apps/UNINews.nsf ...](http://www.uniglobalunion.org/Apps/UNINews.nsf...)
<http://www.morningstaronline.co.uk/news/content/view/full/118195>
[http://www.unitetheunion.org/news__events/latest_news/unite_to_take_legal ...](http://www.unitetheunion.org/news__events/latest_news/unite_to_take_legal...)
[http://www.unitetheunion.org/news__events/latest_news/unite_the_union_will ...](http://www.unitetheunion.org/news__events/latest_news/unite_the_union_will...)

Unilever pension dispute ends in compromise

April 18, 2012

Members of Unite the Union and USDAW have accepted a revised pension deal at Unilever. GMB is still balloting its members. The revised pension deal does still end the previous pension scheme but eliminate some of the most objected parts of the new scheme, such as a unilateral ability to implement annual indexing below UK's Retail Price Index (RPI) and the elimination of any consultations with the social partners. The compromise was reached through mediation by the UK's Advisory, Conciliation, and Mediation Services (ACAS)

English: <http://www.icem.org/en/78-ICEM-InBrief/?date=2012-04-18#4988>;
<http://money.aol.co.uk/2012/04/12/unions-accept-unilever-pension-deal/>

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