

Should you not be able to view this newsletter correctly, please [click here](#).
Collective bargaining newsletter main page: [click here](#).
To subscribe/unsubscribe to the collective bargaining newsletter: [Willy De Backer](#)

collective bargaining

Issue 1/2015 January

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
UNIVERSITEIT VAN AMSTERDAM



etui.

contents

European sources

Employment increase by 2018
Report available of the 'Europe at a crossroads' conference
OXFAM report on inequality
Selective perception in Europe Review
Reform agenda leads to reduction of bargaining processes

Austria

Key data on industry and construction
Pay deal in pulp and paper

Belgium

Tripartite deal leads to split views
Clash with Ryanair continues

Bulgaria

Prison workers industrial action continues
Cancelled railway trains restored

Croatia

Statistical yearbook 2014 released

Cyprus

Dockers walked off
Cyprus Airways staff demand rights in front of Parliament

Czech Republic

Industrial action at Skoda
Strike at Tesco stores
Unions oppose wage cuts at struggling Airlines

Denmark

Ryanair is not interested in dialogue
Sushi chain fined for breach of working time

ILO supports teachers' protest against 2013 lockout

Estonia

Confederation worried about wave of dismissals

Unemployment figures published

Finland

Health care workers dissatisfied with working conditions

Citizens' initiative to outlaw zero-hours contracts

IT services provider Tieto starts redundancy talks

France

No result during social dialogue on workers' rights

Total agreement encourages social dialogue

Low-cost carriers and cuts in pay and working conditions

Germany

Negotiations and warn strikes in metal sector

Deutsche Post wants low paid jobs

Mediation sought at Lufthansa

Greece

The impact of austerity on education

Municipal workers threaten strike as government plans low-cost election day

Hungary

Jobs in retail threatened

Protesters want immediate start of wage negotiations

Iceland

Collective agreement at Icelandair

Ireland

Court urges deal on payments

Pay deal in the making

Nurses and midwives vote for work-to-rule

Italy

Transfer of production leads to dismissals

Nationwide strike in banking

Police strike after 'mudslinging'

Latvia

Insufficient funding leads to protest

Liechtenstein

Liechtenstein in figures 2015

Lithuania

Minister calls German minimum wage an administrative burden

Luxembourg

Unions ask for mediator in Cargolux dispute

Government and employers sign jobs agreement
Teachers resign from examination boards to protest against cuts

Malta

Union criticises lack of consultation

Netherlands

Workers go to court to obstruct retailer's pay cuts
Dockworkers want collective agreement
Equal pay for foreign transport workers

Norway

Changes in work rules disputed with large strike
Monthly earnings documented
Sunday opening massively opposed

Poland

Miners protest spreads over the country

Portugal

Intervention of EU in minimum wage increase?
TAP privatisation to include layoff ban

Romania

Unemployment drops only slightly
Strike at car manufacturer Dacia

Serbia

Closing down of state-owned shell companies leads to 5,000 job losses

Slovakia

Reform of temporary work becomes a political battle
Plea for minimum pension

Slovenia

Labour market data published
Improvement of living standard high on trade union agenda

Spain

Qatar Airways and labour standards
Airport staff announces major strikes
Minimum wage too low

Sweden

SKF announces job cuts
Growth of fixed term jobs

Switzerland

Employment report 2014

Turkey

Metal strike over poor standards banned
Precarious textile workers now directly engaged

Health care dispute on unionisation

Unions have 600 contracted workers put on payroll in tyre industry

United Kingdom

Pay offer will be balloted

Online guide to tackle abuse of migrant work

Greater London bus drivers on strike for single pay rate

TUC report reveals circumvention minimum wage

European sources

Employment increase by 2018

January 28, 2015

In the report *An employment-oriented investment strategy for Europe* the ILO reveals that, against a backdrop of sluggish economic conditions and continued weak job creation, the European Commission's Investment Plan proposed by President Juncker could provide a rapid economic stimulus that would foster Europe's competitiveness at the same time as boosting much-needed employment creation. The report states that, if careful consideration is given to the design of the programme and its allocation, over 2.1 million net new jobs could be created by mid-2018. The ILO is critical on the current labour market reform policy: while decentralization of collective bargaining can help improve firm flexibility, there are a number of risks, including the reduction of worker coverage and fragmentation of collective bargaining, giving rise to a lack of transparency in working conditions and regulations, leading to less predictability for investors. In the area of collective bargaining, appropriate solutions in each country have to be sought through a joint tripartite process, and by putting emphasis on the autonomy of bargaining parties to decide on bargaining levels and coordination of issues.

English: [http://www.ilo.org/global/publications/books ...](http://www.ilo.org/global/publications/books...)

Report available of the 'Europe at a crossroads' conference

January 23, 2015

In September 2014 a major conference was held under the joint auspices of the European Trade Union Confederation (ETUC) and the European Trade Union Institute (ETUI) under the heading *Europe at a crossroads. Which way to quality jobs and prosperity?* An important part of the final conference report is dedicated to the perspectives of social dialogue and collective bargaining. Several speakers noted that the actual reform agenda limits the scope of collective bargaining and forms a real threat for existing labour standards.

English: [http://www.etui.org/Events/Europe-at-a-crossroads ...](http://www.etui.org/Events/Europe-at-a-crossroads...)

OXFAM report on inequality

January 19, 2015

Ahead of the annual Davos meeting of the World Economic Forum, the anti-poverty NGO Oxfam formulated a demand for urgent action to narrow the gap between rich and poor. The Oxfam briefing report (based on the earlier report *Even it Up: Time to end extreme inequality*, October 2014) shows that the share of the world's wealth owned by the best-off 1% has increased from 44% in 2009 to 48% in 2014, while the least well-off 80% currently own just 5.5%. The wealth of the richest 80 doubled in cash terms between 2009 and 2014, and there is an increasing tendency for wealth to be inherited and to be used as a lobbying tool by the rich to further their own interests. The organisation's seven point plan includes the introduction of minimum wages and a move towards a living wage for all workers, including a minimum-income guarantee for the poorest. Free collective bargaining gives workers a better chance of earning a fair wage.

English: [http://policy-practice.oxfam.org.uk/publications/wealth-having-it-all ...](http://policy-practice.oxfam.org.uk/publications/wealth-having-it-all...)

Focus on the original Oxfam report: [http://policy-practice.oxfam.org.uk/publications/even-it ...](http://policy-practice.oxfam.org.uk/publications/even-it-...)

Selective perception in Europe Review

January 15, 2015

One of the main findings of the 2014 *Employment and Social Developments in Europe Review*, which looks back to the legacy of the recession, is that countries providing high quality jobs and effective social protection and investing in human capital have proved to be more resilient to the economic crisis. In Chapter 1, section 5.1 on a healthy labour market the report says 'labour market institutions' activities, such as collective bargaining, and minimum wages, can contribute to the resilience of labour markets to macroeconomic shocks'. The report notes a decrease of the share of workers covered by collective bargaining (with large drops in Portugal, Greece and Spain) and decentralisation of bargaining accelerated since 2007 without referring to the austerity policy dictated by the Troika that can be seen as one of the main causes of this development.

English: [http://ec.europa.eu/social/main ...](http://ec.europa.eu/social/main...)

Reform agenda leads to reduction of bargaining processes

January 15, 2015

The European Observatory OSE reveals in a paper that Southern European countries have been hit hardest and longest by the post-2008 economic crisis. The paper briefly reviews reform trends prior to and during the crisis and summarises the major findings of a project with regard to pensions, family policy and healthcare. In general, the reform agenda brought a drastic reduction of collective bargaining and the weakening of unions, freezing and/or cuts in wages, and greater flexibility in the rules governing hiring and dismissal of workers (including the duration of temporary and fixed-term contracts).

English: http://www.ose.be/EN/publications/ose_paper_series.htm

Austria

Key data on industry and construction

January 28, 2015

A report with key data on industries and construction published by Statistik Austria provides a retrospective overview relating to the development of these core sectors of the economy in 2013. Enterprises, establishments, employees, turnover, earnings, volumes of work and orders, production and indices are shown. The full report (in German) comes with details on brut and net wages and illustrates the impact of collective bargaining on wages, working time and other working conditions.

English: [http://www.statistik.at/web_en/publications_services ...](http://www.statistik.at/web_en/publications_services...)

Pay deal in pulp and paper

January 21, 2015

The negotiators in the paper branch reached an agreement that guarantees the purchase power of the 9,500 workers in the sector. From 1 March 2015 the minimum wages increase with 2%, whilst the apprentice pay will increase with 3%. Further improvements were agreed in the payment of travel costs and the compensation for inconvenient work. The deal includes a further harmonisation between white and blue collar workers of the waiting period for service anniversaries and years of service.

German: [http://www.ots.at/presseaussendung/OTS ...](http://www.ots.at/presseaussendung/OTS...)

Belgium

Tripartite deal leads to split views

January 31, 2015

The protests organised by the three trade union confederations led to an intensification of the tripartite talks. The government agreed with the so-called 'Group of Ten', the main negotiators of trade unions and employer organisations, on a timeframe for talks on issues such as the evolution of salaries and sectorial collective agreements on pay and conditions. The Group of Ten had full autonomy to reach agreements on salary evolution, frameworks for sectorial collective agreements, the extension of the bi-annual sectorial collective agreements and how the 300 million euro earmarked to help those on the lowest pensions and benefits could be shared. A top meeting on 30 January led to a package deal on wages, pensions and benefits that was rejected by the socialist trade union confederation FGTB/ABVV because the decoupling of the automatic linkage between wages, benefits and prices remains intact.

English: [http://deredactie.be/cm/vrtnieuws.english/News ...](http://deredactie.be/cm/vrtnieuws.english/News...)

[http://deredactie.be/cm/vrtnieuws.english/Economy ...](http://deredactie.be/cm/vrtnieuws.english/Economy...)

French: [http://www.lesoir.be/772921/article/actualite/belgique/politique ...](http://www.lesoir.be/772921/article/actualite/belgique/politique...)

[http://www.lesoir.be/772183/article/actualite/belgique ...](http://www.lesoir.be/772183/article/actualite/belgique...)

Dutch: [http://www.knack.be/nieuws/belgie/sociaal-overleg-ontwerpakkoord ...](http://www.knack.be/nieuws/belgie/sociaal-overleg-ontwerpakkoord...)

[http://www.knack.be/nieuws/belgie/rudy-de-leeuw-abvv-indexsprong-is-domme-fetisj ...](http://www.knack.be/nieuws/belgie/rudy-de-leeuw-abvv-indexsprong-is-domme-fetisj...)

Clash with Ryanair continues

January 27, 2015

A legal dispute with low cost carrier Ryanair has entered into a new phase (see our May 2014 Newsletter). The company will be forced to hand over a series of documents, including the labour contracts of pilots that fly from and to Brussels airport. Ryanair applies Irish's working conditions on board. The association of Belgian carriers BATA has initiated legal action at the Brussel's court, stating that the refusal to comply with Belgian working conditions leads to the distortion of competition.

French: [http://www.lesoir.be/768961/article/actualite ...](http://www.lesoir.be/768961/article/actualite...)

Dutch: [http://www.luchtvaartnieuws.nl/nieuws/categorie/2/airlines/ryanair-moet-inzage ...](http://www.luchtvaartnieuws.nl/nieuws/categorie/2/airlines/ryanair-moet-inzage...)

Bulgaria

Prison workers industrial action continues

January 28, 2015

Late December 2014 prison officers from all correctional facilities staged protests in front of their workplaces in expression of their discontent with the non-observation of the Ministry of the Interior Act. The demonstrations concerned the bad labour conditions and the unfulfilled engagements of the Ministry of Justice. The protest was under the motto of 'Until when? Law and lawlessness!' The protesters expressed worries about both layoffs and a lack of increase in salaries. A meeting between the trade unions and the Minister of Justice on the problems connected with the non-implementation of the engagements and violation of the rights of the workers in the sector was organised on 28 January.

English: [http://www.focus-fen.net/news/2015/01/28/361508/trade-union-of-prison-workers ...](http://www.focus-fen.net/news/2015/01/28/361508/trade-union-of-prison-workers...)

[http://www.focus-fen.net/news/2015/01/12/359826/bulgaria-prison-officers ...](http://www.focus-fen.net/news/2015/01/12/359826/bulgaria-prison-officers...)

Cancelled railway trains restored

January 15, 2015

Bulgarian State Railways (BDZ) announced early January that it would be dropping 38 trains from 16 January in response to budget cuts with more trains are expected to be suspended as of February as

well as layoffs expected to follow the reduced capacity. Trade unions called for protests and initiated petitions. Most of the trains that were to be dropped previously serviced less populated areas of the country. In reaction to protests, public subsidies to the railways were restored and BDZ restored the cancelled trains.

English: <http://www.novinite.com/view ...>

Croatia

Statistical yearbook 2014 released

January 5, 2015

The statistical yearbook contains large sections on the evolution in different industries but provides also indicators on poverty. Section 7 and 8 are on earnings and employment, with detailed figures on the structure of employment, and on average monthly pay by professional attainment, education and economic sector. The yearbook cannot directly be accessed but has to be downloaded via the homepage.

English: http://www.dzs.hr/default_e.htm

Cyprus

Dockers walked off

January 29, 2015

Larnaca port workers organised a three-hour strike to protest the extension given to the consortium that was supposed to develop the area but cannot find the money to go ahead with the project. The workers of the Ports Authority see a healthy profitable organisation to lose or even give away pieces one by one which had the prospects for further profit and will not accept one more piece to be given away through the upcoming ports privatisation.

English: <http://cyprus-mail.com/2015/01/29/port-workers-strike-over-larnaca-delays/>
<http://www.hellenicshippingnews.com/port-workers-fear-larnaca-profits-skimmed-by-bidder/>

Cyprus Airways staff demand rights in front of Parliament

January 15, 2015

Former staff of the defunct Cyprus Airways gathered in front of Parliament to demand full rights. The protesters handed over a petition demanding the state 'undertake its responsibilities as the main shareholder of the now defunct airline, with timeframes of payment, commitment on action to re-hire employees either by the state or a possible new local privately owned carrier and securing the providence funds of employees made redundant last year'. The workers argue that the two salaries the dismissed workers are entitled to should not include the cuts that were imposed on public salaries after the airline had already been closed down.

English: <http://in-cyprus.com/cyprus-airways-staff-demand-full-rights/>

Czech Republic

Industrial action at Skoda

January 29, 2015

800 members of the trade union of car maker Skoda Auto in central Bohemia decided that they are ready to go on strike against Skoda's plan to transfer some professions to external companies. The

workers fear dismissals at the company, a drop in wages and reduction of benefits as a result of the outsourcing. In the meantime collective bargaining at Skoda has started, because the collective agreement expires in March.

English: <http://praguepost.com/czech-news/44061-skoda-auto-unions-may-strike>

Strike at Tesco stores

January 13, 2015

Unions announced industrial action after Tesco management said it would be closing a second of its 200 stores in the country, resulting in over 100 job losses. Tesco is facing financial difficulties and attempting to cut costs, which already led to the closure of one store, with the second to follow. A Tesco spokesperson said laid off staff would receive the full statutory redundancy payments as well as a pay reward.

English: [http://www.theguardian.com/business/2015/jan/13/tesco-strike-czech-republic ...](http://www.theguardian.com/business/2015/jan/13/tesco-strike-czech-republic...)

Unions oppose wage cuts at struggling Airlines

January 13, 2015

Trade unions and Czech Airlines managements are discussing wage cuts to save the struggling carrier. Union representatives said the previous demand had been for a wage cut of a third of salaries, but that management was now asking for 40%. After 180 employees were made redundant in October 2014, unions and managements have been in negotiations over a sober new collective agreement. According to the trade unions each new proposal submitted by the management is worse than the previous one.

English: <http://praguepost.com/economy/43778-unions-oppose-large-csa-wage-cuts>

Denmark

Ryanair is not interested in dialogue

January 29, 2015

Ryanair laughed off criticism of its controversial labour practices, with commercial manager David O'Brien ridiculing the 'Danish model'. The manager expressed a total lack of interest in the issue, despite the fact that it had been widely discussed in the newspapers. The trade unions remain unhappy with the terms Ryanair offers its employees. Pilots and flight attendants are working under conditions that are unacceptable; the unions want to get an agreement with Ryanair with Danish conditions.

English: <http://www.thelocal.dk/20150129/the-danish-model-helena-christiansen>

Sushi chain fined for breach of working time

January 14, 2015

Sushi chain Letz Sushi, with 11 restaurants in Copenhagen and the surrounding area, has been fined 350,000 kroner for 16 counts of using illegal labour between December 2010 and February 2013. Trade union 3F revealed that in 14 of the cases, young Chinese employees on student visas exceeded the 15-hour-per-week limit that their visas allowed, often working 12-hour shifts several times a week.

English: [http://cphpost.dk/news/sushi-chain-fined-for-foreign-labour-violations ...](http://cphpost.dk/news/sushi-chain-fined-for-foreign-labour-violations...)

ILO supports teachers' protest against 2013 lockout

January 7, 2015

A recent ILO decision supports teachers' unions who filed a complaint against the 2013 lockouts (reported in the April 2013 edition of this newsletter). Teachers protested in 2013 against increased teaching hours without more pay, as government and school boards were proposing. As the protests

intensified, the government intervened by locking teachers out of schools, affecting children and parents. The ILO has judged that the government should not have excluded trade unions from the talks and that the lockout was unwarranted.

English: <http://www.ei-ie.org/en/news ...>

Estonia

Confederation worried about wave of dismissals

January 24, 2015

The trade union confederation has urged the government to find solutions to the wave of redundancies that has recently hit the North East Estonian Ida-Virumaa county. Making thousands of people redundant is today not just a temporary economic setback of individual sectors but a major social security risk to the country as a whole. The unions are in fever of serious talks with all stakeholders.

English: http://www.baltic-course.com/eng/markets_and_companies ...

Unemployment figures published

January 13, 2015

The number of registered jobless increased in December 2014 and reached 27,597 people, which formed 4.3% of the working-age population. In 2014 on average, 29,502 people were in the unemployment registry, around 7,500 less than in 2013. The average registered unemployment rate fell from 5.8% in 2013 to 4.6% in 2014.

English: <http://www.baltic-course.com/eng/analytics ...>

Finland

Health care workers dissatisfied with working conditions

January 28, 2015

A trade union survey among 2,500 nursing workers has revealed that health care workers are increasingly dissatisfied with their working conditions. Respondents say they simply need more hands, along with better recognition for the important work they do. It was the third time that the nursing union carried out a working life barometer survey, assessing such things as best practices, participative management, the rewards associated with the work, and high quality care.

English: http://yle.fi/uutiset/feeling_of_not_being_enough ...

Citizens' initiative to outlaw zero-hours contracts

January 28, 2015

Zero-hours contracts should be outlawed. This is the wish expressed in a citizens' initiative aimed at the parliament. If the initiative succeeds in collecting enough signatures, the parliament will debate and deliberate on the matter. Behind the initiative are young trade union activists that started Operaatio vakiduuni (Operation steady job) to fight against zero-hours contracts. They are demanding that zero-hours contracts be outlawed and part-time jobs should guarantee at least 18 hours of work per week.

English: <http://heikkijokinen.info/en/trade-union-news-from-finland/700-citizens-initiative ...>

IT services provider Tieto starts redundancy talks

January 13, 2015

IT services provider Tieto has announced it intends to lay off 500 people due to restructuring. The management said that job cuts are necessary, since the work is increasingly automated. Tieto also said it will attempt to retain as much personnel as possible, who will be re-employed in growth areas. The trade union representing technology workers accused Tieto of poor management and inconsistent personnel practices.

English: http://yle.fi/uutiset/union_poor_management_at_tieto...

.....

France

No result during social dialogue on workers' rights

January 25, 2015

The government considers legislation to reform rules on worker representation after talks between trade unions and employers ended without agreement. Companies say red tape connected with worker representation is a brake on hiring and investment. They see the threshold of 50 workers as a real obstacle; some smaller businesses limit the size of their workforce, keeping it at 49 employees, to avoid the requirement that they have to install works councils and health and safety committees. For the trade unions the representation right is a fundamental right independent from the company size.

English: <http://af.reuters.com/article/worldNews...>

Total agreement encourages social dialogue

January 22, 2015

As part of an agreement with the global trade union IndustriALL, Total, which employs 100,000 workers in more than 130 countries guarantees employee rights across the company's international operations. Included rights are the rights of workers to form trade unions, the exclusion of any form of discrimination against employees based on union activity and the initiative to take all necessary measures to encourage social dialogue with workers.

English: <http://www.industriall-union.org/industriall-signs-global-union-agreement...>

Low-cost carriers and cuts in pay and working conditions

January 5, 2015

In an in-depth article the impact of the increasingly widespread model of low-cost subsidiaries is analysed. The recent Air France-KLM dispute illustrates what the effect on labour legislation and social protection can be; expanding a low-cost subsidiary means cuts in pay and working conditions, or no expansion at all. The financial success of low-cost airlines is built on drastic cost cutting, especially when it comes to staff. In order to save on wages, social security contributions and employer contributions the use of self-employed workers as crew members is widespread.

English: <http://www.equaltimes.org/the-other-side-of-low-cost...>

.....

Germany

Negotiations and warn strikes in metal sector

January 29, 2015

Trade union IG Metall and employers in the metal sector have started negotiations for a new collective agreement. The first round of negotiations, which took place on 14 January in Bavaria, ended without results, as expected. Further talks took place on 28 January, with trade unions already signalling their readiness to organise warning strikes. IG Metall has demanded a 5.5% pay hike. The metal and engineering sector employs 3.7 million workers and its wage developments set the pace for

negotiations in other sectors. The union, which represents 3.7 million workers, rejected an offer from employers for a 2.2% pay increase for 2015 from 1 March and started wage strikes. Wage negotiations between employers and the union are due to continue on 6 February in North Rhine-Westphalia and on 11 February in Baden-Wuerttemberg. Usually the first region to strike a deal sets a precedent for the whole country.

English: <http://www.reuters.com/article/2015/01/29/germany-strike...>

Deutsche Post wants low paid jobs

January 22, 2015

Deutsche Post is expanding its DHL parcel business, but new workers will have to accept lower wages than the group's other employees as the postal and logistics group tries to compete in a rapidly growing industry. Trade union Verdi criticised the plans as being designed to side-step existing pay agreements. Deutsche Post intends to apply collective agreements for the logistics sector, rather than its own more generous in-house agreement.

English: <http://in.reuters.com/article/2015/01/22/deutsche-post-workers...>

Mediation sought at Lufthansa

January 20, 2015

Lufthansa management and cabin crew have agreed to mediation in their dispute over retirement benefits, as the risk of further costly labour strikes looms over the carrier. Lufthansa tries to cut costs to compete with low-cost carriers including Ryanair and easyJet as well as with Gulf carriers such as Emirates. The pilots staged 10 separate strikes over an early retirement scheme in 2014, costing the airline close to 200 million euro in operating profit. The cabin crew workers recently threatened to walk out again in the coming weeks if no agreement was reached.

English: <http://www.labour-reporter.com/articleview/23301-lufthansa-cabin-crew-seek...>

Greece

The impact of austerity on education

January 22, 2015

In an interview the president of the school teachers union explains what austerity has meant for the education sector. The reduction of the education budget to less than 2% of GDP has brought the country in the ranks of the worst countries in the world. The total workforce in education has been reduced with 27% and 2000 schools were closed. Wage cuts went up to 45%, bringing down the monthly wage to 640 euro. The level of education has decreased with a generation that will never have the opportunity to attend school.

English: <http://www.equaltimes.org/greek-schoolteachers-denounce...>

Municipal workers threaten strike as government plans low-cost election day

January 13, 2015

Municipal employees' union POE-OTA has threatened strike action on election day, which would disrupt the setting up and cleaning of voting stations as well as the guarding of election materials. The strike threat coincides with a government announcement that it will be spending 45 million on the organisation of the elections, which is down from 70 million in the 2012 elections.

English: http://www.shanghaidaily.com/article/article_xinhua...

Hungary

Jobs in retail threatened

January 22, 2015

Tesco, one of the largest employers in retail, announced that a new law stripping loss-making grocery stores of their operating permits after two consecutive years of trading in the red may result in an additional 33 store closures. The company stated that it would provide the workers it is laying off with higher severance pay than required by the law. The Association of Entrepreneurs and Employers, and trade union Liga have warned that the legislation could result in as many as 30,000 job losses.

English: [http://budapestbeacon.com/economics/hungarys-illiberal-democracy-may-result ...](http://budapestbeacon.com/economics/hungarys-illiberal-democracy-may-result-...)

Protesters want immediate start of wage negotiations

January 21, 2015

During a manifestation organised by the public sector trade union KKDSZ a large crowd protested against the impoverishment of Hungarian culture and those employed in it. The participants backed up the demands formulated in a petition: the immediate start of wage negotiations among authorised representatives of the Ministry of Human Resources, the Ministry of National Economy and trade union KKDSZ. The basis for the wage negotiations should be that the lowest paid worker receives a monthly net wage at least equal to the subsistence amount, and that wages increase proportionally based on qualification, experience and responsibility.

English: [http://budapestbeacon.com/featured-articles/1000-budapest-protesters-say ...](http://budapestbeacon.com/featured-articles/1000-budapest-protesters-say-...)

Iceland

Collective agreement at Icelandair

January 15, 2015

The Icelandic Airline Pilots Association (FIA) reached an agreement with Icelandair management over a new collective agreement. The agreement came about after a bitter dispute involving strikes and narrowly avoided complaints to the ILO, as reported in the May and June 2014 newsletters. At the time, trade unions demanded to share in the growth the airline had experienced over the last years, which had already paid off in substantial executive bonuses. The strike was banned in court and the dispute forced into mediation. After lengthy talks, the parties have now reached an agreement that will be valid for three years.

English: [http://www.itfglobal.org/en/news-events/news/2015/january/collective-agreement ...](http://www.itfglobal.org/en/news-events/news/2015/january/collective-agreement-...)

Ireland

Court urges deal on payments

January 24, 2015

In a recommendation over a row concerning a €25m completion bonus payment for work being carried out at an Intel construction site in Co Kildare, the Labour Court urged one of the country's largest unions, the Technical, Engineering, and Electrical Union (TEEU) and the Construction Industry Federation (CIF) to make 'a sustained and final effort' to reach a deal over the union's €25m claim for bonus payments for members' work. The project was one of the largest construction sites in the country that employed, at its peak, up to 5,000 people. In May 2014, TEEU, which represents around 10 building contractors on the Intel site, wrote to CIF seeking payment in lieu of notice for all workers who were continuously employed on the site since April 7, 2014. The payments being sought ranged from €3,200 for those who had been working on the site for three to six months to €8,000 for those employed for more than 12 months. Talks failed at the Labour Relations Commission in 2014,

with the dispute going before the Labour Court.

English: [http://www.irishexaminer.com/business/labour-court-urges-deal-on-bonuses ...](http://www.irishexaminer.com/business/labour-court-urges-deal-on-bonuses...)

Pay deal in the making

January 20, 2015

The government is examining a joint wage rise and tax relief package for workers as part of a new social partnership deal with employers and trade unions. The aim is to open discussions on what arrangements could be put in place to keep industrial peace and prevent pay claims after the Haddington Road deal expires in 2016. But dialogue on any type of tripartite pay deal has yet to begin.

English: [http://www.irishexaminer.com/ireland/wage-hikes-and-tax-relief-on-the-cards ...](http://www.irishexaminer.com/ireland/wage-hikes-and-tax-relief-on-the-cards...)

Nurses and midwives vote for work-to-rule

January 13, 2015

Members of the Nurses and Midwives' Organisation (INMO) have voted to work-to-rule at Limerick university hospital and other Midwest region hospitals on 3 February because of overcrowding. The ballot resulted in 93% of nurses voting in favour of the action, which will see nurses refusing to perform administrative, clerical or non-clerical tasks. A similar protest is due to be held in Galway university hospital.

English: <http://www.rte.ie/news/2015/0113/672186-overcrowding/>
[http://www.irishtimes.com/news/health/nurses-in-galway-universal-hospital-vote ...](http://www.irishtimes.com/news/health/nurses-in-galway-universal-hospital-vote...)

Italy

Transfer of production leads to dismissals

January 29, 2015

Bike producer Campagnolo has announced a relocation of a part of its production to Romania. As a result 68 out of 399 workers of the Vicenza plant will be dismissed. The management decision to lay-off 68 people caused a real turmoil and workers marched on to strike. The trade unions object to the plan, not only for the loss of jobs and partial demolition of the historical site of Campagnolo, but also because the plan does not include any real intention to invest to make the Vicenza plants more efficient and increase competitiveness, in order to face the new challenges of the global market.

English: [http://www.bike-eu.com/Home/General/2015/1/Campagnolo-Hit-by-Strikes ...](http://www.bike-eu.com/Home/General/2015/1/Campagnolo-Hit-by-Strikes...)

Nationwide strike in banking

January 27, 2015

90% of unionised employees in the banking sector participated in a nationwide strike after the Italian Banking Association (ABI) refused to conclude a national collective agreement. The trade unions have the impression that the ABI aims to dismantle the national collective agreement and its safeguards and to replace it with company based negotiations. This will produce huge disparities in wages and in the treatment of workers, paving the way for savage job cuts.

English: [http://www.gazzettadelsud.it/news/english/126725/90--of-bank-employees-on-strike ...](http://www.gazzettadelsud.it/news/english/126725/90--of-bank-employees-on-strike...)

Police strike after 'mudslinging'

January 19, 2015

Police workers are set for their first-ever nationwide strike in response to 'mudslinging' by authorities after officers in Rome called in sick on New Year's Eve. Members of police union Ospol-CSA - which represents nearly 60,000 officers in 8,000 Italian municipalities will walk out for 24 hours and stage a rally in Rome in solidarity with their colleagues on 12 February. The strike was called after politicians,

including Rome's mayor and the prime minister, rebuked the force over a mass sickie pulled by 83.5% officers slated to be patrolling the streets on New Year's Eve. The absences followed a months-long rift between police and the government over changes to pay, working conditions and staffing levels.

English: [http://www.dailymail.co.uk/news/article-2916447/Police-nationwide-strike ...](http://www.dailymail.co.uk/news/article-2916447/Police-nationwide-strike...)

Latvia

Insufficient funding leads to protest

January 21, 2015

The trade union of health and social care workers has decided to hold protests as a response to the insufficient state funding for healthcare. The trade union also decided to restore the social dialogue with the State Emergency Medical Service. As a result, a joint task force will be established in order to solve issues related to security of the Service's medics while on duty.

English: [http://www.baltic-course.com/eng/markets_and_companies ...](http://www.baltic-course.com/eng/markets_and_companies...)

Liechtenstein

Liechtenstein in figures 2015

January 13, 2015

The office of statistics produced the annual review with the main data of the principality. It includes sections on the national economy and on employment and education. Due to the strong economic growth, an above-average growth in employment over the past decades and the small size of the country, an increasing input of labour from neighbouring countries is required. More than half of the persons employed in Liechtenstein do not actually live there. The unemployment rate is actually 2.3%.

English: [http://www.liechtenstein.li/fileadmin/Dateiliste ...](http://www.liechtenstein.li/fileadmin/Dateiliste...)

Lithuania

Minister calls German minimum wage an administrative burden

January 20, 2015

The minister of transport and communications addressed the members of the European Commission in order to request for additional evaluation of the German law on minimal wages entering as of 1 January 2015. According to the minister the law creates additional financial and administrative burden for road carriers. The Commission was requested to ascertain a compliance with EU law. In addition, the minister expressed his concern that a number of restrictive measures were introduced in recent years, creating more barriers for free movement of goods and services. As an example the legislation implying restrictions for a regular weekly rest on board of the vehicles adopted by France and Belgium was mentioned.

English: [http://www.baltic-course.com/eng/transport ...](http://www.baltic-course.com/eng/transport...)

Luxembourg

Unions ask for mediator in Cargolux dispute

January 15, 2015

Trade unions OGBL and LCGB have asked the national conciliation office to mediate in the

negotiations of a collective agreement at Cargolux. After sluggish negotiations, Cargolux terminated the collective agreement that expired in December 2014, promising to 'establish a timeframe for the next stages of the negotiation process'. However, unions consider the termination of the agreement an attack on social bargaining and protest against proposed measures that would involve a salary freeze, longer working hours, fewer recuperation days and lower wage scales for new hires. Cargolux said it would only commit to sustaining the Luxembourg site if unions agree to the new agreement as proposed.

English: <http://www.wort.lu/en/business/collective-work-agreement-cargolux-dispute ...>

Government and employers sign jobs agreement

January 15, 2015

Employers' organisation UEL and the government have signed an agreement committing employers to hire 5,000 additional jobseekers, raising the expected number of hired jobseekers in the upcoming three years from 30,000 to 35,000. The agreement includes several concessions from the government, which have not yet been consulted with trade unions. Amongst other things, the coalition intends to increase funding to the employers' mutual fund, abolish automatic salary increases from non-skilled to skilled minimum wages after ten years in the same job and allow more flexible working hours.

English: <http://www.wort.lu/en/politics/hiring-local-jobseekers-employer-union-promises ...>

Teachers resign from examination boards to protest against cuts

January 9, 2015

Over 1,500 public school teachers have turned in their resignations from examination boards in a protest against education cuts. New policy came into effect that aims to cut costs by reducing teachers' salaries in examination periods, when they do not have to teach regular classes. Education minister Meisch has refused the resignations.

English: <http://www.wort.lu/en/politics/salary-cuts-dispute-meisch-refuses-examination ...>

Malta

Union criticises lack of consultation

January 22, 2015

Trade union UHM has expressed concern over recent internal movement of workers within energy company Enemalta that are occurring without any consultation. The union has written to the executive chair of the company and asked several questions regarding uncertainties concerning employees as a result of an outsourcing process. The questions deal with income guarantees, allowances related to shifts and the transfer of workers to other entities and government departments.

English: <http://www.independent.com.mt/articles/2015-01-22/local-news/UHM-express ...>

Netherlands

Workers go to court to obstruct retailer's pay cuts

January 27, 2015

The management of V&D, a large retailer owned by private equity company Sun Capital, has asked all staff to accept pay cuts of 6%, but without a job guarantee. Backed up by the trade unions the workers are planning either a joint action or a number of test cases in their legal fight. V&D has a workforce of 5,000 employees. The company was bought in 2004 by the notorious private equity company KKR. Under that regime large parts of the company's subsidiaries and premises were sold with substantial profit. The remaining part was loaded with debt, a situation that continued after the entrance of Sun

Capital in 2010.

English: <http://www.dutchnews.nl/news/archives/2015/01/vd-workers-go-to-court ...>

Dockworkers want collective agreement

January 21, 2015

Dockers at the new Rotterdam Gateway (RWG) terminal initiated a protest over the lack of a collective bargaining agreement. Unlike other companies at the port, RWG refuses to negotiate a collective agreement with port workers, who are represented by the FNV Havens union. Meanwhile, the International Transport Workers' Federation (ITF) is calling for all-party talks on the future of the Port of Rotterdam - 'a giant among the world's ports'. According to the ITF the port should be a model of good industrial relations with agreements signed with the union representing its workers, despite widespread concern about the future.

English: <http://www.portstrategy.com/news101/world/europe/rocky-rotterdam-dispute>

Equal pay for foreign transport workers

January 8, 2015

A court in Den Bosch has decided that ten Hungarian lorry drivers who took legal action against a Dutch transport company for not paying them the same as Dutch workers should be paid according to the official Dutch pay and conditions agreement rather than the much lower Hungarian pay scale. The transport union FNV, campaigning already for years, has welcomed the ruling and says the drivers are entitled to an estimated €1m in back pay between them. The union says their Hungarian subsidiary employer is a letter-box firm and everything, including the job interviews, took place in the Netherlands.

English: <http://www.dutchnews.nl/news/archives/2015/01/hungarian-lorry-drivers-win-claim ...>

.....

Norway

Changes in work rules disputed with large strike

January 28, 2015

The main trade unions organised a widespread political strike, to demonstrate their unhappiness over the government's proposed changes in work rules. The union action disrupted public transport and daily life nationwide. The protest against the government's proposed changes to the law called *arbeidsmiljøloven*, which regulates working conditions, will continue. Trade union leaders claim the changes will raise the risk of more forced overtime and more weekend work, and allow employers to hire more temporary workers instead of offering them full-time jobs. They fear a decline in job protection and claim the changes will shift more power to employers at the expense of employees.

English: <http://www.tnp.no/norway/panorama/4795-political-strike-in-norway-continues ...>
<http://www.newsinenGLISH.no/2015/01/23/political-strike-to-hit-next-week/>

Monthly earnings documented

January 21, 2015

The statistical office published figures on earnings in manufacture, information/communication and construction. Full-time employees in manufacturing had average monthly earnings of NOK 42 500 (or 4835 euro) as per 1 October 2014, excluding overtime pay. This is a year-on-year increase of 2.7%. Full-time construction workers had average monthly earnings of NOK 39,500 as per 1 October 2014; a year-on-year increase of 2.9%. Craft workers, the largest group in construction, had average monthly earnings of NOK 36,000; a year-on-year increase of 2.6%. Electricians, with average monthly earnings of NOK 37,100, reached a year-on-year increase of NOK 1,300 or 3.6%. In contrast, woodworkers and cabinet-makers had average monthly earnings of NOK 33,300. This corresponds to a year-on-year

increase of NOK 400 or 1.2%.

English: <http://www.ssb.no/en/arbeid-og-lonn/statistikker/lonnbygganl>
<http://www.ssb.no/en/arbeid-og-lonn/statistikker/lonnikt>
<http://www.ssb.no/en/arbeid-og-lonn/statistikker/lonnind>

Sunday opening massively opposed

January 14, 2015

The government's proposal to allow all retailers to open for business on Sunday has met massive opposition. 'No one wants this', claims the major trade union representing retail employees. Trade union confederation LO opposes the measure despite the jobs it could create, saying it fears for workers who may be forced to work on Sundays. Employers' organizations NHO and Virke oppose it because of the costs it may entail for retailers and the pressure it could put on small businesses that would prefer to stay closed. Environmental organisations and the Greens Party in Parliament oppose it because they fear it would increase consumption and emissions from those who would drive to shopping centres on Sundays.

English: <http://www.newsinenglish.no/2015/01/14/objections-rise-to-sunday-shopping/>

Poland

Miners protest spreads over the country

January 28, 2015

After occupying the company headquarters last year, as reported in the November 2014 newsletter, miners gathered for a large protest against the closing of four mines in Silesia. Some 2,000 miners and their families in Silesia called on the government's decision to close four mines on 7 February. The miners insisted that the business could be profitable in restructured form. After 11 days striking underground, thousands of miners ended their protest following an announcement that the mines, and their jobs, had been saved. Shortly after a protest started in the pits of Jastrzebska Spolka Weglowa SA (JSW), the EU's largest metallurgical coal producer. The JSW coal workers are protesting against plans to scrap some social benefits, as well as the dismissal of union leaders. They are also demanding removal of the management.

English: <http://www.equaltimes.org/polish-mine-closures...>
<http://www.worldcoal.com/mining/28012015/Coal-workers-strike-in-Poland-1806/>
<http://www.industrialunion.org/framework-agreements-signed...>

Portugal

Intervention of EU in minimum wage increase?

January 29, 2015

The government took a stand against the European Commission that had criticized recent measures for the labour market, including an increase in the national minimum wage. Suggestions in a commission report that they represented backtracking in the reforms undertaken over the past three-and-a-half years were rejected in a letter to the EC. According to this letter the government had always expressed the intention, once the Economic and Financial Assistance Programme had ended, to agree with trade unions and employers the link between the updating of the national minimum wage and the increase in productivity.

English: <http://www.theportugalnews.com/news/government-denies-reform-backtracking...>

TAP privatisation to include layoff ban

January 15, 2015

After the industrial conflict between the government and Portugal Airlines (TAP) workers culminated in threats of a Christmas strike, talks have been resumed. The government will maintain a 34% stake in the company and plans imposing a ban on mass layoffs as a condition of the sale. An agreement (with the trade unions) guarantees that there will be no collective layoffs for a certain period of time - for 30 months or as long as the state has a stake in the company after this privatisation, whatever is the longest.

English: <http://in.reuters.com/article/2015/01/15/portugal-airline-privatisation ...>

Romania

Unemployment drops only slightly

January 30, 2015

The unemployment rate stood at 6.4% in December 2014, down 0.1 percentage points from the previous month and 0.6 percentage points from December 2013. The total number of unemployed people went down to 604,000, according to the latest data from the National Institute of Statistics INS. There were 617,000 jobless people in November 2014 and 649,000 in December 2013.

English: <http://www.insse.ro/cms/files/statistici/communicate ...>

Strike at car manufacturer Dacia

January 14, 2015

Trade unions at car manufacturer Dacia have announced they will be taking industrial action over stalled collective agreement negotiations. The unions have demanded a pay rise of RON 400 (€89), which is about 15% above current levels. They have also asked for RON 2,300 (€511) bonuses for 2015, 65% higher than last year. Dacia management has refused, claiming wages have risen every year and are currently already above average for the industry.

English: <http://www.romania-insider.com/romanian-dacia-unionists-start-labor-conflict ...>
<http://www.romania-insider.com/main-romanian-carmaker ...>

Serbia

Closing down of state-owned shell companies leads to 5,000 job losses

January 2, 2015

The Government has announced it will declare 188 state companies bankrupt, which is expected to about 5,000 job losses. The companies concerned are former state-owned enterprises that were added to the portfolio of the Privatisation Agency during the privatisation wave in the beginning of the 2000s. According to the Government, the 188 companies that will be declared bankrupt are shell companies that do not serve any function, but that are making losses.

English: <http://www.reuters.com/article/2015/01/02/us-serbia-companies ...>

Slovakia

Reform of temporary work becomes a political battle

January 29, 2015

After President Kiska vetoed an amendment to the Labour Code, which could make the conditions for temporary employment stricter, the parliament overrode this veto. The president was objecting to,

among other things, what he said were inappropriately evaluated impacts of the changes on employment and job creation taken into consideration the opinion of employers who fear the inappropriate increase in their costs and the bureaucracy. The amendment introduces the so-called shared responsibility principle. This means that temporary employees must earn the same salary as regular employees if they both do the same work. If a temporary employee earns less, the agency would have to pay the difference from its own budget.

English: [http://spectator.sme.sk/c/20053297/mps-override-veto-on-temporary-employment ...](http://spectator.sme.sk/c/20053297/mps-override-veto-on-temporary-employment...)

Plea for minimum pension

January 12, 2015

The government has proposed the introduction of a minimum pension. It will be allocated for everyone who has paid old-age pension insurance for at least 30 years and achieved the retirement age. The measure, which is one out of a 15-measure social package, still needs to be passed by parliament. The minimum guaranteed pension is proposed to be almost €270 for 2015. The introduction of the minimum will affect over 75,000 pensioners in 2015 when the start of payments of minimum pensions is July 2015.

English: [http://spectator.sme.sk/articles/view/56419/3/minimum_pension ...](http://spectator.sme.sk/articles/view/56419/3/minimum_pension...)

Slovenia

Labour market data published

January 20, 2015

According to the Economic Mirror the labour market situation continues to improve. The number of employed persons rose again in October 2014, being up 6,294 year-on-year in the first ten months. Visible year-on-year growth was observed in some private sector activities, which also recorded higher indicators of economic activity than a year earlier. Companies nevertheless remained cautious about hiring, more than half of total growth thus being the result of an increase in employment activities leasing labour, mainly in the construction and manufacturing sectors according estimates. Wages and other personnel expenditures (including social contributions) were slightly higher year-on-year.

English: [http://www.umar.gov.si/fileadmin/user_upload/publikacije ...](http://www.umar.gov.si/fileadmin/user_upload/publikacije...)

Improvement of living standard high on trade union agenda

January 5, 2015

The trade union confederation ZSSS presented its demands for 2015 and called for a shift away from austerity toward improving the standard of living for people.

English: [http://foto.sta.si/ensl ...](http://foto.sta.si/ensl...)

Spain

Qatar Airways and labour standards

January 29, 2015

The international trade union movement has repeatedly challenged Qatar Airways dictatorial treatment of its workers. As a result Barcelona football club is considering dropping its lucrative sponsorship deal with Qatar Airways, over what club president Josep Maria Bartomeu described as 'social issues'.

English: [http://www.itfglobal.org/en/news-events/press-releases/2015/january/barca-fcs ...](http://www.itfglobal.org/en/news-events/press-releases/2015/january/barca-fcs...)

Airport staff announces major strikes

January 29, 2015

The two main trade unions at Spanish airport operator AENA called 27 strike days between February and August in protest at the partial privatisation of the firm. The first strike is scheduled for 11 February, the day the state will list a minority stake on the world's largest airport operator. The trade unions totally reject the entry of private capital in Aena.

English: <http://www.thelocal.es/20150129/spanish-airport-staff-call-rolling-strikes>

Minimum wage too low

January 23, 2015

According to the Council of Europe the actual monthly minimum wage of €648.60 is not sufficient to ensure a decent standard of living. Around 200,000 workers earn the country's minimum wage which is said by trade unions falling down in terms of its obligations in terms of the European Social Charter, which recommends a minimum wage of 60% of the average wage.

English: <http://www.thelocal.es/20150123/spains-minimum-wage-inadequate-europe>

Sweden

SKF announces job cuts

January 28, 2015

The world's biggest producer of ball bearings SKF announced massive job cuts even though its net profits soared fivefold in 2014. The Gothenburg-based company - which employs worldwide 48,600 people - believes the cost-cutting measures will yield a 7.5% productivity improvement over the coming two years.

English: <http://www.thelocal.se/20150128/huge-cuts-at-sfk-gothenburg>

Growth of fixed term jobs

January 13, 2015

Data published by the country's Employment Service suggest that at the end of December 2014, 385,000 people were either unemployed or in labour market programmes. This means that the current relative unemployment is 8.1%, down 0.5 percentage points on December 2013, when 26,000 more people were unemployed. Youth unemployment is declining at a steady rate with 14.8% of people aged between 18 and 24 registered as unemployed in December, a drop of almost 13,000 compared to a year ago, when the rate was 17.2%. Separated research released at the end of 2014, suggests that while youngsters under 25 are getting jobs, they are increasingly being given fixed term contracts (up to 52%) rather than permanent jobs.

English: <http://www.thelocal.se/20150113/unemployment-dips-in-sweden>

Swedish (statistics): [http://www.arbetsformedlingen.se/download ...](http://www.arbetsformedlingen.se/download...)

Switzerland

Employment report 2014

January 15, 2015

2014 saw a further increase in employment, with a particular leap in the public sector. Approximately 25,000 new full-time vacancies opened up. Experts expect another 20,000 new jobs created in 2015.

However, employment statistics show how numbers of the working population have remained constant throughout the 1990s. By the end of 2014 there were 147,369 unemployed persons enrolled at the regional employment centres, about 10,817 more than in the month November.

English: [http://www.swissinfo.ch/eng/multimedia/switzerland-s-booming-job-market ...](http://www.swissinfo.ch/eng/multimedia/switzerland-s-booming-job-market...)
<http://www.tradingeconomics.com/switzerland/unemployment-rate>

Turkey

Metal strike over poor standards banned

January 30, 2015

The government has issued a Cabinet Decree to postpone the metal industry strike launched by IndustriALL affiliate Birlesik Metal-Is. The decree also covers 18 companies where the strike would start later. Workers in the metal sector had announced to go on strike at 20 workplaces in 10 provinces demanding better wages and working conditions after trade union Birlesik and the employers failed to agree over a wage increase and a new collective agreement. While two other unions for metal workers agreed in September with the Metal Industrialists' Union (MESS) over wage increases, the metal workers' union Birleşik Metal-İş, which is part of the Confederation of Progressive Trade Unions (DİSK), failed to reach an agreement with MESS and called on workers to go on strike. The union accuses MESS of consolidating a system of cheap labour.

English: <http://www.industrialunion.org/metalworkers-strike-banned-in-turkey>
[http://en.cihan.com.tr/news/Metal-workers-go-on-strike-over-poor-standards ...](http://en.cihan.com.tr/news/Metal-workers-go-on-strike-over-poor-standards...)

Precarious textile workers now directly engaged

January 21, 2015

Trade union action at Greif Enterprises, an American packaging company, has led to the direct employment of more than 1,200 contract workers after an agreement was reached between the union DISK-Tekstil and the company. DISK-Tekstil has made the struggle against sub-contracting a priority and through their strategic work managed to put an end to the sub-contracting system in place. In line with the collective agreement signed between DISK-Tekstil and Greif FPS management the sub-contracting issue was resolved at four plants in total.

English: [http://www.industrialunion.org/turkey-remarkable-achievement-for-precarious ...](http://www.industrialunion.org/turkey-remarkable-achievement-for-precarious...)

Health care dispute on unionisation

January 19, 2015

A dispute in the Maltepe University Hospital over working conditions, the use of subcontractors and poor pay has escalated and led to the dismissal of workers that started a unionisation campaign. The trade unions have the impression that the government is looking to break the power of independent unions and enable the growth of what they call a 'Republic of Subcontractors' with work being increasingly assigned to underpaid, overworked contractor labourers whose employers are subject to few regulatory checks in their frenetic rush for profit.

English: [http://www.equaltimes.org/turkey-hospital-workers-unite ...](http://www.equaltimes.org/turkey-hospital-workers-unite...)
[http://www.world-psi.org/en/turkey-psi-general-secretary-meets-dismissed-health-care ...](http://www.world-psi.org/en/turkey-psi-general-secretary-meets-dismissed-health-care...)

Unions have 600 contracted workers put on payroll in tyre industry

January 8, 2015

After long negotiations, trade union Lastik-Is has agreed with Brisa, a joint venture between Japanese Bridgestone and Turkish Sabanci Group, to put 600 workers on the company payroll. Brisa employed the workers via six out-sourcing firms and will now offer all 600 workers permanent contracts as

direct hires.

English: [http://www.industrial-union.org/historic-union-victory-in-turkish-tyre ...](http://www.industrial-union.org/historic-union-victory-in-turkish-tyre-...)

United Kingdom

Pay offer will be balloted

January 27, 2015

The trade unions Unison, Unite, GMB and the Royal College of Midwives suspended strike action for the National Health Service members in England and Northern Ireland that was scheduled for 29 January. Suspension followed several meetings with Health Secretary Hunt to resolve disputes over pay. The unions will consult the members over a proposal put forward by the Department of Health. Several NHS walkouts were staged across the country last year after the government's decision not to implement a recommended 1% pay rise. The new proposal is said to include an extra £200 a year for lower paid staff and an increase of the bottom level of annual pay to £15,100.

English: [http://www.telegraph.co.uk/news/nhs/11372710/NHS-strike-halted-amid-more-talks ...](http://www.telegraph.co.uk/news/nhs/11372710/NHS-strike-halted-amid-more-talks-...)

Online guide to tackle abuse of migrant work

January 23, 2015

The trade union confederation TUC has produced an online guide to help combat the exploitation of migrant workers. The guide, 'Working in the UK', available in Polish, Romanian, Bulgarian, Hungarian, Latvian, Lithuanian, Slovakian, Russian, Portuguese, Spanish, Italian, French and English provides workers with information and guidance on crucial issues such as pay, employment contracts, working hours, sick pay, and health and safety. It also explains how trade unions help workers deal with mistreatment, such as bogus self-employment or non-payment of the minimum wage, and bargain for better pay and conditions.

English: <http://www.tuc.org.uk/workingintheuk>

Greater London bus drivers on strike for single pay rate

January 13, 2015

Thousands of bus drivers in the Greater London area walked off the job to demand a single pay deal, similar to the one Tube drivers recently achieved. Currently, the 27,000 drivers working at 18 bus companies are being paid according to over 80 different pay rates. Differences in pay can amount to £3 per hour. Trade union representatives said the drivers simply want to earn equal pay for the same job.

English: [http://www.theguardian.com/uk-news/2015/jan/13/london-bus-strike-hits ...](http://www.theguardian.com/uk-news/2015/jan/13/london-bus-strike-hits-...)
<http://www.bostonstandard.co.uk/news/national/bus-drivers-begin-pay-strike-1-6517206>

TUC report reveals circumvention minimum wage

January 8, 2015

The study *National minimum wage enforcement* published by the trade union confederation TUC estimates that the number of workers not being paid the legal National Minimum Wage (NMW) in both the formal and grey economies is at least 250,000. Despite improvements to enforcing the statutory minimum wage, new ways of cheating and circumventing have emerged. The research found employers that were under-recording workers' hours, not paying for travel between work sites, or 'vanishing' to avoid paying fines, only to reappear under a different name.

English: [http://www.tuc.org.uk/workplace-issues/employment-rights/minimum-wage ...](http://www.tuc.org.uk/workplace-issues/employment-rights/minimum-wage-...)
[http://www.tuc.org.uk/sites/default/files/ImprovingNationalMinimum ...](http://www.tuc.org.uk/sites/default/files/ImprovingNationalMinimum-...)

For more information, please contact the editor Jan Cremers, Amsterdam Institute for Advanced Labour Studies (AIAS) cbn-aias@uva.nl or the Head of communications at the ETUI, Willy De Backer wdebacker@etui.org. For previous full issues of the *Collective bargaining newsletter* please visit www.etui.org/E-Newsletters/Collective-bargaining-newsletter. Since June 2013 readers can consult our archive and search through all articles in our database [at www.cbnarchive.eu](http://www.cbnarchive.eu).

You may find further information on the ETUI at www.etui.org, and on the AIAS at www.uva-aias.net.

© ETUI aisbl, Brussels 2015. All rights reserved. We encourage the distribution of this newsletter and of the information it contains, for non-commercial purposes and provided the source is credited. The ETUI is not responsible for the content of external internet sites. The ETUI is financially supported by the European Union. The European Union is not responsible for any use made of the information contained in this publication.

To subscribe or unsubscribe, please contact Willy De Backer wdebacker@etui.org.