



GRANSKI SINDIKAT METALACA

NEZAVISNOST

METALPRES

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Newspaper of Metal Workers Branch Union „Nezavisnost”



THE DIE IS CAST!

- **CONFLICT OF INTERESTS IN „NEZAVISNOST” TRADE UNION**
- **FIAT - NEW OPPORTUNITY FOR SERBIA**
- **CONVENTION: „DEMOCRACY - THAT IS DIALOGUE”**
- **GENERAL COLLECTIVE AGREEMENT SIGNED**
- **THE YOUTH WISH THE SAME THINGS - THEY LIKE THE SAME THINGS**
- **UNSUCCESSFUL CAMPAIGN CONDUCTED BY UBU „NEZAVISNOST”**
- **NEW MEMBERS - STRONGER TRADE UNION**



Dragan Matic,
President
of MWBU
„Nezavisnost”

JUDGE

Whenever I encounter the evaluations: “insolent, rude, fascist, lynch”, I think of the author and the reasons for using such serious judgments and words. I see in front of me an honorable, worried man, responsible, good and humane. I am encouraged by the fact that there are such people ready to oppose those imprudent, insolent and rude people creating an atmosphere of lynch and violence. Then, I read the end part of the text and saw that it was signed by B. Canak, and thought what kind of cynicism and insolence was this. Is it possible that B.C. decided to defend someone, as he always played a role of the judge and gave orders to others to carry out dirty jobs instead of him.

B.C. knows what criminal acts are without initiation of legal proceedings, he suggests bringing charges with the court and he himself does absolutely nothing. He has never had enough courage. B.C. knows who has been accused and how one should interpret the Statute, although he said a few days ago to members of the UBU “Nezavisnost” Leading Committee that the Statute had to be observed and the Statutory Committee obeyed without interrupting its work, and no one was allowed to exert any pressure or make suggestions. B.C. is an excellent connoisseur of Serbian Constitution and Laws. Reference to discrimination of an individual was not explained by untrue facts, but the following words were mentioned: “nations, national minorities, social groups.”

Also, B.C. gave his judgment that MWBU “Nezavisnost” was formally and materially responsible for the fascist disturbance?! The judge, B.C., demanded sharing of responsibility and ordered someone else to sign the Decision, because cowards have never done this personally. He requested that one should write “open letters” and that someone else had to write such a letter. Carrying out in practice what B.C. had in mind, B.C. himself wanted to present as discharging an assignment, and the one who failed to do this would get notice of dismissal!

B.C. already knows that there will be dismissals, maybe even lynching.

Instead of doing something useful in the late evening hours, B.C. visits the MWBU “Nezavisnost” web site and afterwards he starts writing.

GENERAL COLLECTIVE AGREEMENT AND ITS APPLICATION

It was just a matter of time when some of the economy analysts, responsible for undisturbed implementation of neoliberalist privatization concept, would take a stand regarding the signing of the General Collective Agreement.

There will be much more opponent opinions and polemics will be intensified by using diverse arguments. The aim is to prevent the extended effect of the General Collective Agreement and its application.

Although the G.C.A. was signed on April 29 2008 and published in the Official Gazette no. 50/08 on May 9 2008, it has still not been applied due to rough oversight of signatories, especially by trade unions and their professional services. Namely, trade unions focused on the so-called “extended effect”, so that they forgot, together with Employers Union, to initial a list of companies that were, on the date of signing, in the membership of Serbian Employers Union, and to which the provisions of the G.C.A. have been applied regardless of whether and when the Minister will prescribe the “extended effect”. This failure brought about the G.C.A. signing, publishing and coming into force, but it wasn’t applied, because the signatories (two of three) and inspection authorities didn’t know to whom it referred and to whom it didn’t.

As far as collective bargaining is concerned, pursuant to applicable Labor Law, there are at least three levels of collective bargaining and there can even be more. The Government level (G.C.A.), level of a branch, group, subgroup or department (Special C.A.) and on the level of a company (C.A. with Employer).

The G.C.A. determines lower minimum limits on Government level, special C.A., according to economic power of a branch, determines the lower minimum limit, while the C.A. with Employer establishes employee and employer’s rights and obligations pursuant to economic power

of a company itself. I don’t see that the most important employers in Serbia, such as U. S. Steel, Smederevo, Philip Morris, Nis, Actavis, Leskovac, etc. are less successful, because they have signed collective agreements. On the contrary, by making collective agreements, establishing clear rules of operation, conduct and establishing the criteria for determining the amount of pays and observing agreements, companies gain stability in a long-term to carry out their plans and implement long-term projects without threat of a strike and obstruction by trade union and employees.

German, Austrian, Scandinavian economy isn’t less successful, because it has the C.A. system. On the contrary, they are considered as the most successful economies and their Governments have a minimum unemployment rate and minor tensions in the relations between an employer and an employee. One should use their experience in solving misunderstandings through collective agreements.

The economist, prof. M. Zec, when analyzing the privatization process and forthcoming privatization of the public sector, has already rebutted the thesis on detrimental effect of collective agreements through arguments, especially the thesis on shrunk competitiveness of the given economy. Serbian economy is not based on market competition but on the monopoly created through privatization. Those monopolies eliminate sound competition and collective agreements do not.

Proclaimed principles at the beginning of privatization served as falsehood in order that enormous social – public property would be taken in possession by approximately twenty tycoons or oligarchs. If signing of the G.C.A. upset their plan, we have to make an effort and sign as many collective agreements as possible on all levels and in all sectors and companies.



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THE MWBU "NEZAVISNOST" LEADING COMMITTEE ADOPTED THE DECISIONS AND RULES FOR ORGANIZING THE VI CONGRESS OF MWBU "NEZAVISNOST" AT THE XI SESSION. A REQUEST SUBMITTED TO UBU "NEZAVISNOST" LEADING COMMITTEE TO RE-EXAMINE AND ANNUL THE DECISION ON EXCLUSION OF DRAGAN MATIC FROM MEMBERSHIP OF "NEZAVISNOST" TRADE UNION

OBSERVANCE BUT NOT MISUSE OF THE STATUTE

The MWBU "Nezavisnost" Leading Committee (L.C.) stated that it could not accept the Decision of the UBU "Nezavisnost" L.C. on exclusion of the President of MWBU "Nezavisnost", D. Matic, from the UBU "Nezavisnost" membership. The Decision was actually groundless according to the Statute and the Rules applicable in UBU "Nezavisnost" and Branch Unions. The MWBU "Nezavisnost" Leading Committee demands convening of the UBU "Nezavisnost" Presidency and MWBU "Nezavisnost" Session, as it was decided at the first Extraordinary Session of MWBU L.C. of March 26 2008.

The MWBU is willing to explain, through arguments and with full observance of the Statute, the groundlessness of the Decision of UBU "Nezavisnost" L.C., without the intention of bringing in question the integrity of the Statutory Committee and UBU "Nezavisnost" L.C. If there was a doubt about the non-observance of the Statute, then one should have complied with the Procedures and used the bodies appointed in compliance with the Statute to establish the correctness of one's

statements and non-observance of the Statute.

The MWBU "Nezavisnost" Leading Committee expresses great concern about the future of UBU "Nezavisnost" and it is willing to bear the burden of responsibility for consolidating overall relations that have been disrupted at this time.

The Leading Committee and colleagues of UBU "Nezavisnost" may decide if they wish that:

- THE MWBU "NEZAVISNOST" EXISTS WITHIN THE UBU "NEZAVISNOST",
- IN "NEIGHBORHOOD" WITH THE MWBU "NEZAVISNOST", OR
- THAT WE LIVE AND WORK AS ONE AGAINST THE OTHER.

None of the issues of any Branch Union can be rejected as groundless and with bad intentions, if the UBU "Nezavisnost" is a democratic trade union!

These are the conclusions of the MWBU "Nezavisnost" Leading Committee on the item of the agenda: Report of the VII Session of UBU "Nezavisnost" L.C.



The MWBU "Nezavisnost" Leading Committee adopted the proposals of the MWBU Presidency associated with the preparations and organizing the VI Congress of MWBU "Nezavisnost". The electoral rules were accepted, decision was made on delegates number and structure, as well as the number of the Statutory and Auditing Committee members. The work groups shall be precisely determined at the Session of MWBU "Nezavisnost" Presidency scheduled for June 15 2008.

CAN "LOYALTY" OF BRANCH TRADE UNION PRESIDENTS BE "BOUGHT" WITH DIN. 7.697.542,27, WHICH DIDN'T PAY UNION MEMBERSHIP DUES FOR 2006?

„LOYALTY“

The Report of non-payment of trade union's membership dues by a majority of branch trade unions within UBU "Nezavisnost", for 2006, amounting to Din. 7.697.542,27, could have adversely affected the participation of branch unions at the UBU "Nezavisnost" Congress. At that time, only two branch trade unions were "positive". The MWBU "Nezavisnost" overpaid trade union membership dues amount-

ing to Din. 151.333,13. The agreement on the participation of branch unions - "debtors" at the Congress of UBU "Nezavisnost" was reached on the level of the UBU "Nezavisnost" Presidency. A decision was made that debts had to be paid after the Congress and branch trade unions enabled full participation at the Congress of UBU "Nezavisnost".

It seems that almost 8 million Dinars was

enough to "buy loyalty" of some Branch Trade Union Presidents, while B. Canak (co-owner of the newspaper "Danas") pointed out those debts individually and abused the office of UBU "Nezavisnost" President when he said: "I can forgive you the non-payment of membership dues and reprimand you as well, because everything depends on me."

DEBTS OF BRANCH TRADE UNIONS TOWARD UBU „NEZAVISNOST“ BASED ON MEMBERSHIP DUES FOR 2006

1. BTU of Civil Engineering, Building Material Industry, Itinerary Business Life and Lumber Industry	1.150.540,20	7. BTU of Food Industry, Catering, Tourism, Agriculture, Water Management & Tobacco Ind.	1.583.322,32	11. BTU of Cab (Taxi) Drivers and Transporters	00,00
2. BTU of Chemistry, Non-Metals, Energy Sources and Mining	948.537,26	8. BTU of Teachers (Educators) of the Rep. of Serbia	2.090.685,81	12. BTU of Textile, Leather & Footwear Industry	154.070,54
3. BTU of Public Transportation and Public Utilities	+ 86.852,96	9. BTU of Traffic & Telecommunications	478.033,33	13. BTU of Trade and Commerce	7.551,90
4. BTU of Culture and Ar	668.380,05	10. BTU of Serbian Entertainers (Performers) Association	00,00	14. BTU of Administration & Judiciary	330.357,67
5. BTU of the Media	26.084,49			15. BTU of Public Health Service & Social Security	7.697.542,27
6. BTU of Metal Workers	+ 151.333,13				



MWBU "NEZAVISNOST" AS A PART OF EUROPEAN FAMILY OF TRADE UNIONS IS ON THE RIGHT WAY – CONFIRMED PETER SCHERRER, EMF SECRETARY GENERAL

THE FIRST GOAL – TO STRENGTHEN TRADE UNION

A three-day visit of the EMF Secretary General, Peter Scherrer to MWBU "Nezavisnost" is the best indicator of a strong support to European commitment, which has been present in MWBU "Nezavisnost" for 17 years already.

- "As a part of the EMF, the MWBU "Nezavisnost" is obliged to present all achievements of European trade union movement to Serbian workers and they should make efforts, through acts and actions, to realize and implement those achievements in Serbia. It's not an easy task, but an organized, strong and unified trade union such as MWBU "Nezavisnost" can make significant improvements on Serbia's unionist scene and everything in favor of those we represent, who are working in Serbia's metal industry", stressed the MWBU President, D. Matic in his addressing journalists in Kragujevac.

The visit to Kragujevac was scheduled together with the EMF Secretary General, Peter Scherrer, who was firstly, together with the leadership of MWBU "Ne-



zavisnost", the guest in our youngest member of MWBU "Nezavisnost" family, namely, "Nezavisnost" Trade Union of Forging Shop. Colleague Scherrer spoke about his experience in monitoring privatization processes throughout Europe in the presence of unionists of "Zastava" Forging Shop and technical director, Mr. Srecko Zizakovic, especially stressing that the solution to problems was often among workers and company management. The problems of European metal workers are similar, regardless of the country they work in.

The president of "Nezavisnost" Union

of Forging Shop, Ivan Terzic, stated, when speaking about the situation after the privatization, that 420 workers received wages regularly, investment obligations fulfilled, young workers employed and new technology bought, and almost 70% of the products are exported to Germany, Canada, Belgium, and some great business arrangements in Russia and Japan have been planned. The Forging Shop satisfies the standards of ISO 9000, and newly purchased CNC machines, new vacuum furnace for thermal treatment, as well as projected robot systems, will contribute to better product quality and more successful sale. The need for drawing up Collective Agreement, as well as the Job Safety & IH Agreement was especially indicated and considerable salary increase and use of social dialogue as a base for solving problems were highlighted too.

Mr. Peter Scherrer's visit to colleagues of "Nezavisnost" Union of Forging Shop ended with agreement on the activities to be performed by MWBU "Nezavisnost" within the Forging Shop.

PREFERENTIAL TASK OF EXPANDING THE ORGANIZATION AND ACCEPTING NEW MEMBERS WAS CARRIED OUT SUCCESSFULLY IN THE FIRST HALF OF 2008

NEW MEMBERS – THE BIGGEST CAPITAL

Every job in Trade Union is important, and this is especially significant when the word is about forming new unionist organizations by the MWBU. Constant striving and duty of a Trade Union is just work on expanding the organization, popularizing unionist idea cherished by MWBU. The help and support given by the FES Foundation on this project is precious and the result can really be assessed. In 2008, the MWBU opened seven new trustee offices in the regions with over 300 new members at the time of Trade Union founding. New trustee offices were opened in the following companies: Car Company "Rade Koncar", Novi Beograd, "Metal Industry", Kragujevac, "Jugoterm Merosina", Nis, "El Corporation", Nis, "Kovacnica" (Forging Shop), Kragujevac, Aircraft Repair Company "Moma Stanojlovic", Batajnica and FKK "Filip Kljajic", Kragujevac.

We have worked equally well and achieved good results with new trustee offices within the TLF Industry and have registered trade unions in "Raska", Novi Pazar, "Leteks", Leskovac, "Buducnost", Leskovac, etc.

There are initiatives for founding another 10 trustee offices within companies, which will be realized in the following period. We



congratulate regional trustees of MWBU and organizers for their good results and send a message: "We will go straight ahead".



**UNDER THE SLOGAN
"YOU ARE TRADE UNION TOO"
THE CONFEDERATION OF
AUTONOMOUS TRADE
UNIONS OF SERBIA
EARMARKED MAY 1 BY
ORGANIZING A PROTEST
MEETING IN BELGRADE**

WORKERS DISCONTENT INCREASING

**THE UNIONISTS PROTECTED
THE SPEAKER'S PLATFORM
FROM POLITICAL
REPRESENTATIVES**



Several thousand members of the "CATUS", gathered on Nikola Pasic's Square in Belgrade, sent a clear message to political representatives, those being presently on power, and especially to political elite after the elections of May 11, that people's standard of living was low in Serbia, social differences were more expressed and crime and corruption were the base of society functioning. Trade union's attempt to find solutions for current problems, through social dialogue, has not been accepted, and privatization, instead of welfare, brought about disaster and loss of jobs. Workers and trade unions have often been the subject of misuse by present politicians, and for this reason the appearance of the President of Serbia, Boris Tadic, at the May 1 Protest Meeting, brought about expressed discontent, whistling and insults. President Tadic was seen as representative of the Democratic Party, and gathered unionists did not allow misuse of trade union platform, so that access was disabled to other political representatives too.

President Tadic's contribution to signing the G.C.A. was not enough to suppress expressed Serbian workers discontent that has lasted for a long time. Protest walk along the streets of Belgrade and whistles in front of Serbian Government building were a clear message to the authorities after May 11.

**THE PROVINCIAL COMMITTEE OF UBU "NEZAVISNOST"
OF AP VOJVODINA COMMENCED ITS OPERATIONS
BRANCH UNION SUPPORT NECESSARY FOR SUCCESSFUL
WORK AND ACTIVITIES**

PROVINCIAL COMMITTEE AT LAST

The promotion of the Provincial Committee of "Nezavisnost" Union for AP VOJVODINA took place on April 21 2008 in the building of the AP VOJVODINA Assembly. The promotion was opened by the President of the Provincial Committee of UBU "Nezavisnost" for AP VOJVODINA, Slavko Vlasisavljevic. After welcome address, the Work Program was read and activities that would be performed in order to upgrade and develop social dialogue clarified. Besides the host, the promotion was attended by the Provincial Secretary for Labor and Social Issues, Miroslav Vasin, President of Employers Union of Vojvodina, Stevan Avramovic, Deputy Director of the National Employment Office of



Vojvodina, Nebojsa Kukic, as well as guests from the CATUS and many others.

Those present accepted the initiative for forming a Provincial Committee hoping they would have success in their work and contribute to the achievement of good results.

**XIX SESSION OF THE MWBU "NEZAVISNOST" PRESIDENCY
DEDICATED TO PREPARATIONS FOR VI CONGRESS OF
MWBU "NEZAVISNOST"**

VOJVODINA, NOVI SAD - HOSTS OF THE CONGRESS

The Session of MWBU "Nezavisnost" Presidency was mostly dedicated to preparations for VI Congress of MWBU "Nezavisnost" and a decision was reached that the Congress should take place in Novi Sad on September 18 and 19 2008. The Presidency adopted the proposal of Electoral Rules and the proposal of the Decision on the number and structure of delegates and bodies of MWBU "Nezavisnost". The working party in charge of organizing and carrying out the Decisions is the MWBU "Nezavisnost" Presidency, i.e. the Leadership. The Presidency also reviewed the agenda of the VII Session of UBU "Nezavisnost" Leading Committee (L.C.), especially item 4. – The Opinion of the

UBU "Nezavisnost" Statutory Committee, as well as other items of the agenda, and assumed positions on each item separately.

The signed General Collective Agreement was accepted with great pleasure, but the way and methods that were used prior to its signing by a part of the Leadership of UBU "Nezavisnost" indicated that there was no coordination of the UBU "Nezavisnost" bodies, as well as that the



Convention could not be considered as the UBU "Nezavisnost" Convention, but rather as the Convention of the Confederation of the Autonomous Trade Unions of Serbia. Expecting the proclamation of general competence of the G.C.A., there is concern about its application and observance by Employer.

The President of the Job Safety Commission, Branimir Tomasevic, presented the proposal of the National Strategy of Job Safety and Industrial Hygiene for the period 2008 – 2012, and it is expected that its application will start soon, after the agreement with other social partners.



FIAT GROUP AND MINISTRY OF THE ECONOMY AND REGIONAL DEVELOPMENT SIGNED A PROTOCOL WITH REPRESENTATIVES OF REPRESENTATIVE TRADE UNIONS – ZASTAVA VEHICLE GROUP, "CATUS" AND "NEZAVISNOST" TRADE UNION

FIAT – NEW OPPORTUNITY FOR SERBIAN CAR INDUSTRY

The Ministry of the Economy and Regional Development signed a Protocol and thereby enabled FIAT Group to enter ZASTAVA. It was envisaged by this Protocol that arrear wages should be paid out to employees in the next 4 years, in 4 equal annual installments (period from 1997 to 2001). All this means that each creditor will sign an Agreement referring to payment of capital amount without interest and this Agreement will have legal force. The entire debt will be calculated and converted into Euro currency. In addition, stimulation severance pays were envisaged in the amount of Euro 300 per year of service. This shall be paid in two portions: Euro 100 per year of service by May 20 and the balance of Euro 200 will be paid out 30 days as from the date of signing of the Agreement at the latest. Also, all employees shall have linked years of service. The Protocol also contains the costs of re-training and employee training, which employees are going to work on FIAT's program. Besides this, employees will be paid out a dividend amounting to 30% of the amount received by Republic of Serbia as the co-owner. Minister Mladjan Dinkic signed the Protocol as the representative of Serbian Government, representative of "Nezavisnost" Trade Union, Nenad Matic, as well as Presidents of the Confederation of Autonomous Trade Unions of



Serbia of "Zastava Automobili", "Zastava Kamioni" and "Zastava specijalni automobile."

PETER SCHERRER, EMF SECRETARY GENERAL, CONDUCTED TALKS IN "ZASTAVA AUTOMOBILI" WITH THE GENERAL DIRECTOR ZORAN RADOJEVIC AND COLLEAGUES OF "NEZAVISNOST" TRADE UNION

„ZASTAVA“ ON THE TURNING POINT

„Having a recognized and well-known car manufacturer in the privatization process of "Zastava" would be a driving force for overall industrial development of Serbia", said the General Director of "Zastava" Group, Zoran Radojevic in his addressing unionists and journalists. The current situation was presented to the EMF Secretary General, as well as the fact that 40% of Serbia's car sale in 2006 came from "Zastava" program, and this fact tells about the leading position of "Zastava automobili" in Serbian market. There is a considerable interest of many buyers, and the programs of FIAT – "Zastava 10" and OPEL – "Astra Classic" have been implemented and have made a significant advancement.

Commenting on the information received, Peter Scherrer stressed that the current process in "Zastava" was difficult and painful and that the recovery of "Zastava" in combination with transition and privatization in Serbian society, certainly represents a shock and trauma as for employees, so also for business systems.



The presence of OPEL and FIAT is encouraging and this is the best indication of recovery and foreign investors' trust. Their presence directly encourages the inflow of capital into Serbian economy and by eliminating political instability, Serbia can become a leader in South-East Europe.

The EMF carefully monitors the investments in Serbia and through its member, MWBU "Nezavisnost", influences positive trends in "Zastava". Jobs, earnings, future are an imperative and there is no place for policy there, said Scherrer to journalists,

management of "Zastava" and colleagues of MWBU "Nezavisnost".

The first part of the visit to "Zastava automobili" ended by visiting the factory and making an agreement on future cooperation with the leadership of MWBU "Nezavisnost". The meeting of the Coordinating Committee for Sumadija – Pomoravlje Region was held in the afternoon hours, at which the present situation in Serbia, as well as the strike in "Tankosic d.o.o.", activities of "TSS Metal Industries", opening of new Trustee Offices and MWBU "Nezavisnost" Congress scheduled for September 2008, were discussed. Much new information was received from colleague Scherrer, which the representatives of "Nezavisnost" Union could use and apply in their work.

The arrival of the EMF Secretary General, Peter Scherrer was of exceptional importance for our organization and members, a direct message and support that Serbia's path, as well as the one of its citizens, toward Europe, had no alternative.



THE IMF PROJECT PERTAINING TO TRAINING OF UNIONIST EXPERTS IN THE AREA OF JOB SAFETY INITIATED IN BELGRADE FOR IMF MEMBERS FROM COUNTRIES OF EX YUGOSLAVIA

JOB SAFETY IN IRON AND STEEL INDUSTRY AND NON-FERROUS METAL INDUSTRY

Belgrade was the host city for 40 guests – active trade union members and employee representatives in the Job Safety Commission in the period from April 20 – 30 2008. The IMF Secretary General, Marcello Malentacchi conceived and conducted this Seminar referring to planning future activities. The planned project means complete training of unionist experts through short-term, medium-term and long-term objectives.

The reason for colleague Marcello's presence is just in the importance of the topic we are going to deal with in the Region, as well as the fact that working conditions in iron and steel industry and non-ferrous metal industry (regardless of new technologies) are very difficult. For this reason the IMF devoted special attention to the action for preserving employee health at its 31st Congress.

The present project shall be implemented in the next two years, namely, till the



end of 2008, in 2009 and 2010. This means that comprehensive training of trade union members has been planned in this area, which unionists will be experts in their companies and for trade union needs on national level after the training is completed.

The IMF Project will be implemented with the support of Spanish Metal Workers Trade Union MCA UGT and their Foundation IS COD. Spanish colleagues were re-

presented by Javier Urbina, International Secretary of MCA-UGT, Fernando Fernandez Arroyo, MCA-UGT expert in the area of job safety and others. Colleagues from Spain and those of the IMF presented certain steps to be pursued during the project duration, as well as the possibility of including other unionist organizations and their experts in this area.

The MWBU "Nezavisnost" contributed to this Seminar by giving 20 books titled "Safety and Health in Iron and Steel Industry" to all those present.

Besides MWBU "Nezavisnost" and "CATUS" the Seminar of Planning was attended by colleagues from Croatia, Federation of Bosnia & Herzegovina, Republic of Srpska, Montenegro, Slovenia, Macedonia. The initial steps and date of the first seminar were agreed, which will be held in Sarajevo from September 20 - 25 2008.

"TAIEX", FRIEDRICH EBERT STIFTUNG FOUNDATION AND UBU "NEZAVISNOST" ORGANIZED A WORKSHOP ON JOB SAFETY AND INDUSTRIAL HYGIENE FOR TRADE UNION REPRESENTATIVES

SAFETY - FRAMEWORK OF TRADE UNION ACTIVITIES

A SEMINAR ENTITLED "JOB SAFETY AND INDUSTRIAL HYGIENE WORKSHOP FOR TRADE UNION REPRESENTATIVES" WAS ORGANIZED IN BELGRADE FROM MAY 13 – 15 2008, IN THE ORGANIZATION OF THE EUROPEAN COMMISSION ("TAIEX" PROJECT) AND IN COOPERATION WITH FRIEDRICH EBERT FOUNDATION AND "NEZAVISNOST" UNITED BRANCH UNIONS. THE SEMINAR WAS ATTENDED BY REGIONAL TRUSTEES OF UBU "NEZAVISNOST", AS WELL AS BY MEMBERS OF THE UBU "NEZAVISNOST" JOB SAFETY PROGRAM COMMISSION. THE MEDIATOR OF THE SEMINAR WAS SLAVOLJUB LUKOVIC, PRESIDENT OF THE UBU "NEZAVISNOST" JOB SAFETY PROGRAM COMMISSION.

INITA KLAVINA, LEGAL EXPERT IN THE EUROPEAN COMMISSION, IN CHARGE OF EMPLOYMENT, SOCIAL POLICY AND EQUAL OPPORTUNITIES, HAD A PRESENTATION ON THE SUBJECT OF HEALTH, SAFETY AND INDU-



STRIAL HYGIENE. THE DIRECTOR OF THE JOB SAFETY AND IH ADMINISTRATION OF THE REPUBLIC OF SERBIA, VERA BOZIC-TREFALT, PRESENTED TWO VERY IMPORTANT AND SIGNIFICANT TOPICS - JOB SAFETY AND INDUSTRIAL HYGIENE LAW OF THE REPUBLIC OF SERBIA, AND EXPLAINED ITS LEGAL FRAMEWORK AND APPLICATION. SHE ESPECIALLY STRESSED THE NATIONAL STRATEGY ELEMENTS, JOB SAFETY AND INDUSTRIAL HYGIENE ENABLING TRADE UNIONS, EM-

PLOYERS AND GOVERNMENT REPRESENTATIVES TO CARRY OUT THE IMPLEMENTATION OF THIS EXTREMELY IMPORTANT AREA FOR TRADE UNIONS.

THE SEMINAR ENDED WITH A DEBATE AND EXERCISES FOR ALL ATTENDEES, UNDER THE SUPERVISION OF THE DIRECTOR OF RESEARCH, EDUCATION AND PRIVATIZATION CENTER OF UBU "NEZAVISNOST", DR ZORAN RISTIC.

THE ATTENDEE GENERAL OPINION WAS THAT THE SEMINAR WAS SUCCESSFUL AND THEMES USEFUL FOR ATTENDEES IN TRADE UNION ACTIVITIES IN THE FUTURE. FURTHER ACTIVITIES ASSOCIATED WITH JOB SAFETY AND INDUSTRIAL HYGIENE IN THE ORGANIZATION OF THE EUROPEAN COMMISSION ("TAIEX" PROJECT) WILL BE A ONE-DAY SEMINAR TO BE HELD ON MAY 29 2008 WITHIN THE 36TH INTERNATIONAL FAIR – "PROTECTION AND SAFETY IN 2008" AT BELGRADE TRADE FAIR.



SWISS LABOUR ASSISTANCE – SLA

(Swiss Organization for labour assistance) published the Research within the Projects:

„SUPPORT TO SOCIAL DIALOGUE IN SERBIA“

(Grant: Swiss Agency for Development and Cooperation)

Active participants in social dialogue: CAPACITIES AND EMPLOYEE OPINION OF TRANSITION AND SOCIAL DIALOGUE

- (1) Investigating the basic elements of employee social status: how employees view their status, security and possibility of change thereof;
- (2) Selfunderstanding of trade unions from the standpoint of potential internal reorganization and general change of trade union strategy. Restructuring of power within different organizational levels;
- (3) Employee attitude toward policy and political parties. Between aspirations for participation in the Government and striving for influencing the power. To be engaged in policy or to influence policy.
- (4) Understanding and judgment of social dialogue and social partners. How employees view and evaluate social dialogue and how trade union (potential) partners (Employers, State, civil society). What do employees see as strategic subject of social dialogue. Trade Union's potentials as the major supporter of social dialogue in (re) shaping of partners, including the public, the media, non-government organizations, lobby groups.

WHOM WE POLLED - SAMPLE CHARACTERISTICS

The total number of those polled, namely, employees in Central Serbia, was 1202, i.e. 44%, in Vojvodina – 26% and in Belgrade – 30%. We comprised employees from 20 communes and municipalities and 108 companies in Serbia.

One should bear in mind that only companies, having over 50 employees, have been included in the sample for this research, therefore, the syndicalization rate is much higher (we haven't included companies with less than 50 employees in which, as a rule, there aren't trade union organizations).

In the realized sample we have 45% of women and 55% of men polled. According to educational background, 27% completed the Elementary School or haven't even completed this school, 25%

completed two-year or three-year schools, 28% of those polled completed Secondary Schools and 20% completed Advanced Schools and Faculties. According to occupation, 26% of those polled are unskilled or semi-skilled workers, 27% are skilled or highly skilled workers, 12% technicians, 19% office employees with Secondary School qualifications and 20% are specialists.

SOCIAL STATUS OF EMPLOYEES AND PERCEPTION OF ONE'S OWN STATUS AND SITUATION IN THE SOCIETY

Class self-identification

From the total number of those polled, one half classified themselves into middle class, 13% in the middle class closer to higher class, and 37% into middle class closer to lower class.

Amount of income

From a general point of view, we have in our sample ¼ of those whose earnings are above October average in Serbian economy (net pay: RSD 26.776) and ¾ below average. 4% of employees get pays below RSD 9.000, 25% of employees from RSD 9.000 – 15.000, 29% of employees from RSD 15.000 – 21.000, 25% of employees from RSD 21.000 – 30.000 and 17% of employees get pays above RSD 30.000.

Job Security

2/5 of those polled feel that their jobs are secure and 3/5 don't think so. Until 2-3 years ago the ratio of job security feeling to job uncertainty feeling was 1:1. Therefore, there are elements by which we can claim that there is a tendency of increase of uncertainty feeling associated with polled person's job.



Those without school and qualifications are much less certain, but college graduates are the ones being the most certain.

How do you live? – Employee answers

One fourth of employees think that their life is average or good, 2/5 think that it is bearable and 1/3 that it is hardly bearable or unbearable.

People lived better in socialism

One half of those polled thinks that life was better in the previous period, namely, in socialism - 45%, and 4% thinks that it was better during Milosevic's government while 1/4 thinks that one lives a better life today.

Those not having adequate qualifications think that one lived a better life in socialism, namely, those semi-qualified, those who consider themselves members of lower class and members of the working class.

How employees evaluate the situation in the society

Every ninth employee thinks that the situation in the society is average or good, for 1/3 of employees it is unbearable and for one half and 3/5 of those polled the situation in the society is hard to bear or it is unbearable. Employees consider the political situation in the society worse than the economic situation. Although the economic situation is evaluated somewhat better than the political situation, social protests are expected for economic reasons.

Interest in policy

Slightly over one half of employees are not interested in policy at all or are interested in

policy a little. One third of employees is slightly interested and 8% of employees are really interested in policy.

Opinion of relation between trade union and policy

18% of those polled support, to a considerable extent, the cooperation with political parties being close to trade unions, i.e. 16% on the average; 1/3 of employees in total and 2/3 of employees oppose this. One half of those polled think that trade unions should not be involved in policy, and 15% of those polled have a different opinion. Approximately one half of employees (45%) agree that trade unions should cooperate with political parties protecting workers' interests, and 16% do not agree with this.

Trade Unions in transitional crisis

The working class has experienced and still experiences a bad destiny: notices of dismissal, harassments, social insecurity, difficult and improper working conditions, high degree of exploitation, sickness, injuries and fatalities on the job. An army of unemployed and disappointed workers, whose exact number is unknown, with reasonable fear that there will be even more of them after the restructuring of the public sector and government apparatus, can bring about an undesired revolt, which for trade unions cannot be blamed. Hundreds of thousands of workers in the private and especially in the public service sector are out of trade unions' reach. They have been exposed to merciless and brutal exploitation without health and social insurance. None of trade unions has found a proper mode for union involve-

ment in this sphere of interest relating to working class.

Information on the activities of trade union headquarters

Information on the activities of UBU "Nezavisnost"

Research showed that among those polled there were 57% of those who knew nothing about this trade union's activities, 31% was informed a little; 10% average and 2% of those polled claimed they were well informed.

Modes of informing of trade union's activities

One half of trade union members is informed of trade union's activities by colleagues from the company. Approximately one third of trade union members is informed of trade union's work in direct contact with active union members.

Membership in trade unions and motives for joining a trade union

One half of employees are members of some trade union and the other half isn't. The Confederation of Autonomous Trade Unions of Serbia had 23% of members in 2003, as well as in the previous year. In this research it was recorded that from a total number of employees 31% were members of the Autonomous Trade Union, which is an increase by 8%.

In the UBU "Nezavisnost" there was 16% of employees in 2002, and it went down to 13% in 2003. In this research we found out that there was 11% of members of this Trade Union from a total number of employees in Serbia.



"NEZAVISNOST" TRADE UNION OF "GOSA FOM" FROM SMEDEREVSKA PALANKA PROTECTED EMPLOYEES RIGHTS. "GOSA FOM" EMPLOYEES SAFETY AND HEALTH SERIOUSLY AFFECTED

FOR SAFE LIFE AND WORK IN „GOSA FOM“

Depriving "GOSA FOM" employees of their rights for several years resulted in unionist action of "Nezavisnost" Union of "GOSA FOM", which aims at proving to "FOM" Executive Management, through anonymous poll, that employee safety and health condition are on a very "low" level. The situation with the liberty of unionist activities of members of the "Nezavisnost" Union is especially dramatic, because they have been openly blackmailed to leave this Union, their wages stolen and they have been harassed by threats of notice of dismissal. Use of force by some managers isn't rare in "GOSA FOM", and such behavior has been supported by the General Director Srdjan Dimitrijevic.

Article 60. of the Constitution of the Republic of Serbia is cited in a leaflet distributed to employees, which says that everybody has the right to be respected in the sense of respecting the dignity of one's personality at work, safe and healthy working conditions, job safety, limited working hours, daily and weekly rest, paid annual vacation, fair wages for one's work and legal protection in the case of employment termination. No one can waive these rights. The "Nezavisnost" Union expects that its demands shall be supported by "FOM" employees even at the cost of a strike!

In "GOSA FOM" there are open threats, physical violence, disdain, pressures and constant non-observance of the Law. The



aim of this peaceful and democratic action is to improve employee working conditions and stop immediately the harassment of trade union members.

BY ENDING THE NEGOTIATING PROCESS BETWEEN THE STRIKERS COMMITTEE OF "NEZAVISNOST" UNION OF "BRATSTVO" AND THE GENERAL DIRECTOR OF "BRATSTVO" A.D. SUBOTICA, AN AGREEMENT WAS REACHED AND THE STRIKE STOPPED

AN AGREEMENT TO THE MUTUAL INTEREST

After the Meeting of the "Nezavisnost" Union and "Bratstvo" A.D., an Agreement was signed by which it was requested from the employer to fulfill his obligations and the strike was stopped. On the basis of this Agreement, it was agreed that a part of the wages for February and of the wages for March had to be paid out by Wednesday, May 28 2008 at the latest.

The payment of wages for April will begin on June 2 and will end on June 6



2008. The Strikers Committee accepted that employees should come and work on two Saturdays, and the time spent on the strike would be paid out the same as for work days. Also, the negotiations for making a Collective Agreement should start, which has been envisaged for April 30 2009 at the latest. In addition, the Employer will have to pay contributions for pension and disability insurance by the same date, at the latest.

ARGUMENTS AND REASON PREVAILED IN "TEHNIKA TANKOSIC" KRAGUJEVAC – PRODUCTION OF "ZASTAVA AUTOMOBILI" STARTED

AGREEMENT FOR SURVIVAL

The crisis lasting several months and the strike in "Tehnika Tankosic" were overcome through the intervention of Deputy Minister for the Economy and Regional Development, Milan Josipovic, as well as of the Director of "Zastava Automobili", Radomir Petrovic. The MWBU "Nezavisnost" was the one that gave the key initiative for the meeting at which they agreed that employee wages for January 2008 had to be secured in the amount of RSD 15.000 – 16.000. This meeting was attended by Dragan Matic of MWBU "Nezavisnost", Director Svetlana Tankosic, President of "Zastava Automobili"

Trade Union, Nenad Matic, and President of "Nezavisnost" Union of "Tehnika Tankosic", Dragan Radosavljevic. In addition to payment of arrear wages, the employer's obligation was to pay out the wages to a certain number of employees in compliance with the Social Program, by May 31 2008.

As to difference in wages up to full amount of wages for 2007 and 2008 on the whole, they shall be paid by December 31 2008. In case of non-observance of the Agreement, "Tehnika Tankosic" obliged itself to pay a fine amounting to RSD 100 to the account of MWBU "Nezavisnost" for



each day of delayed payment. The strike was stopped by signing this Agreement, which was done in conformity with the Law.



THE MWBU "NEZAVISNOST" VISITED THE RAILWAY CAR FACTORY IN KRALJEVO ON THE INVITATION OF MEMBERS. INTERPERSONAL RELATIONS WERE DISRUPTED

HAS THE RAILWAY CAR FACTORY „KRALJEVO“ A FUTURE?

The base for any success, as well as failure, is in the level of mutual understanding and misunderstanding that can be reached by people. The RCFK lost this, and for this reason, usual problems and occurrences receive the dimensions that represent a support in real life.

- "The endeavors of "Nezavisnost" Union of the RCFK that, within everything possible, one should find the solutions that would satisfy employees and enable the RCFK to go ahead and make progress.

- "Two months ago, the "Nezavisnost" Union of the RCFK enabled the sale of summer resort in Buljarice – Montenegro, which

was owned by the RCFK. The agreements concerning the signing were forgotten later, and "Nezavisnost" Union has never seen the performance of the agreement with the RCFK Management. The President of the RCFK Trade Union stressed many practices referring to non-existence of laws and disrespect of "Nezavisnost" Union. It was agreed that MWBU "Nezavisnost", with its capacities and experience, should contribute to RCFK and its employees future development, with mutual respect between the Management and Trade Union."



PROBLEMS IN MIN HOLDING – VAGONKA, LOKOMOTIVE, SPECIJALNA VOZILA HAVE BEEN SOLVED BY TAKING OVER THE SALES CONTRACT

NEW OWNER - INTERNATIONAL RAILWAY SYSTEMS - ERES

By taking over the Sales Contract of AD Vagonka, AD Lokomotiva and AD Specijalna vozila, the International Railway Systems – Eres from Arad (Rumania) has undertaken all the obligations that the former owner Friulie Export undertook at the tender of January 25 2007. Eres was founded in 2001. It is considered as leading company in rolling stock industry in Europe.

There was a meeting on May 7 2008 with the Management of Eres and Trade Unions of all three companies. The unionists found out that Eres had companies in Czech Republic – Studenka, Slovakia – Arsu (which is one of bigger factories for railway car manufacture and covers 3% of the world production of railway cars). Eres manufactures 35 types of railway cars, i.e. container transport wagons, ci-



stern wagons (fuel-carrying wagons) and appropriate equipment. Buyers of their wagons and locomotives are leading private owners and state railways of Germany, Austria, Italy.

We learned from Mr. Christian Bureau, Eres representative, that their intention was that AD Vagonka should become leading factory for manufacture of new wagons and reconstruction of the old ones through investments. Such equipped factory with trained personnel would be able to manufacture 4 new wagons and 2 reconstructed wagons per day. Eres Company has a shipyard in Turn Severin employing 2100 people.

The current problems in Vagonka represent a challenge for Mr. Bureau, which can be resolved through joint efforts of the Management and employees, and successful business operations are expected soon, as well as better future for all employees.

AD SINVOZ ZRENJANIN SEEKS A NEW OPPORTUNITY THROUGH STRATEGIC PARTNERSHIP WITH LOHR COMPANY FROM FRANCE

STRATEGIC PARTNERSHIP IS A SOLUTION FOR BANKRUPTCY

Lohr Company from France suggests strategic partnership for the development of Lohr Zrenjanin, which would, in directed bankruptcy proceedings, undertake an obligation toward bankruptcy creditors.

Lohr Company intends to pay out all proved debts of AD Sinvoz as bankruptcy debtor and in this way take over proprietary rights over bankrupt estate without buying AD Sinvoz. Therefore, Lohr Company would fulfill the conditions for investment in the production development, from its own funds, for export and domestic market within the new Company Lohr Zrenjanin with headquarters in Zrenjanin.

It is estimated that, in the next 3 years, Lo-

hr Zrenjanin would realize the production of special railway cars for passenger vehicle transport, as well as the projects for the production of urban transportation means, including the subway equipment with the most streamlined transportation means, as well as the manufacture of modern Lohr's trams. In the revitalization process of metal industry in Zrenjanin, Lohr Zrenjanin would give strong impetus to development and enable direct and indirect employment in the operations.

The representatives of MWBU "Nezavisnost" and small stockholders received these and other information in direct talks to representatives of "Lohr" Backa Topola, and subject matter and the way of conducting the



talks indicated the seriousness of "Lohr" to revitalize AD Sinvoz from Zrenjanin.



It is better for some people to be silent, because as soon as they start talking or ask a question they cause much damage mostly to themselves. B.C. is, at the same time, a "double president": UBU "Nezavisnost" President and the BU "Media" President. B.C. does not print trade union newspaper "Nezavisnost", what for he is obliged in compliance with the UBU Statute but this wasn't an obstacle for him to become a co-owner of the newspaper "Danas" from a "wretch" and victim he used to be at one time. Is there a "conflict of interests" here or not?

CONFLICT OF INTERESTS IN „NEZAVISNOST" TRADE UNION?

B.C.'s resourcefulness was expressed fully while he was trying to settle accounts with the MWBU "Nezavisnost" and its representatives. The latest B.C.'s stupidity has been reflected in an attempt to spread pathological hatred and obsession by Metal Workers, through UBU "Nezavisnost" regional coordinators, in such a way as to prove the existence of "conflict of interests" which allegedly exists in the case when a representative of a regional branch union is elected as UBU "Nezavisnost" coordinator or has some other unionist position within the branch union of which he is a member.

METAL WORKERS - COORDINATORS OF UBU "NEZAVISNOST" REGIONS, SCORING OUTSTANDING RESULTS!

The appointing of regional trustees of UBU "Nezavisnost" is regulated by the Statute, namely, by Article 39., item 9., which reads as follows: "The Leading Committee founds regional offices and appoints regional trustees by previous obtaining of Branch Unions opinion." One should take into account that regional trustees are not "trade union's bodies", but they are persons appointed by the L.C. By virtue of Article 35. of the UBU "Nezavisnost" Statute, the UBU "Nezavisnost" bodies are: Congress, Leading Committee, Auditing Committee and Statutory Committee.

At this time, nine women and men colleagues are regional trustees, being members of



MWBU "Nezavisnost". A large number of Metal Workers were dismissed from the position of UBU "Nezavisnost" coordinator, due to their inactivity and non-observance of the Statute, but the MWBU "Nezavisnost" did not support those colleagues.

The most numerous regions in respect of membership and finance are coordinated by MWBU "Nezavisnost" representatives, such as Beograd, Bor, Zrenjanin, Krusevac, Pancevo, Smederevo, Jagodina, Novi Pazar, Uzice. All of them are experienced, skilled and reliable unionists representing "Nezavisnost" Union in the Region. B.C. promised, as earlier, that he would take care of regional trustees, i.e. providing better working conditions, full-time employment, as it was 5 years ago, and they are still working for very low wages. Instead of keeping those promises, B.C. has started working on ruining

those same people by trying to prove a "conflict of interests."

CANAK - FROM A "VICTIM" TO CO-OWNER OF THE NEWSPAPER "DANAS"

B.C. himself remained President of the "Nezavisnost" Branch Union of the "Media", although he is, at the same time, the President of UBU "Nezavisnost". What is it in fact, is it a conflict of interests? Just as a reminder: Regional Trustees were Zdravko Kovac, B.C.'s favorite, when he was President of "Nezavisnost" Branch Union of Educators, Novica Radojcin, former Regional Trustee in Pancevo, who was Vice-President of MWBU "Nezavisnost", and it was explained to B.C. at the previous Session of the Presidency that his reflections had no base in the Statute, and he was still stubborn by insisting on having his own way.

We all remember the 90-ties, how difficult it was, especially for us, members of "Nezavisnost". Many people remember B.C.'s complaining, because he didn't get his pay and that he was the greatest victim of those years. In those years, B.C. became a co-owner of the newspaper "Danas", namely, "DAN GRAF" Company with deposit of 14.027,29 since 31/03/2000, the nominal value of which was 4,15%, but according to estimates of experts in the economy, the value of newspaper "Danas" was estimated to several million Euro.

SUPPORT BY COLLEAGUES FROM AUSTRIA TO MWBU "NEZAVISNOST" ENDEAVORS TO ASSIST COLLEAGUES WITHIN THE COMPANY IN ORDER TO UNDERSTAND THE NECESSITY OF APPLICATION OF THE JOB SAFETY LAW AS WELL AS POSSIBLE

SEMINAR ON JOB SAFETY AND INDUSTRIAL HYGIENE

The Seminar on Job Safety and Industrial Hygiene was held from June 3 – 4 2008 in Belgrade with the support given by colleagues of GMTN (Metal, Textile and Food Processing Industry Workers Union from Austria) for members of Job Safety Commissions in the companies within the MWBU "Nezavisnost". The Seminar was attended by 27 attendees from various companies throughout Serbia. The lecturers at the Seminar were Anton Hiden, Secretary for Job Safety in the GMTN and woman colleague Barbara Libovicki from the largest Austrian Insurance Company "AUVA" (competent for injuries at work).

The topics that were discussed showed that Austrian Job Safety & IH Law was in conformity with the EU Standards. The Austrian colleagues devote great attention to job safety area in their country.

The woman colleague Barbara Libovicki explained the role of "AUVA" in the prevention of injuries and adverse effects on human health by stressing that their task was to provide and secure optimal conditions for employee medical treatment and recovery through their system of hospitals and rehabilitation institutions.

"AUVA" is financed from Employers funds. The Fund is managed by the Managing Board composed of Employers and Trade Unions,



and Employers chair the Meetings of the Managing Board. An Agreement was reached with Austrian colleagues for follow-up of cooperation in this area in the next period.



THE SIGNED GENERAL COLLECTIVE AGREEMENT CONFIRMED THE EXISTENCE OF SOCIAL DIALOGUE, A POSSIBILITY ASCERTAINED FOR SOCIAL AGREEMENT AND SOCIAL TREATY

GENERAL COLLECTIVE AGREEMENT FINALLY SIGNED

Serbian representative Trade Unions UBU "Nezavisnost" and the "CATUS" signed a historical agreement with Serbian Employers Union and thereby jointly stressed they were willing to assume responsibility for the development of industrial relations in Serbia. The gathered unionists, government representatives and Serbian Employers Union were very satisfied at the 1st May Convention "Democracy, that is dialogue", which took place in the "SAVA" Center, Belgrade, because they lived up to see the signing of the General C.A. which waited for over two and a half years to be an impetus to the development of collective bargaining for all those who work and live in Serbia.

The President of UBU "Nezavisnost", B. Canak, especially highlighted that the General Collective Agreement was the first indication of responsibility of trade unions and employers and a redistribution of the transition burden of Serbian society and economy. This is also a civil advancement in which mature, responsible people accept all obligations verified by their signatures. In order that the G.C.A. fulfills expectations, its strict application is necessary and its performance and observance depend on trade union and its



members.

The President of the "CATUS", Lj. Orbovic, presented a difficult and long-lasting negotiations that brought about the signing of the G.C.A. as the ultimate result. Three-party and two-party systems must be a base for developing social dialogue, and "CATUS" will continue to give support to all negotiations and agreements being of interest to Serbian employees. Cherishing the dialogue culture and tolerance will define the status of employers and employees as well, with the view of improving employee standard of living and operating performance of companies.

Those present were addressed by the President of Serbia, Boris Tadic, who

stressed that it was possible to find harmonic solutions for the development of Serbian society and that the misunderstandings could be overcome. Historical and social problems, being present at this time, could be resolved only through actions and acts. Historical elections will take place very soon, not only for people but for individuals too, therefore, one has to expose himself to temptation and danger, seek solutions on that way, and everything in view of responsibility for the future of our children. An expressed diversity of views considering the way Serbia should follow, were based on failures, omissions and mistakes dating way back from Milosevic's time. Serbian society has an opportunity and one has to take advantage of it. We have discussed the possibilities of social agreement and social treaty. Therefore, results can be attained, but one needs understanding and it is necessary to advance forward and make an effort to solve problems.

The 1st May Convention "Democracy, that is dialogue" ended with formal signing of the General Collective Agreement and those who gathered set out throughout Serbia to convey a good and encouraging news that the G.C.A. has been signed.

THE IMPORTANCE OF THE SIGNED GENERAL COLLECTIVE AGREEMENT (G.C.A.) HAS ALREADY BEEN ASSESSED BY ALL SOCIAL PARTNERS. WHY IS IT REALLY IMPORTANT FOR SERBIAN WORKERS?

IMPORTANCE OF THE GENERAL COLLECTIVE AGREEMENT - CONDITIONAL

Accepting and observing legal provisions, the Minister of Labor and Social Policy, Rasim Ljajic, informed trade union representatives and Employers Union at the Convention "Democracy – that is a dialogue", that the signed G.C.A. would be complete by the Act of general competence proclamation. This practically means that the G.C.A. shall be applied on the entire territory of the Republic of Serbia, with all employers, regardless of whether they are members of Serbian Employers Union or not, and it will apply to all Serbian employees. Whether the promise, made to unionists



and employers, as well as to the President of the Republic of Serbia, would be kept, we are going to see in the next few days.

If the Vice-President of Serbian Government, Bozidar Djelic, signed the Agreement on Stabilization and Integration with the EU, then minister Ljajic would have to proclaim general competence of the G.C.A. prior to parliamentary elections. In this way, the European coalition in Serbia would get a considerable number of votes necessary to overpower the political bloc of Serbian Democratic Party and Serbian Radical Party. We hope that common sense will prevail and that employees will be able to apply the stipulations of the G.C.A. before May 11 2008.



THE EMF EXECUTIVE COMMITTEE WAS IN SESSION ON JUNE 4 AND 5 2008. THE MWBU "NEZAVISNOST" TOOK PART IN THE EXECUTIVE COMMITTEE'S WORK

SUCCESSFUL IMPLEMENTATION OF THE PROGRAM

The Session of the EMF Executive Committee commenced with reading of the Report by the Secretary General, Peter Scherrer, who informed all present members of the plans carried out and of the obligations discharged by the Secretariat. The priority of preserving jobs and future employment in the industry was highlighted by indicating the trend of overall weakening of the industry in Europe. Common stands were taken in connection with CO2 emissions on which a special Report was submitted by Joel Dekaillo of ETUC. The Secretariat conducted a successful campaign for revision of the Directive on European Workers Councils. A Report of the events and dismissals of workers in NOKIA, AIRBUS, FORD, TYSEN KRUPP, GM EUROPE, ARCELOR MITTAL – Rumania, DACHIA, attracted great attention.

The conclusion was that one had to work on strengthening trade unions position in the Multinational companies and develop cooperation between trade unions in all the countries in which those companies performed business operations. There was

a special concern about the events in Turkey where the police assaulted workers violently by using excessive force, on the occasion of celebration of May 1 (Labor Day).

There is an increasing concern in Europe about job security and there are even cases of prolonged working hours.

A considerable number of employees haven't got Labor Contracts signed for an indefinite time period and colleagues from Portugal announced a big protest march in Lisbon directed towards uncertain jobs and provisional contracts.

A significant success was achieved in the negotiations with Arcelor Mittal Group, and the result is a considerable improvement concerning Draft Agreement that was made with the assistance of the EMF representatives. Observing and abiding by the EMF Rules and Procedures shall con-



tribute to reducing an extremely high percentage of injuries in Arcelor Mittal, unfortunately, with fatalities too.

It was agreed that most of these decisions should be carried out by the National Trade Unions in the countries they came from. The Executive Committee is looking forward to the period in which the European Union will be under the chairmanship of France.

MWBU "NEZAVISNOST" – PARTICIPANT IN THE FGMM-CFDT CONGRESS IN SAINT ETIEN, FRANCE

DEMOCRATIC PRINCIPLES

Besides colleagues from European Trade Unions, the colleagues of MWBU "Nezavisnost" also participated in the VII FGMM – CFDT Congress that took place in Saint Etien, France. Congress organization, method of work, along with adopting new Congress documents and election of its representatives, depicted a perfect organization and existence of high-level democratic principles.

One should especially stress the mode of adopting the enacted documents in which each article was discussed with proposing the amendments. A complete unionist democracy is a thing that has made a strong impression. There is no one-mindedness and adopting everything proposed by trade union bodies, but decisions are made in such a way that each employee recognizes his interest in his factory. There is no centralism. The other, very important positive impression has been made by young people having open debates, in which they tried to find their interest and implementation in the interests of the organization of which they are members.



A big protest was organized in Saint Etien and in whole France within the Congress activities. In addition to CFDT trade union, other trade unions also took part in the protest, as well as a large number of citizens. Solidarity could not be disregarded if a common social interest was in question as this time, and that is the Pension and

Social System Law and care for all those which will tomorrow, after completed years of service, remain a part of the society, but as a category which has to enjoy credit for past labor. The MWBU "Nezavisnost" expects our hosts of FGMM-CFDT as guests at its VI Congress.



OH, MY DEAR BRANISLAV!

IT ISN'T CLEAR TO A MAJORITY OF MEMBERS OF THE "NEZAVISNOST" UNION WHAT HAPPENED THAT THE UBU "NEZAVISNOST", WITHOUT ANY REASON, VIOLATING ALL STATUTORY AND PROGRAM REGULATIONS, IS TRYING TO SETTLE ACCOUNTS WITH ONE OF THE MOST NUMEROUS AND BEST ORGANIZED BRANCH UNIONS, THE MWBU "NEZAVISNOST" ?! THOSE WHO TAKE PART IN THE CAMPAIGN, DIRECTED TOWARDS METAL WORKERS, FABRICATE THEIR OWN STORIES AND SAY THAT THE PROBLEM IS IN DRAGAN MATIC AND THEN IN THE MWBU LEADERSHIP, MWBU PRESIDENCY, MWBU LEADING COMMITTEE, 30.000 MEMBERS OF THE MWBU.

THE ANNUAL REPORT OF THE UBU "NEZAVISNOST" OPERATION WAS REVIEWED AND ADOPTED ALTHOUGH METAL WORKERS HAD SIX REMARKS, I.E. SIX QUESTIONS THAT WERE ASKED SUBSEQUENTLY. HOWEVER, THE REPORT WAS ADOPTED AND IT WASN'T WRITTEN ANYWHERE IN IT THAT THE UBU "NEZAVISNOST" HAD PROBLEMS IN COOPERATION WITH SOME BRANCH UNION, ESPECIALLY THE MWBU.

THE REPORT OF THE UBU "NEZAVISNOST" AUDITING COMMITTEE WAS

ALSO ADOPTED, BUT WITH A REMARK AND REQUEST SUBMITTED TO THE UBU "NEZAVISNOST" LEADING COMMITTEE THAT THE AUDITING COMMITTEE COULD NOT INSPECT EMPLOYEE PAYS IN THE UBU "NEZAVISNOST", BECAUSE B. CANAK DIDN'T PERMIT THIS. IN SPITE OF THIS, THE UBU "NEZAVISNOST" L.C. ADOPTED THE FINANCIAL STATEMENT AND AUDITING COMMITTEE'S REPORT. WHAT FORCED B. CANAK AND HIS ASSOCIATES TO

COME INTO AN OPEN CONFLICT WITH MWBU WHEN ALL THE REPORTS, AS WELL AS THE BUDGET FOR 2008 WERE ADOPTED? AT FIRST SIGHT THERE IS NO RATIONAL EXPLANATION, AND FABRICATING THE ARGUMENTS BY B. CANAK CANNOT BE EXPLAINED FOR SUCH AN ACT WHEN ALL THE REPORTS FOR 2007 INDICATE THAT EVERYTHING IS O.K. AND THAT THE PROBLEM IS IN B. CANAK AND NOT IN THE MWBU OR SOME OTHER BRANCH UNION. THERE ARE TWO MAIN REASONS THAT FORCED B.C. TO COME INTO CONFLICT WITH THE MWBU "NEZAVISNOST".

THE FIRST FACTOR IS "BIG CAPITAL'S" INTEREST. THE EXISTENCE OF A STRONG TRADE UNION IN SERBIA DOES NOT SUIT THEM. THEY NEED

UNIONS WITHOUT MEMBERS, LEADERS BEHIND WHICH STANDS ONLY TRADE UNION NAME, SEAL IN A POCKET AND BANK ACCOUNT. B. CANAK IS ONLY A "PUPPET WHOSE STRINGS ARE PULLED BY OTHERS". FOR THIS REASON, ALL THE ENACTMENTS ARE BEING VIOLATED, THERE ARE FABRICATIONS, LIES, ETC. ALL THOSE WHO HAVE DIFFERENT OPINION CONCERNING THE WELL-BEING OF TRADE UNION ARE AN OBSTACLE.

THE SECOND REASON FOR WHICH B. CANAK HAD TO OPPOSE METAL WORKERS IS VI CONGRESS OF METAL WORKERS SCHEDULED FOR SEPTEMBER. THE KEY OBJECTIVE OF THIS MEETING IS CREATING A STRONG INDUSTRIAL TRADE UNION THAT WOULD NOT BE PRIVATE PROPERTY, SO AS TO PREVENT TRANSFORMATION OF PUBLIC INTO PRIVATE PROPERTY. B. CANAK GOT RICH AND "BUILT A BABYLON TOWER" ON THE "BACK" OF MANY WORKERS, AND BECAUSE OF THIS THE PAYS IN UBU "NEZAVISNOST" MUST NOT BE PRESENTED IN PUBLIC. DO BAD THINGS AND YOU WILL EXPERIENCE BAD FORTUNE. EVERYBODY, TOO, WILL LIVE TO SEE THEIR BLACK FRIDAY.

S CARD - member - Serbian Benefit cards

Tracking contemporary channels of sale and workers desire to possess the card that will satisfy the needs for:

1. ID - Trade Union Member Identification Card, Association, etc. ;
2. MEMBER CARD - Membership card;
3. BENEFIT CARD - Discount card.

S MEMBER CARD is intended for trade union members and enables numerous benefits in the area of transportation, finance, trade, medical care services, tourism, etc. on the whole territory of Serbia.

S MEMBER CARD is made from high-quality PVC plastic material; on the card face there is the organization's logo and member's personal data. On the back of the card there is leading sponsor's logo and a magnetic strip with all the data for identification.



● Cooperation regarding the use of the S Member Card has been commenced by:

1. POLIMEDIC – specialized policlinic, specialization, urology, endocrinology;
2. OKTOPOD TRAVEL – well-known Travel Agency – Greece;
3. EUROLINK – Leader in the area of computers – sale of PC's – maintenance, PC School;
4. VOJVODANSKA BANKA;
5. ELTIM for BEKO products;
6. FLY ORIENT, airplane tickets, Egypt, Turkey, Tunis;

7. MEDIAMAX – apparatus, air conditioners, household appliances – white goods;
8. TOP LUX – Travel Agency, Greece – Olympus;
9. EUROLINK – COMPUTERS;
10. CEPELINTURS – Montenegro, Zlatibor, Greece;
11. MODELS FOTO – recordings, etc.
12. PIS BEOGRAD – Micro films, manufacture of ID cards;
13. HAPPY TOURS – BEOGRAD – tourism, airplane tickets, etc.

● Negotiations were commenced with:

1. ZTP – Health Care Institute – Top-Quality System of Public Health Care Institutions;
2. LASTA;
3. AMAN MARKETS – CBA Association;
4. JAT;
5. MONTENEGRO AIRLINES, etc.

MORE INFORMATION ON:
www.ssystemcard.com / MWBU "Nezavisnost"



COOPERATION BETWEEN THE YOUTH OF FTM CGT TRADE UNION AND MWBU „NEZAVISNOST“

YOUNG PEOPLE HAVE THE SAME WISHES – THEY LIKE THE SAME THINGS

Within the cooperation between the FTM CGT Trade Union and MWBU “Nezavisnost”, ten representatives of the Youth Section of MWBU “Nezavisnost” went for a 5-day visit to FTM CGT Trade Union and to colleagues of the Youth Group of FTM CGT in March 2007. On that occasion, a return visit of the FTM CGT Youth to the Youth Section of MWBU “Nezavisnost” was agreed, which took place in the period from April 19 – 25 2008. The delegation of the FTM CGT Youth Group was composed of three representatives: Boris Plazzi, Kamal Ahmada and Michael Pucci.

The visit of young unionists of the FTM CGT Union from France to the Youth Section of MWBU began with a joint Seminar, at which the MWBU “Nezavisnost” was presented by the President, Dragan Matic, Youth Section activities of both trade unions, as well as the controversial subject, namely, social dialogue.

Friedrich Ebert Foundation gave a financial support for organizing this Seminar and young unionists took an active part in the Seminar with their personal standpoints and experience when the word was about social dialogue. Presenting the situation concerning social

dialogue in South-East Europe, Frank Hantke stressed the diversity of obtained model and social dialogue level in some countries of the Region. The importance of trade union in social dialogue development is enormous as in the institutional, so also in informal dialogue. The regulations pertaining to social dialogue on national levels are not sufficient in order that it exists and is useful. It would be best that social dialogue developed spontaneously with the support of the participants, and coming to a consensus concerning essential issues is the precondition for its existence. Young people aspire toward a powerful and organized trade union and they can have influence only in this way, so that they would be accepted and respected as partners. There is no big



difference in the standpoints of young people from Serbia and France. The youth has answers to many perplexities of older generations and respect of young people's opinion is the first step in toggling liability to those in charge of new social and political developments, and those were and still remained young people. The Seminar also contributed to rapprochement of French and Serbian youth, and old friendships were strengthened.

The visit was also used for making an agreement on future cooperation between young people of the two trade unions, which would be directed toward education of young unionists regarding expansion of the organization and attracting new members.



A CONCERT OF YOUNG UNIONISTS SCHEDULED FOR JUNE 20 2008 ON NIKOLA PASIC'S SQUARE IN BELGRADE

INTERNATIONAL YOUTH ACTION DAY – ACTIVE TRADE UNION MEMBERS

A high percentage of unemployment among young people and lack of decent jobs for young people is a common problem of all young people in the Region. Young people from the entire Region decided to fight for their rights. For this reason, they invited all young people to join trade union and protect their rights and interests together.

IT'S TIME FOR YOUNG PEOPLE TO FIGHT FOR THEIR RIGHTS

A Concert will be organized on Nikola Pasic's Square on June 20 at 6 p.m. This event aims at promoting the “Nezavisnost” Trade Union among young people. We invite all representatives of the UBU “Nezavisnost”, in accordance with their possibilities, to join the organization of the Concert, as well as to be present at the Concert. This campaign shall include:

- PROGRAM** – a stand with informative materials on Youth Sections and distribution of promotional materials, addressing by organizer and speaker who announces the program
- CONCERT** of popular music groups: “Djura & Mornari”, “Strip”, “Sunshine” and DJ Marko Vukovic.

10 CITIES – 5 LANGUAGES – 1 SLOGAN – IT'S TIME! NIKOLA

**PASIC'S SQUARE, JUNE 20 AT 6 P.M.
SEE YOU THERE**

