

THE DEFENCE AND ADVANCE OF COLLECTIVE BARGAINING:
RENEWAL OF TRADE UNION STRENGTH
Case of Slovenia – TRADE

AMSTERDAM, 7th of OCTOBER 2016



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BACKGROUND

- Changes in the owner structure – from domestic ownership to multinationals in last decade. MERCATOR as the biggest trade company was sold to Croation company
- SPAR, LIDL, HOFER (ALDI), EUROSPIN
- Changes in Employers organization (from Austrian model to multi...)
- In Trade sector Slovenian Chamber of Commerce and Association of Employers of Slovenia
- MULTIUNIONISM (Free Trade Union of Slovenia; KS 90, Neodvisnost, PERGAM)
- In state level is representative is representative Trade Union of Workers in Slovenia's Trade Sector – Free Trade Union in Slovenia (more than 10% of all employers in sector)
- Big differenties in postions of TU, workers, social dialog – in micro level.
- Hierachically legalization (labour law – sectoral Collective Agreement – Company CA)

BACKGROUND

- Union density 2004 40% - 2014 23% (decrease)
- Industrial relations between “west” and “east” “south” and “north”
- MULTIUNIONISM in different levels
- Slovenian Trade Unions movement
- Still 88% of workers covered by Collective Agreements (2014).2000- 100% (decrease)
- Very preciously data od Collective Agreements in sectoral level
- No data about Collective Agreements in company level and Employers general Acts.

TRADE

- Problem of definition of sector/ definition of wholesale/trade sector/retail
- Extended validity of sectoral Collective Agreement
- <http://www.sindikatsdts.si/collective-agreement>
- In “old” companies good organized TU and social dialog
- In “new” multinationals anti – union politic and no CA in company level
- Well organized HRM (we don t need TU, e don t need barganinig, we are fair..)

PRESSURE OF EMPLOYERS

- From sectoral to company level
- From CA to General Employer Act
- In sectoral level minimum of standards
- Sectoral level CA refer to company CA or General Employer Act (it will be in company CA)
- In some sector no interests for negotiation at all or not representative employer organization.

PRESSURE OF EMPLOYERS

- Wages – problem of minimum wage –
- Decline of supplements (night hours, overtime work)
- Decline of rights of vulnerable groups (older, disabled...)
- Wages move to flexibility (EBIDA...)
- .Working time – flexibility reallocation (56 hours in week- 40 in week in one year period)
- Decline of holidays – main issue.
- Decline of Union rights

TRADE UNION STRATEGY

- Defend sectoral CA (legalization, industrial actions, radicalism)
- Cooperative between Unions (in sector, oversector, public and private sector...)
- Advantage of company level of CA
- Disadvantage of company level CA
- Different roll of Trade Unions, Conferderations
- Power of Union in company level

Story of company H.

- Anti union politic
- Pressure on workers changes in contacts/ working time/flexibility..
- They established a TU
- Pressure od management on president of TU
- Relocation
- Prosecution/ cheating with travel costs
- Not true/company lost
- Threats or money.
- He left a job...



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Trade Union strategy

- Referendum in 2003 – working time on Sundays (limitation of working Sundays)
- Coalition with Church
- Successfully
- BUT Constitutional Court repealed people's will
- Anyway better conditions for supplements for work on Sunday..



ZASLUŽIMO SI VEČ!

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TU strategy - politic

- Problem of minimum wage – all supplementes were included (night work, Sundays...)
- TU (all) went in action (september 2015) to collect signatures of citizens to put the changes in law directly in parlament (avoid politic parties)
- Sucesfully just in 3 days 40.000 signatures of citizens
- Beacuse of pressure of people parlament change a Law of mimimum wage (supplements have to be paid out of minimum wage, from January 2016)
- Directly influent for workers in trade sector

CONCLUSIONS

- Decline in Union density brought decline in sectoral level social dialog
- There is no data about company level CA or General Employer Act
- Move from sector to company level CA is fact
- Facts bring different roll of TU and Confederations
- TU use “political” way – definition of minimum wage – law.
- Multinacinals with HRM avoid TU and barganing process.
- Industrial actions still weapon in workers hand and influente in barganig process.