

Should you not be able to view this newsletter correctly, please [click here](#).

Collective bargaining newsletter main page: [click here](#).

To unsubscribe from this newsletter, click here

<https://crm.etui.org/civicrm/mailling/unsubscribe?reset=1&jid=47&qid=4120&h=990aa560563f2fff>

To never receive email from ETUI, click here <https://crm.etui.org/civicrm/mailling/optout?reset=1&jid=47&qid=4120&h=990aa560563f2fff>

collective bargaining

Issue 4/2015 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.



AMSTERDAM INSTITUTE FOR ADVANCED LABOUR STUDIES
UNIVERSITEIT VAN AMSTERDAM



etui.

contents

.....
.....

European sources

Minimalistic ECJ-ruling on important redundancy case

Workers' protection is no red tape

IMF researchers find no evidence that deregulation works

Poverty and inequality documented

.....
.....

Austria

Collective bargaining is gaining momentum

Employment in green economy increases substantially

.....
.....

Belgium

No general strike on 12 May

Strike lames public transport

.....
.....

Bulgaria

Government should act against social dumping

Labour inspection goes after firm that led demolition of collapsed Veronika hotel

Labour minister to draft gender equality law

.....
.....

Croatia

Measures needed to stop drain of medical staff

.....
.....

Cyprus

Privatisation plans lead to walk out
Agreement on privatisation study

.....

Czech Republic

Wage rises not in line with company performance
Pay deal after strike threat at Skoda

.....

Denmark

Garbage collectors strike
Maersk to cut 200 jobs
Heroes of the sky organise Ryanair workers

.....

Estonia

Job cuts at public company Enterprise Estonia

.....

Finland

Trade unions worry about employment after Nokia merger
Icebreakers crews have a new collective agreement

.....

France

Wage data for the public sector
Agreement within reach at Radio France?
Strikes of air traffic controllers, public sector and radio coincide

.....

Germany

Day care workers demand higher pay grade
Two-day strike in rail transport
Walk out at Deutsche Bank subsidiary
Federal Labour Court confirms benefits for union members
Postal workers on strike

.....

Greece

Seamen strike for overdue salary
Trade unions say undermining of collective agreements has led to outsourcing

.....

Hungary

Proposal to abolish trade unions at intelligence services

Iceland

Large wage strikes announced

Pay deal at fish processing company

Ireland

Workers want a fair share of the recovery

Escalating industrial action at Dunnes stores

Pay increase for utility workers

Italy

FIAT announces bonus scheme for workers

Government joins unions in pressure towards Whirlpool

Latvia

Protest against health care system

Liechtenstein

Employment report 2014 published

Lithuania

Minimum wage increase from July 2015 on

Luxembourg

State paid reduction of working hours

Trade unions ask for delay in maternity cuts

Malta

Deal in transport after ultimatum

HSBC workers on strike after company backtracks on promises

Netherlands

Normal minimum wage for youth at cleaning company

Vopak workers strike for better wages and job security

New collective agreement at KLM

Norway

Increase in long-term unemployed
Private school teachers reach agreement

.....

.....

Poland

Shortage of skilled workers discussed

.....

.....

Portugal

Air strike announced
Railway strike closes 95% of ticket offices

.....

.....

Romania

Town hall workers strike for higher wages
Layoffs at controversial Rosia Montana gold mine

.....

.....

Serbia

Increase of salaries and pensions debated
End of teachers strike

.....

.....

Slovakia

Trade unions see working conditions worsening
Transparency in public procurement

.....

.....

Slovenia

Increase of precarious forms of employment

.....

.....

Spain

Coca cola violated workers' rights
Banana workers announce strike after company lets collective agreement expire
Asbestos-related occupational cancers go largely unreported

.....

.....

Sweden

Serious job cuts at Vattenfall

.....

.....

Switzerland

Cement workers act at shareholder meeting

.....

.....

Turkey

Minimum wage far below hunger threshold

Ban on metal strike may now lead to forced arbitration

.....

.....

United Kingdom

Midwives staged a strike action

RMT ballot over pay and working conditions at DLR

Tata steel workers ballot over pension dispute

.....

.....

European sources

Minimalistic ECJ-ruling on important redundancy case

April 30, 2015

On 30 April the European Court of Justice (ECJ) gave a verdict on a case for the Woolworths and Ethel Austin members of the UK trade union Usdaw. The companies failed to consult about redundancies with the workforce and their trade union. A protective award was made by a UK employment tribunal (in January 2012) and workers in stores of over 20 staff were paid compensation. However, workers in stores of less than 20 employees (1,200 former employees of Ethel Austin and 3,200 of Woolworths) were denied compensation based on a narrow interpretation of the law. In May 2013 Usdaw won a landmark legal case at the Employment Appeal Tribunal (EAT) that should have seen those excluded staff back into the compensation scheme. The Court of Appeal decided on 21 January 2014 to refer the matter to the European Court of Justice. According to EU law an employer proposing to make collective redundancies is required to consult in advance with representatives of the affected employees and the consultation must be completed before any notices of dismissal are issued. The ECJ however, ruled in favour of the UK government. According to the ECJ the term ‘establishment’, which is not defined in the EU directive, is a term of EU law and cannot be defined by reference to the laws of the member states. The ECJ stated that, where an undertaking comprises several entities, it is the entity to which the workers made redundant are assigned to carry out their duties that constitutes the ‘establishment’.

English: [https://www.usdaw.org.uk/About-Us/News/2015/April/Former-Woolworths-and ...](https://www.usdaw.org.uk/About-Us/News/2015/April/Former-Woolworths-and-...)
<https://www.accountancylive.com/ecj-upholds-uk-view-woolworths-collective-redundancies-case>

Workers' protection is no red tape

April 16, 2015

To mark the International Workers' Memorial Day, the European Trade Union Confederation (ETUC) will run a highly visible action on 28 April, focusing on the 100,000 people who die every year in the EU as a result of occupational cancers, as well as the 150,000 people who have died waiting for the EU to approve the Directive on Carcinogens and Mutagens at Work, held up since October 2013 by an EU review of ‘red tape’. The ETUC is planning to meet with Commissioners and MEPs at the European Parliament in Strasbourg, and will participate in events in Belgium and Latvia.

English: <http://28april.org/?p=189>

IMF researchers find no evidence that deregulation works

April 14, 2015

Researchers of the International Monetary Fund (IMF) did not find evidence that deregulatory labour market reforms have a positive impact in increasing economies' growth potential. In the preparations for the April 2015 edition of its World Economic Output (WEO) report, released in full on 14 April, this conclusion was drawn. The finding is included in an analysis based on data from sixteen G20 countries that attempts to explain a predicted slowing in potential output growth in advanced and emerging market economies. Labour market deregulation has featured prominently in IMF loan conditions and policy advice for many countries, most notoriously so in several EU crisis countries.

English: [http://www.equaltimes.org/new-imf-research-no-evidence-that ...](http://www.equaltimes.org/new-imf-research-no-evidence-that-...)
[http://www.imf.org/external/pubs/ft ...](http://www.imf.org/external/pubs/ft-...)

Poverty and inequality documented

April 2, 2015

Caritas Europa published a Crisis Monitoring Report 2015, titled *Poverty and Inequalities on the rise*, with a special focus on Cyprus, Greece, Ireland, Italy, Portugal, Romania and Spain. After over 6 years of economic crisis, poor people are still paying for a crisis they did not cause, and the poor are getting poorer. Poverty and inequalities are increasing in Europe with 123 million EU citizens living in poverty, almost 1 in 4. More than 1/3 of the population in five EU Member States are at risk of poverty or social exclusion (i.e. Bulgaria 48%, Romania 40.4%, Greece 35.7%, Latvia 35.1%, and Hungary 33.5%). In-work poverty has also risen.

English: http://www.caritas.eu/sites/default/files/caritascrisisreport_2015_en_final.pdf

Austria

Collective bargaining is gaining momentum

April 17, 2015

Spring is in the air and the social partners are concluding collective agreements in several sectors. The trade unions and the employers of ORF Online and Teletext GmbH reached an agreement on a 2.1% pay increase (retrospective from 1 January 2015) and a nominal 200 euro off payment. The wood and sawing industries bargaining partners agreed to a 1.95 to 2% wage rise, with a minimum of 35 euro, starting 1 May 2015. In the paper and pulp sector an agreement was reached for 2015 and 2016, with a pay increase for the lowest wage of 1.95% in 2015 and an increase with the inflation rate plus 0.5% in 2016. The sectoral minimum wage reaches the level 1,600 euro as from 1 May 2015. The agreement includes an off-time option; based on a company agreement workers can opt for more spare time instead of wage increase. In the coachbuilder (plus 1.95%) and instrument makers sector (plus 1.85%) comparable agreements were concluded; interestingly the lowest wage scale was removed and all workers in that scale will be placed in the subsequent wage scale.

German: <http://www.oegb.at/.../gehaltsverhandlungen-fuer-orf-online-und-teletext-abgeschlossen>

<http://www.oegb.at/.../kv-abschluss-holz-und-saegeindustrie>

<http://www.oegb.at/.../papierindustrie-kv-abschluss-mit-freizeitoption>

<http://www.oegb.at/.../gbh-verhandelte-fuer-19-200-beschaefigte>

Employment in green economy increases substantially

April 9, 2015

The statistical office published interesting figures on the employment development in the 'green' economy (the environmental goods and services sector). The share of 'green' employment has increased to 5% of the total workforce to 185,122 workers (in 2013), realising a share of 11.3% of GDP. With public transport included the 'green' employment amounts to 215,661 workers.

English: http://www.statistik.at/web_en/dynamic/press/081407

German: http://www.statistik.at/web_de/presse/081406

Belgium

No general strike on 12 May

April 28, 2015

Trade union confederation FGTB/ABVV has decided not to call for a general strike in May. A strike proposal was rejected by a two third majority. The organisation has decided to direct its actions in the next months to themes such as youth unemployment, issues facing women in the workplace, pensions and cuts resulting from EU policies. According to the union the use of strikes always has to be considered if necessary. The union also wants to take action for a more just tax system.

English: <http://deredactie.be/cm/vrtnieuws.english/Economy/1.2320671>

Strike lames public transport

April 17, 2015

The trade unions continue the opposition to government austerity, cuts in the public transport sector and the failure to top up wages and benefits in line with inflation using the index system. The local transport system came to a halt as a result of the national strike on 22 April called by the socialist trade union. The strike affected rail, post, school and government offices across the entire country. In Brussels all three trades unions, the socialist, the Christian and the liberal unions, issued the strike call. Therefore, practically all metro, tram and bus services operated by the Brussels local transport company, the MIVB, were cancelled.

English: [http://www.belfasttelegraph.co.uk/news/world-news/travel-chaos ...](http://www.belfasttelegraph.co.uk/news/world-news/travel-chaos...)

Bulgaria

Government should act against social dumping

April 29, 2015

France and Germany have asked the Bulgarian labour inspectorate to apply tighter control on workers sent on 'business trips' by their companies. The step was requested amid fears that 'social dumping' might be practiced by such employees. The government has agreed to take

part in an initiative aimed at fighting the grey economy across the EU by sealing partnerships among labour inspectorates of member states.

English: [http://www.novinite.com/articles/168214/Germany%2C+France ...](http://www.novinite.com/articles/168214/Germany%2C+France...)

Labour inspection goes after firm that led demolition of collapsed Veronika hotel

April 9, 2015

The labour inspectorate has started pre-trial proceedings against the firm that led the demolition of the Veronika hotel, which collapsed unexpectedly earlier this month. The firm was working on the controlled demolition when the 11 story building collapsed, killing at least one worker and leaving three or four trapped underneath the rubble. Media reported that the workers were working without contract or insurance, earning a daily salary of BGN30 (€15). The labour inspectorate said it will be pressing charges against the firm.

English: http://www.novinite.com/view_news.php?id=167820

Labour minister to draft gender equality law

April 8, 2015

Faced with the weakening position of women in the labour market, the minister of labour and social policy announced he would be drafting a law on gender equality. The national statistical institute (NSI) reports that female employment levels are decreasing and that women's wages feel 20% below men's in 2013. Furthermore, the labour market is segregated with men predominantly employed in the processing industry and construction, while trade, education, human medicine and social work were the main spheres of work for women. The minister said a broad consultation will be started during the drafting process of the law.

English: http://www.novinite.com/view_news.php?id=167774

.....
.....

Croatia

Measures needed to stop drain of medical staff

April 20, 2015

Reacting on data about medical technicians, nurses and physicians leaving the country the health ministry has announced steps intended to stop the drain of qualified staff, through financial stimulation and new job opportunities including 1,000 specialisation courses that the ministry intends to advertise in 2015. According to the ministry the number of departures is still far less than the number of requests for departure.

English: [http://dalje.com/en-croatia/health-minister--233-doctors-and-98-nurses-have ...](http://dalje.com/en-croatia/health-minister--233-doctors-and-98-nurses-have...)

.....
.....

Cyprus

Privatisation plans lead to walk out

April 30, 2015

Some 200 workers, making up two thirds of the workforce, began a 24-hour work stoppage in a protest about their unsecure employment amid port privatisation plans. Workers were expected to congregate outside the venue of a Communications Committee meeting, during which discussion on port privatisation continued. The communications minister had appealed to the trade unions to cancel the strike at the Limassol port over the government's plans to privatise it. He stressed that differences were solved through discussions and not with strikes that only caused more problems rather than solving them, adding that he had already assured staff, during several meetings, that their rights would be protected.

English: <http://in-cyprus.com/larnaca-and-limassol-port-strike-underway/>

Agreement on privatisation study

April 7, 2015

In an ongoing dispute (see the March Newsletter) on plans to privatise the state-owned power utility the energy ministry and the trade unions at the Electricity Authority of Cyprus agreed to call for a new tender for a study on the privatisation. Under the terms of the agreement, the study will take into account the company's concerns as well as those of its trade unions. The deal came after the unions threatened to take strike action which would affect power production and supply. While the deal is in place, unions will take no strike action.

English: <http://cyprusbusinessmail.com/?p=6819>

Czech Republic

Wage rises not in line with company performance

April 27, 2015

So far the strong performance by manufacturers, notably in the export sector, has not resulted in improved wages. Now even representatives of the central bank have stated that there is room for higher wages. Wage rises could help increase domestic demand and push up inflation to the bank's target figure. It is estimated that industrial producers, for whom exports generally represent a sizable slice of overall demand, saw their turnover surge ahead by more than 8% in 2014. But wage rises in the sector only advanced by around 3%.

English: [http://www.radio.cz/en/section/business/czech-wage-rises-trailing-company ...](http://www.radio.cz/en/section/business/czech-wage-rises-trailing-company...)

Pay deal after strike threat at Skoda

April 23, 2015

After the trade unions representing Volkswagen's Czech Skoda Auto issued a strike warning a pay deal could be reached. Unions and management had been in negotiations over a new collective agreement. Skoda management said that a one-off bonus plus a three per cent wage increase was their final offer, which unions rejected. Industrial action was announced for 15 April with workers cutting one hour off shifts. The agreement includes a wage increase of 3.5% and covers about 24,600 employees.

English: [http://www.reuters.com/article/2015/04/23/volkswagen-skoda-pay ...](http://www.reuters.com/article/2015/04/23/volkswagen-skoda-pay...)

Denmark

Garbage collectors strike

April 27, 2015

Rubbish collectors in Copenhagen are on strike and the trash is piling up. The binmen are refusing to sign contracts with City Renovation, who won a tender for rubbish management in the capital, replacing the former contract holder. The workers are asking for more guarantees, as they fear to be laid off. The strike has affected the entire capital and covers all types of waste collection, from bulky and garden waste to household waste. Negotiations between the trade union 3F, representing the rubbish collectors, and the waste-management company, City Renovation, are ongoing. If the conflict parties can't reach an agreement, City Renovation probably will lose the contract with the municipality.

English: <http://cphpost.dk/rubbish-in-copenhagen-is-piling-up/>

Maersk to cut 200 jobs

April 17, 2015

Maersk has entered into consultations with staff following the announcement of a 200 job cut at its Maersk Oil unit due to the drop in oil prices. The company wants to reduce operating costs by 20% over the next two years. The decision will affect both permanent employees and workers of core contractors.

English: <https://seafarersrights.org/maersk-oil-to-cut-200-jobs/>

Heroes of the sky organise Ryanair workers

April 9, 2015

A grassroots initiative called Heroes of the Sky is trying to organise the Ryanair base at Copenhagen airport. The group, which unites pilots and cabin crew, says its aim is to reach a collective agreement for Ryanair workers. Ryanair recently rejected an agreement with the Flight Personnel Union.

English: [http://www.itfglobal.org/en/news-events/news/2015/april/call-to-support-danish ...](http://www.itfglobal.org/en/news-events/news/2015/april/call-to-support-danish-...)

.....
.....

Estonia

Job cuts at public company Enterprise Estonia

April 29, 2015

Enterprise Estonia (EAS) announced a restructuring including staff cuts. The business promoting government agency, one of the largest institutions specialised in promoting entrepreneurship, counselling and training, will merge several structural units and cut 5% of its total workforce.

English: <http://balticbusinessnews.com/article/2015/4/29/enterprise-estonia-to-cut-staff>

.....
.....

Finland

Trade unions worry about employment after Nokia merger

April 22, 2015

The Nokia acquisition of the business operations of the French telecoms equipment company Alcatel-Lucent has made Finnish trade unions worried for jobs. The merger of two major companies will probably mean job cuts. Nokia has set itself the goal of saving 900 million euro by 2019 through 'operating cost synergies'. Nokia has promised not to cut French jobs for two years after the deal is signed. It has pledged its intention to establish a 100 million euro fund to invest in start-ups in France and intends to maintain employment in the 'key sites' of Villardreux and Lannion.

English: [http://heikkijokinen.info/en/trade-union-news-from-finland/762-the-nokia-and-alcatel ...](http://heikkijokinen.info/en/trade-union-news-from-finland/762-the-nokia-and-alcatel-...)

Icebreakers crews have a new collective agreement

April 4, 2015

Ship owners and trade unions have reached a deal in the negotiations over a new collective agreement. The largest dispute in the negotiations was the applicability of the collective agreement to all firms in the sector, as opposed to only the state owned Arctic Shipping Company. The deal was reached in the face of looming industrial actions, in which unions threatened to prevent ships under Finnish flags from leaving ports during the Easter holidays.

English: <http://customstoday.com.pk/finnish-ship-owners-and-2-workers-unions-reach-agreement/>

.....

.....

France

Wage data for the public sector

April 27, 2015

The country's statistical office published new data on the wage development in 2012 and 2013. The nominal average net wage in full-time unit at state level increased by 0.1% in nominal terms between 2012 and 2013. The real average net wage decreased by 0.7%. This net average wage amounted to 2,470 euros per month in 2013. In the local civil service, net nominal wages increased by 0.7% while real wages decreased by 0.1% in real terms between 2012 and 2013. The local level average net wage reached 1,850 euros per month in 2013.

English:

http://www.insee.fr/en/indicateurs/ind114/20150427/salaires_FP_2013_anglais_v2.pdf

Agreement within reach at Radio France?

April 15, 2015

Trade unions and the government were nearing an agreement on the future of Radio France after a 28-day strike that exemplified the challenges of loosening up labour legislation. Broadcasts resumed, after a strike that started 19 March (see our March Newsletter), and staff met to discuss next steps. Four of five unions voted to return to work after progress on a compromise reform plan. The company wants to cut jobs through a voluntary departure plan; the reform focuses on structural issues and job cuts, but management is not talking about

cutting benefits.

English: <http://www.timesunion.com/news/world/article/Protracted-French-radio-strike> ...

Strikes of air traffic controllers, public sector and radio coincide

April 9, 2015

Three major strikes coincided on 8 April to effectively cripple the country. Air traffic controllers have been organising actions over the increase of the pension age from 57 to 59. Despite talks being planned for 13 April, strikes on 8 and 9 April lead to the cancellation of hundreds of flights. In solidarity and anti-austerity protests that were organised, teachers walked out and the Eiffel tower remained closed. Radio France's programming remains limited as the radio broadcaster's conflict, reported in last month's newsletter, entered its fourth week.

English: <http://www.theglobeandmail.com/news/world/amid-strikes-french-unions-rally> ... ;
<http://www.rte.ie/news/2015/0408/692696-flights/>

.....
.....

Germany

Day care workers demand higher pay grade

April 28, 2015

Over 400 kindergartens remained closed as pre-school teachers went on strike over low pay. Trade union Ver.di and the kindergartens are in negotiations over a collective agreement. Ver.di has demanded the teachers be paid in a higher pay grade, which would imply a pay rise (by 10%). The strikes have received political and public support as the teachers point out that the occupation is underpaid. The talks so far have not led to a result, leading to numerous states warning of strikes and closed day care centres.

English: <http://peagle.co.uk/in-day-care-centers-now-threatens-indefinite-strike-483.html>
<http://www.dw.de/empty-day-care-centers-across-germany-amid-strike/a-18366635>
<http://www.thelocal.de/20150408/strikes-at-kindergartens-affect-thousands>

Two-day strike in rail transport

April 23, 2015

Rail operator Deutsche Bahn and trade union representatives are negotiating an agreement over wages and other points of contention that has to be concluded by 1 June. Trade union GDL stated that it had been 'teased' with the prospect of an agreement by the Deutsche Bahn management in talks over recent weeks, and accused bosses of negotiating in bad faith.

English: <http://www.thelocal.de/20150423/train-drivers-hang-on-for-second-strike-day>

Walk out at Deutsche Bank subsidiary

April 20, 2015

Industrial action hit the bank branches of Postbank, a subsidiary of Deutsche Bank, in the eastern states of Saxony, Saxony-Anhalt, Thuringia and parts of Brandenburg, with many

remaining shut. The workers demand better and extended protection against dismissal, according to trade union Ver.di. Many Postbank employees fear being laid off if Deutsche Bank decides to sell the retail banking unit. The unions are demanding protection from dismissal for all of the 9,500 staff until 2020, plus a 5% pay increase. Employers have rejected the demands, which led to the decision to go on strike.

English: <http://www.dw.de/postbank-workers-on-strike-as-deutsche-reportedly-mulls-sale> ...

Federal Labour Court confirms benefits for union members

April 16, 2015

The Federal Labour Court (BAG) confirmed that trade unions have the right to negotiate advantages exclusively for their members. The court had to examine a case of payment of employee benefits specifically negotiated by IG Metall for its members during talks over a social plan. Three years ago the IG Metall agreed with the Nokia Siemens Network (NSN) on the continuation of the work at a plant in Munich. Part of the plan was a compensation pay for all NSN-workers that had joined the union before March 2012. A non-unionised worker was demanding similar advantages. According to the court the partners in bargaining have the clear autonomy to decide on working conditions including provisions that can be seen as transitional provisions or as compensation for partial closure during an industrial dispute.

English: <http://www.bakermckenzie.com/nl/news/Baker--McKenzie-successfully-defends> ...

German: <http://www.dialog.igmetall.de/artikel/datum/2015/04/16/nsn-bag-bestaetigt> ...

Postal workers on strike

April 2, 2015

Some 20,000 postal workers joined a two day strike after collective agreement negotiations failed. Trade union Ver.di and the Deutsche Post AG group have been negotiating over a collective agreement, but have not reached an agreement in the first rounds. Ver.di has asked for a reduction of working hours from 38.5 to 36 hours per week for the same monthly salary. The next round of negotiations is planned for 14 April. Nearly 140,000 people work at Deutsche Post, handling 80 million letters and parcels per day.

English: <http://sputniknews.com/europe/20150402> ...

.....
.....

Greece

Seamen strike for overdue salary

April 21, 2015

On Labour Day, 1 May, passenger ferries will remain tied up at Greece's ports, as the PNO trade union of ferry workers declared it a strike day. The trade union is demanding, among other claims, that workers be paid several months of overdue salaries, particularly at NEL lines, as well as more social security benefits.

English: <http://www.ansamed.info/ansamed/en/news/sections> ...

Trade unions say undermining of collective agreements has led to outsourcing

April 6, 2015

In a recent report for *Equal Times*, trade unions have said that the undermining of collective agreement has led directly to an increase in employment outsourcing by companies. As austerity measures led to the cancellation of many company and sector collective agreements, individual contracts are now the common contract in Greece. Unions report that in the absence of regulations in collective agreements, more and more workers are hired under contracts with temp agencies under worse conditions.

English: [http://www.equaltimes.org/an-avalanche-of-precarious-work ...](http://www.equaltimes.org/an-avalanche-of-precarious-work-...)

.....

.....

Hungary

Proposal to abolish trade unions at intelligence services

April 17, 2015

The leadership of the SSNS's trade union stated that the government has made a new law, which leads to abolish trade union activity in the intelligence services, a condition of introducing a life career model that would improve the situation of the members of the uniformed forces. Trade union leaders received no preliminary notifications about the plan, only later receiving an 'incorrect' explanation that civil intelligence agencies in other European countries are not unionised.

English: [http://www.politics.hu/20150417/govt-plans-to-abolish ...](http://www.politics.hu/20150417/govt-plans-to-abolish-...)

.....

.....

Iceland

Large wage strikes announced

April 30, 2015

Several strikes are announced for the month of May as talks with Business Iceland ended without results. Worker demands in all cases concern wage increases, but the trade unions have also emphasised the need for new terms regarding job-related education. Earlier on workers in the trade union of General and Special Workers (SGS) voted overwhelmingly in favour of work stoppages culminating in a general strike on May 26. Opinion polls indicate that the general public not only supports union demands to raise the minimum wage – they would demand even more than unions are asking.

English: <http://grapevine.is/news/2015/04/27/more-large-unions-joining-strike/>
<http://grapevine.is/news/2015/04/30/public-overwhelmingly-supports-union-demands/>

Pay deal at fish processing company

April 28, 2015

Fisheries company HB Grandi has reached an agreement with fish processing staff in Reykjavík, Akranes and Vopnafjörður on fixed bonus payments. Wages will consequently

increase by 9.3 to 18%. Not including the bonus payments, the basic salaries will increase from ISK 286,000 to ISK 325,000 (from 1,944 euro to 2,209 euro) per month on average, or by 13.6% on average.

English: [http://icelandreview.com/news/2015/04/28/meetings-unsuccessful ...](http://icelandreview.com/news/2015/04/28/meetings-unsuccessful...)

Icelandic: [http://www.mbl.is/frettir/innlent/2015/04/27/hb_grandi_semur_um ...](http://www.mbl.is/frettir/innlent/2015/04/27/hb_grandi_semur_um...)

Ireland

Workers want a fair share of the recovery

April 29, 2015

At the height of the recession, as the numbers joining the dole seemed to be rising by cricket scores weekly, many workers found themselves in a position where they were simply happy to have a job, where possible, to maintain the terms and conditions they had until the worst effects of the downturn moved on. Now though, even employers' bodies admit there is a genuine expectation in many sectors that as firms feel the benefits of the recovery, their staff should be rewarded for the sacrifices they made. Workers are less fearful for the future of their jobs. As more and more sectors begin to recover, employees feel more and more empowered to demand the better terms and conditions from their employers. In the absence of Registered Employment agreements, which were struck down by the Supreme Court in May 2013, there are whole sectors where wage negotiation has been rendered almost impossible.

English: [http://www.irishexaminer.com/viewpoints/analysis/industrial-action-inevitable ...](http://www.irishexaminer.com/viewpoints/analysis/industrial-action-inevitable...)

Escalating industrial action at Dunnes stores

April 26, 2015

Dunnes Stores workers say 'absolutely everything is on the table' in their dispute with management - including an all-out strike (see our March Newsletter). Many staff members were out on picket lines across Ireland on April 2 in a dispute over zero-hour contracts and working conditions. Trade union Mandate, which represents about two-thirds of the workforce, said that it is considering legal action over its claims that some workers were dismissed for taking part in the one-day strike.

English: [http://utv.ie/News/2015/04/27/Dunnes-Stores-dispute-may-escalate-beyond ...](http://utv.ie/News/2015/04/27/Dunnes-Stores-dispute-may-escalate-beyond...)
[http://www.breakingnews.ie/ireland/everything-on-the-table-in-workers-dispute-with-dunnes ...](http://www.breakingnews.ie/ireland/everything-on-the-table-in-workers-dispute-with-dunnes...)

Pay increase for utility workers

April 24, 2015

Nearly 7,000 staff in the State-owned electricity utility ESB may be set to receive pay increases of 2%. Trade unions representing staff had sought a three-year 3.5% per annum pay increase. However, the internal joint industrial council in the ESB recommended a 2% pay rise for employees. The group of unions in the company had entered a hearing on pay last month with a position that the 3.5% rise should be applied from the conclusion of a long-standing pay freeze at the ESB, which ended a year ago in March 2014. If the proposed 2 per cent rise is accepted it will apply from 1 April 2015. This means the joint industrial council

decided not to back the call for retrospection of the increase to cover the year since the freeze expired.

English: [http://www.irishtimes.com/news/ireland/irish-news/7-000-staff-at-esb-look-set ...](http://www.irishtimes.com/news/ireland/irish-news/7-000-staff-at-esb-look-set-...)

Italy

FIAT announces bonus scheme for workers

April 17, 2015

Carmaker Fiat Chrysler Automobiles (FCA) announced an incentive system for employees tied to the group's productivity and profits. The proposal, which FCA says will cost a maximum of around €600 million over a four year period, was designed by the company executives to turn the page on traditionally adversarial relationships between labour and management by more closely associating workers with business objectives.

English: <http://www.thelocal.it/20150417/fiat-chrysler-sets-bonus-scheme-for-italian-workers>

Government joins unions in pressure towards Whirlpool

April 16, 2015

The government stated it 'will do everything to safeguard the jobs of Whirlpool in Italy' until 2018. It is pressing the US giant on earlier commitments to that effect made when it took over Indesit. The industry ministry spoke about 'strong opposition to aspects' of Whirlpool-Indesit's plans that according to the trade unions might involve 1,350 job cuts, including 1,200 factory jobs and 150 in research centres. As Whirlpool bought control of the home-appliance maker Indesit a deal was signed with the trade unions as well as with local and central governments that aimed at avoiding 1,425 lay-offs and ensuring 83 million euros worth of investments.

English: [http://www.gazzettadelsud.it/news/english/137810/Guidi-says-govt-committed-to-no ...](http://www.gazzettadelsud.it/news/english/137810/Guidi-says-govt-committed-to-no-...)

Latvia

Protest against health care system

April 21, 2015

Professional health care workers from all over Latvia gathered in Riga, with posters pointing out the current situation in healthcare (see our March Newsletter). The posters featured slogans such as 'Our silence is harmful to your health' and 'Ambulance drivers on minimum wage driving cars made out of gold'. The event is monitored by about 20 security guards, as well as several dozen police officers. Medics, patients, trade unions, and parties were standing shoulder to shoulder to advocate the human right to good health.

English: http://www.baltic-course.com/eng/markets_and_companies/?doc=105186

.....

Liechtenstein

Employment report 2014 published

April 23, 2015

The statistical office published the annual employment report (for the year 2014). Over the period December 2007 to December 2014 total unemployment staid very low, with only a slight increase at the start of the financial crisis. By the end of 2014 2.4% of the workforce was unemployed.

German: <http://www.llv.li/files/as/arbeitslosenstatistik-2014.pdf>

.....

.....

Lithuania

Minimum wage increase from July 2015 on

April 21, 2015

The long debated increase of the minimum wage seems to enter its final stage (see our March Newsletter). The country's tripartite council, made of trade unions, employers' organisations and the Government's representatives, has assented to the increase of the monthly minimum wage as of 1 July 2015 so that the minimum wage reaches 325 euro. The last increase of the monthly minimum wage was in October 2014.

English: <http://www.baltic-course.com/eng/analytics/?doc=105260>

.....

.....

Luxembourg

State paid reduction of working hours

April 29, 2015

The use of the so-called 'chômage partiel' scheme will stabilise in the next month. Under the programme, companies can reduce labour costs by cutting hours. Employees meanwhile are compensated by the state for the wages lost as a consequence. In May the state will help pay the wages of 748 private sector employees, with eleven companies covered by the partial unemployment scheme. The measure will cost the state 700,500 euro in May, a significant decrease from April, during which the state paid wage compensation worth 954,000 euro to 927 employees on reduced hours.

English: [http://www.wort.lu/en/business/chomage-partiel-state-to-spend-700-500-euros ...](http://www.wort.lu/en/business/chomage-partiel-state-to-spend-700-500-euros...)

Trade unions ask for delay in maternity cuts

April 11, 2015

Trade union OGBL has called on the government to delay the implementation of cuts to maternity and education allowances. Social partners have been negotiating a far going reform of family policies, but have not yet reached a complete agreement. In the reform, current forms of the allowances would be abolished. The maternity allowance is paid to women who do not

work for eight weeks before and after the birth of their child. The education allowance is paid instead of parental leave for 21 months for mothers who stay at home with their child. The new law, as proposed by the government, would introduce a single parental leave system, in which parent can choose between 4 months of full-time leave (previously 6 months) or 8 months of part-time leave (previously one year). Negotiations over the parental leave are ongoing, but the government intends to already abolish the old allowances as of 1 June. OGBL said that this will hit low income families hardest and called for a delay in the implementation of cuts until the entire package has been negotiated.

English: [http://www.wort.lu/en/politics/new-benefits-system-from-june-1-union-calls ...](http://www.wort.lu/en/politics/new-benefits-system-from-june-1-union-calls-...)

Malta

Deal in transport after ultimatum

April 30, 2015

A dispute between Malta Public Transport and the General Workers Union has been resolved. The trade union had given MPT an ultimatum to reverse a decision to decrease workers' wages and refund the difference or face strike action. The dispute came in the wake of an announcement by the public transport provider warning that workers' pay would be docked if they fail to clock all the hours they were contractually obliged to do. An agreement was reached following a lengthy meeting on 30 April. The company committed itself to pay back monies due to engineers on May 10 and to drivers on May 17. Both sides also agreed to start negotiating a new collective agreement with the aim of concluding negotiations in the next two months.

English: [http://www.timesofmalta.com/articles/view/20150501/local/bus-strike-averted ...](http://www.timesofmalta.com/articles/view/20150501/local/bus-strike-averted-...)
[http://www.maltatoday.com.mt/news/national/52399/gwu_issues_friday_ultimatum ...](http://www.maltatoday.com.mt/news/national/52399/gwu_issues_friday_ultimatum-...)

HSBC workers on strike after company backtracks on promises

April 7, 2015

Workers at the HSBC banks went on strike as collective agreement negotiations reported regress instead of progress. Talks between HSBC and the Malta Union of Banking Employees (MUBE) have been ongoing for months, but failed to deliver any results. After HSBC offered a package that was significantly worse than it had endorsed in the last year, the union called a strike. After several days of sit ins, the workers organised two day strikes in April. Media report that HSBC banks are running low on cash, as dispensers have not been refilled. Talks between MUBE and HSBC, mediated by the Malta Employers Association, are ongoing.

English: [http://www.independent.com.mt/articles/2015-04-07/local-news/Malta-Union ...](http://www.independent.com.mt/articles/2015-04-07/local-news/Malta-Union-...)

Netherlands

Normal minimum wage for youth at cleaning company

April 29, 2015

The management of the Cleaning company DJM Bedrijfsdiensten has decided to remove the youth minimum wage. From summer 2015 onwards, employees under 21 will receive the normal minimum wage, not the lower minimum wage for youth. The country introduced in the past different minimum wages depending on age. An 18-year-old working full time is entitled to at least 683 euro, a 21-year-old doing the same work will earn no less than 1,089 euro. That is still over 400 euro less than the minimum wage paid to a 23-year-old. The company calls it morally irresponsible that a younger worker receives less for doing the same job.

English: <http://www.nltimes.nl/2015/04/29/cleaning-agency-scraps-youth-minimum-wage/>

Vopak workers strike for better wages and job security

April 16, 2015

The trade unions at the oil storage company Vopak stated that 650 workers walked out for two hours. Vopak's management is enmeshed in a dispute with its workers over terms of a new collective agreement, including pay and overtime allowances. The action was the second of its kind in the past thirteen years, according to a representative of the FNV trade union. The walk out involved staff at seven terminals working shifts, including Vopak terminals in Amsterdam, Rotterdam and Vlissingen. The demands also involve the negotiations of a social plan with guaranties related to future dismissals.

English: [http://www.businesstimes.com.sg/energy-commodities/workers-plan-limited-strike ...](http://www.businesstimes.com.sg/energy-commodities/workers-plan-limited-strike...)

New collective agreement at KLM

April 10, 2015

Trade unions and KLM have agreed on a new collective agreement, which the unions will recommend to their members. The agreement follows long negotiations, which were complicated by the company's poor economic performance. In the agreement, KLM will guarantee that there will not be any mandatory redundancies until 2020 and compose buyout packages for employees who want to leave earlier. The agreement also contains a general wage freeze. The agreement, if adopted, will run until 30 June 2016.

English: <http://www.nltimes.nl/2015/04/10/klm-reaches-agreement-with-unions/>

.....
.....

Norway

Increase in long-term unemployed

April 30, 2015

The latest labour force survey reveals that there was an increase of 21 000 in the number of unemployed persons from the 1st quarter of 2014 to the 1st quarter of 2015. This increase was mainly among the long-term unemployed. The share of long-term unemployed rose from 29% in the 1st quarter of 2014 to 38% in the 1st quarter of 2015. The actual webpage of the Q1 2015 LFS provides detailed tables that shed a light on several labour market characteristics.

English: <http://www.ssb.no/en/arbeid-og-lonn/statistikker/aku/kvartal/2015-04-30>

Private school teachers reach agreement

April 21, 2015

Teachers at a private school in the north of Oslo have been on strike since 18 March. The 17 teachers at the Heltberg upper secondary school went on strike after the school management refused to renew the existing collective agreement. The teachers were members of the Union of Education Norway (UEN). The strike came to an end after the employer agreed on 10 April to the teachers' demand for a collective agreement.

English: http://www.ei-ie.org/en/news/news_details/3501

.....

.....

Poland

Shortage of skilled workers discussed

April 10, 2015

Although the unemployment rate remains high, fears have been raised that the country's education system is failing to produce enough skilled workers, including mechanics, plumbers and dressmakers. According to Eurostat, the percentage of Poles aged 30-34 with higher education qualifications has almost tripled between 2002 and the end of 2013, from 14.4 percent to 40.5 percent. Observers say that there is no economy in the world which would be able to employ so many high educated workers. This situation has resulted in many people ending up working in positions which do not correspond to their education and aspirations.

English: <http://www.thenews.pl/1/12/Artykul/203067,Poland-facing-shortage-of-skilled-workers>

.....

.....

Portugal

Air strike announced

April 30, 2015

Pilots from TAP Portugal and its associate Portugalia will begin a 10-day strike on 1 May in an ongoing dispute on the privatisation process. The industrial action will strongly affect operations. An arbitration tribunal has ruled that minimum services will be assured during a strike, including flights between the Portuguese mainland and the Acores, Madeira, Brazil, Angola, Mozambique and seven European cities.

English: <http://atwonline.com/labor/tap-portugal-pilots-start-10-day-strike-may-1>

Railway strike closes 95% of ticket offices

April 6, 2015

A strike in the commercial sector of the railways, covering amongst others the ticket inspectors, closed down 95% of train ticket offices on 6 April. Until 8am, only two long distance trains actually ran, while 80%-90% of all trains were expected to be cancelled later that day.

English: <http://www.theportugalnews.com/news/railway-strike-chaos/34433>

.....

.....

Romania

Town hall workers strike for higher wages

April 30, 2015

More than 30,000 employees of town halls around the country have gone on strike to demand higher wages. The workers, who staged a one-day strike, are demanding a 10% salary increase and meal tickets, which are used to purchase food. The trade union stated that talks with the government have failed and that the government hasn't honoured promises it made during the 2012 election campaign.

English: [http://www.oaoa.com/news/government/article ...](http://www.oaoa.com/news/government/article...)

Layoffs at controversial Rosia Montana gold mine

April 2, 2015

The Rosia Montana Gold Corporation will lay off 35 of its 100 employees. The corporation, owned by the Canadian Gabriel Resources group, cites unreasonable delays in the authorisation process as the reason for the redundancies. The gold mine received extensive negative media attention in 2013 and 2014, as reported in those newsletters, for the use of cyanide in the extraction process. After the government retracted a bill that would speed up the authorisation process in September 2013, the Rosia Montana Gold Corporation already fired 392 workers in March 2014.

English: [http://www.romania-insider.com/gabriel-resources-to-lay-off-a-third ...](http://www.romania-insider.com/gabriel-resources-to-lay-off-a-third...)

.....

.....

Serbia

Increase of salaries and pensions debated

April 30, 2015

The government stated that with the actual economic growth it is about time to increase salaries and pensions this year (after a 10-percent cut in November 2014 due to fiscal consolidation measures). This increase would have an impact on improvement of the citizen's living standards. However, the Fiscal Council immediately opposed this idea. In its regular report, the Council said in relation to the developments in March 2015 that the reduction in pensions and public sector salaries is a key measure of the country's fiscal consolidation that brought about the biggest savings in the 2015 budget.

English: [http://inserbia.info/today/2015/04/vucics-empty-promises-fiscal-council-no-room ...](http://inserbia.info/today/2015/04/vucics-empty-promises-fiscal-council-no-room...)

...

End of teachers strike

April 27, 2015

The teachers' trade unions have ended their strike (see the March Newsletter). The decision to end the strike was preceded by the signing of a special collective agreement and an agreement on peaceful resolution of disputes, under which the amount deducted from the salaries will be repaid to employees who had gone on strike, and time lost due to classes being cut from 45 to 30 minutes will be made up.

English: <http://www.b92.net/eng/news/society ...>

Slovakia

Trade unions see working conditions worsening

April 28, 2015

Too few holidays, poor compensation for employees suffering from diseases related to their work and cost cutting at the expense of staff are among the main problems faced by employees, according to a report published by trade union confederation KOZ. The report found that women have more problems in finding work than men, and that they also receive worse remuneration.

English: <http://spectator.sme.sk/c/20057073/trade-unions-working-conditions-getting-worse ...>

Transparency in public procurement

April 16, 2015

The government adopted an amendment to the law on public procurement, which should prevent shell companies from doing business with public authorities. The reason for submitting the draft law is the effort to secure that the agreements in public procurement are signed by subjects with clear ownership structure, revealed to the natural people. The identification of the final beneficiaries is important for increasing transparency, preventing the conflict of interests and fighting corruption in public competitions. However, observers think the law will be toothless.

English: <http://spectator.sme.sk/c/20056920/dennik-n-law-against-shell-companies-is-empty ...>

Slovenia

Increase of precarious forms of employment

April 29, 2015

Presenting its annual report for 2014, the Labour Inspectorate has pointed to different forms of precarious work that are becoming increasingly wide-spread. One of the most controversial cases of bending the law is when companies demand that a person becomes self-employed only to work for the company as if it employed them. The inspectorate also pointed to student work, another precarious form of employment widely used to compensate for lack of staff in regular employment.

English: <http://www.sloveniatimes.com/ever-more-people-forced-to-become-self-employed>

.....

Spain

Coca cola violated workers' rights

April 20, 2015

On 15 April 2015 the Madrid Supreme Court announced its final verdict on the closure of four Coca-Cola factories and confirmed the previous ruling of the National Court which declared the Coca-Cola Iberian Partners' (CCIP) restructuring plan announced in January 2014 invalid. The restructuring and closure of 4 plants in Alicante, Fuenlabrada (Madrid), Palma de Mallorca and Colloto (Asturias) affected more than 1190 workers and caused the forced redundancy of 821 employees. According to the Court, CCIP violated the right to strike during the consultation period by supplying products from other functioning plants.

English: <http://www.iuf.org/w/?q=node/4184>

Banana workers announce strike after company lets collective agreement expire

April 13, 2015

Trade unions in agriculture have announced that banana workers on the Canary islands will go on strike if the employers association continue to refuse to negotiate over a new collective agreement. According to the unions, the Association of Banana Producers of the Canaries (Asproccan) and the Regional Group of Canary Banana Growers Cooperatives (Coplaca) want to make use of the new law which cancels collective agreements if they expire without a replacement. Some 12,000 banana workers are employed on the Canary islands, where they earn an average €900 per month.

English: [http://www.freshfruitportal.com/2015/04/13/spain-banana-workers-ready-to-strike ...](http://www.freshfruitportal.com/2015/04/13/spain-banana-workers-ready-to-strike...)

Asbestos-related occupational cancers go largely unreported

April 3, 2015

A recent study in the *International Journal of Occupational and Environmental Health* reports that asbestos-related cancers are missing from official reporting systems. The study shows that in the 33 year period until 2011, only 164 cases of asbestos-related cancer were recorded. The researchers estimate that over 90% of actual cases are missing from the statistics. The absence of recording also means that workers suffering from asbestos-related occupation cancer do not receive due compensation.

English: <http://www.ituc-csi.org/asbestos-cancers-in-spain-are-not?lang=en>

.....

Sweden

Serious job cuts at Vattenfall

April 28, 2015

In a bid to curb costs state-owned energy company Vattenfall announced major staff cuts. The

1000 layoffs were revealed when the company presented its first quarter 2015 report, in which the firm announced profits of almost five billion kronor (515 million euro), compared to 8.2 billion in the same period last year. Vattenfall, which employs more than 30,000, and has operations in Sweden, Finland, Denmark, Germany, the Netherlands and Britain did not specify where the lay-offs would take place.

English: <http://www.thelocal.se/20150428/1000-jobs-to-go-at-swedish-energy-giant>

Switzerland

Cement workers act at shareholder meeting

April 13, 2015

The international and European trade union federations BWI, IndustriAll and EFBWW mobilised workers during a Holcim Annual general meeting in Hallenstadion in Zurich. Shareholders were met with a union manifestation outside the meeting hall. The unions spoke about workers' concerns and demands, which remain neglected in the mega-merger between the two cement world leaders Holcim and Lafarge. The union demands are job security for at least 2 years in the new group and in units that are sold, observance of information and consultation procedures, negotiations on a new EWC and a new Global Framework Agreement, social dialogue at all levels.

English: [http://www.bwint.org/default.asp?Index ...](http://www.bwint.org/default.asp?Index...)

[http://www.industrialunion.org/unions-bring-workers-demands-to-holcim-shareholders ...](http://www.industrialunion.org/unions-bring-workers-demands-to-holcim-shareholders...)

Turkey

Minimum wage far below hunger threshold

April 13, 2015

In a recent study the public workers trade union (Kamu-Sen) set the hunger threshold to 533 euro, nearly double the national minimum wage of 316 euro. Although the country has experienced significant growth over the past decade, millions live under the poverty line and the country is among the worst of the Organisation for Cooperation and Economic Development (OECD) member states regarding income inequality. Civil servant wages, minimum wages and pensions have been criticised repeatedly by the trade unions as insufficient, particularly in 2014 as inflation outpaced wage and pension increases.

English: [http://www.todayszaman.com/business_hunger-threshold-nearly-double ...](http://www.todayszaman.com/business_hunger-threshold-nearly-double...)

Ban on metal strike may now lead to forced arbitration

April 2, 2015

A strike ban in the metal industry earlier this year is still in place and may lead to the dispute being forced into arbitration. In January this year, as reported in the newsletter, a strike by metal workers was banned through a 60 day suspension. The 60 day period expired on 21 March, but unions report the ban is still in place. The continued ban is a particular problem,

because it will lead to the conflict going into forced arbitration.

English: <http://www.industrialunion.org/turkey-metal-strike-ban-still-in-place>

.....
.....

United Kingdom

Midwives staged a strike action

April 30, 2015

Midwives in Northern Ireland staged a four-hour strike in a pay dispute. The Royal College of Midwives (RCM) is calling for a 1% pay increase, as was given to their colleagues in Wales, Scotland and England. RCM members had voted by 9-1 in favour of strike action - the first such vote in the college's 134-year history. RCM warned of further industrial action by its members.

English: <http://www.bbc.com/news/uk-northern-ireland-32538050>
<http://www.theguardian.com/uk-news/2015/apr/21/midwives-northern-ireland-strike> ...

RMT ballot over pay and working conditions at DLR

April 27, 2015

Trade union RMT is to ballot for strike action over pay and working conditions on Docklands Light Railway in two separate disputes. RMT reps have been involved in extensive talks with Keolis/Amey Docklands management regarding the 2015 pay review and other issues including the shifting of the pay anniversary date. Following a series of meetings, the company failed to table a suitable pay offer. The RMT executive has taken the decision to conduct a ballot for strike action that will close on 12 May. The demands are pay for all the work performed, proper payslips, promised working time regulations and rosters and correct pay increases.

English: <http://www.rmt.org.uk/news/rmt-to-ballot-for-action-over-pay-and-conditions> ...

Tata steel workers ballot over pension dispute

April 16, 2015

Trade unions GMB, Community, Unite and UCATT will give an official notice that they will commence an official ballot on 6 May for industrial action over Tata Steel's proposal to close the British Steel Pension Scheme (BSPS). Tata Steel Europe management has not taken up the offer to re-enter discussions about the pension scheme. The unions are continuing to take legal advice and making preparations to ensure that the ballot meets all legal requirements and cannot be challenged by Tata. As of December 2014, the British Steel Pension Scheme had 143,000 members, with 17,004 making up employee members and 91,264 making up pensioner members. As of November 2014, the assets of the scheme were valued at around £13.6 billion and continue to increase.

English: <http://www.theguardian.com/business/2015/apr/16/uk-unions-threaten-joint-strike>
...

.....
.....

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.

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.

This email is sent from

European Trade Union Institute
Boulevard du Roi Albert II, 5 box 4
Brussels, BRU 1210
Belgium