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## EPSU-PSI Europe Merger agreed unanimously

### A stronger European Public Services Federation created

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At the EPSU Congress on 8 June, delegates voted and unanimously agreed on the Merger between EPSU and PSI Europe. With this merger, EPSU membership will rise to 255 public service unions (from 224). Delegates have also voted on changes to the EPSU Constitution underpinning the merger

process.

PSI General Secretary, Peter Waldorff is pleased to see that the efforts to create one single European structure have been concluded and finds it encouraging that the final decisions to change the EPSU constitution were taken unanimously.


Carola Fischbach-Pyttel, EPSU General Secretary, stated that: "EPSU was looking forward to assuming its new role as the regional organisation of PSI in Europe". Geographically, EPSU will now cover the European continent, central Asia, and Israel.

For further details, [click here](#).

To read Peter Waldorff's speech at the EPSU Congress, [click here](#).

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## Canada: Toronto public sector workers on strike

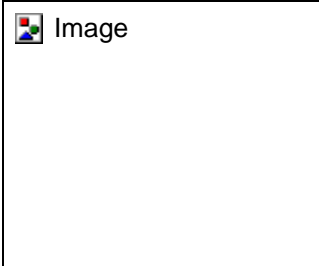
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Public sector workers in Toronto, Canada, have been on strike since 22 June. They have been in talks for more than five months with the city, which sought changes to job security, seniority and benefits such as sick pay. Negotiations with the City have been stalled due to an unrealistic list of concessions being demanded by the City that would affect benefits, wages and seniority rights. The City's offer is "an absolute insult," Canadian Union of Public Employees Local 79 President Ann Dembinski said in an interview outside City Hall. "Give us a fair deal with no concessions." She said the proposal is "a fraction of what's been offered" to other unionized city workers in other agreements. "They all were able to get in a three-year deal, increases of 3, 3 and 3 percent or more, plus no concessions."

The two CUPE locals affected have been asked to accept sweeping concessions, while few other unionised City workers have been asked to do the same. Meanwhile, City councillors have allotted themselves a 2.4 per cent pay increase.

CUPE President Paul Moist addressed a rally in Toronto on 24 June. See the video here.

## South Africa: Prison sector agrees on OSD plan



An agreement on Occupation Specific Dispensation (OSD) has been signed between government and labour in the Correctional Services sector concerning two PSI affiliates: Police and Prisons Civil Rights Union (Popcru) and the National Education, Health and Allied Workers Union.

The ODS introduces revised salary structures unique to different occupations in the public service for centre based and non-centre based correctional services officials.

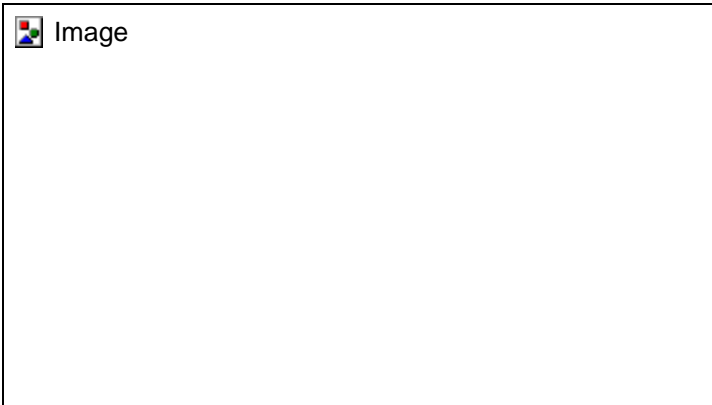
It includes a unique salary structure, career-path opportunities, pay progression, grade progression based on performance, and recognition of appropriate experience and protection of current compensation. It also introduces differentiated salary scales for different categories of Correctional Officials, a 45-hour work week and the implementation of a seven-day establishment or shift system for centre based correctional officials.

In addition, it includes a special one-time payment to correctional officials in compensation for the late implementation of the plan.

The OSD will be phased in for correctional services workers from 1 July, recognition of experience will be implemented from 1 April 2010, and the 45-hour work week and seven-day shift system from 1 July 2009.

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## Summer Patrol protects young workers in Norway



The summer break is the ideal opportunity for many young people to have their first work experience. A summer job allows them to earn some extra cash, as well as learning new skills and experience for the future.

However, unscrupulous employers may take advantage of young peoples' lack of experience to exploit them. It is to avoid this that LO, the Norwegian

Confederation of Trade Unions, has set up its "Summer Patrol" (Sommerpatrulje in Norwegian), involving trade union youth officers and volunteers. PSI affiliate Fagforbundet is active in the Summer Patrol. Linn Hemmingsen, Chair of Fagforbundet Youth, said that it was important that young people know their rights and entitlements as employees in order to make the most of their summer jobs in the best possible circumstances.

The summer patrol will run from 22 June to 3 August 2009.

For more information, see LOs Sommerpatruljer:

<http://www.lo.no/u/ungdom1/Kalender/LOs-Sommerpatruljer/?c=3128&t=882>

And here for another article in Norwegian:

<http://www.ht.no/article269950.ece>

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## ITUC: Global trade union rights situation worsening

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2008 was another difficult and often dangerous year for trade unionists around the world, according to this year's ITUC Annual Survey of Trade Union Rights Violations, which details abuses of fundamental workers' rights in 143 countries. 76 trade unionists were killed due to their actions to defend workers' rights, and many more were attacked physically or subjected to harassment, intimidation or arrest by the authorities.

While the worldwide total of killings fell from 91 the previous year, the number of killings in Colombia, which is notorious as the most dangerous place on earth for trade unionists, reached 49 – an increase of 10 over the previous year.

Disturbing trends in labour rights in the industrialised countries are also evident in the Survey, with increasing recourse to contract labour and "third-party" labour agency employment eroding incomes, conditions and rights at work.

See <http://www.ituc-csi.org/spip.php?article3800>.

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## Korea union merger planned for December 2009

The Korean Government Employees' Union (KGEU), the Korea Democracy Government Employees' Union (KDGEU), and the Court Government Employees' Union (CGEU) signed an agreement on their merger at the meeting room of the Korea Confederation of Trade Unions (KCTU) on 3 June. In their joint statement after a press conference, they declared, "Government employees' unions have made a precious first step toward consolidation and unity. We will continue to unite 1 million government employees, overcome corruption and irregularities, reform the government, and realise democracy." With this merger, the total membership will reach 128,000 members and will become the largest government employees' union of South Korea. Source:

[http://www.koilaf.org/KFeng/engLabornews/bbs\\_read\\_dis.php?board\\_no=6100](http://www.koilaf.org/KFeng/engLabornews/bbs_read_dis.php?board_no=6100)

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## US workers delaying retirement, survey shows

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According to a survey of government managers by the US Center for State and Local Government Excellence, many state and local government employees are delaying retirement because of the economic slump. Almost half of the respondents of the survey said 20 per cent or more of their workers were eligible to retire in the next five years, and the majority said the economy is affecting the timing of retirements. A huge 85% said employees are delaying retirement, while only 9 per cent said they are accelerating their retirements to avoid changes that will reduce benefits.

The survey showed that a majority of government managers (56 per cent) said their government did not have a formal plan to develop their workforce, while 39 per cent said they did. It highlighted the need for human resource departments to lead workforce planning efforts so that the public sector will be well positioned when the economy

recovers.

"There is a silver lining to the delayed retirements," said Elizabeth Kellar, executive director of the Center for State and Local Government Excellence. "Governments have a lot of older workers who work in specialized fields and are hard to replace. Retaining these individuals a little longer gives us more time to help new employees prepare to fill their shoes."

Read more here: <http://hr.cch.com/news/hrm/052209a.asp>

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