

## **PRESS RELEASE BY LAMİ ÖZGEN, PRESIDENT of KESK**

### **MUTUAL AGREEMENT BETWEEN AKP and MEMUR SEN IS WORSE THAN BLACK MARK!**

**14 August, 2013**

The process of Collective Bargaining of Public Employee's for 2014-2015 period is exemplary since its beginning. Hundreds demands of Public Employees had been raised during the process of collective bargaining. However, since the company union and government hurriedly agreed, collective bargaining process of this year left a mark on the history of trade unions collaborating with employers.

In accordance with the Law No. 4688, Collective Bargaining Process starts with the first work day of August and it ends on 31 August, 2013. This time period also includes the period of the Public Employees' Arbitration Commission's process. This year, at the first day of Collective Bargaining period, calendar and timing of the Collective Bargaining process had been agreed. In accordance with this calendar, last day of this collective bargaining process including discussions on demands of sectors and general demands, presentation of Government's offers and decisions whether offers will be agreed or not were scheduled as 21 August 2013. This date and agenda were also announced to the media and public opinion. According to agreed calendar, there would not be any meeting on 7 August 2013 since at 13.00 on that day official Bayram holiday begun. However, we were invited to a meeting on 7<sup>th</sup> of August at 12.05, after a phone call through which we were said that there was a new development. When our delegation head to the meeting, news had been already shared with the media channels! Before the meeting started, we reminded this situation to the Minister of Labor who would chair the meeting. He replied "Yes it happened, we worked a night long with the representatives of MEMUR SEN and we agreed on. Now, we are signing the agreement." **Signatures, however, were put without us. It was confessed by the State Personnel Administration in its official document that signatures were put at 12.30 o'clock. As a matter of fact, after official holiday was started this unclean deal was announced. It was at 13.39.**

Supposedly, in 2012 a mechanism of collective negotiation was ended and rules of Collective Bargaining were amended in accordance with the Law No. 4688. We criticized the fact that although the name of the process was changed and amendments were made, this process is still the same in its essence. Today we again clearly see that our critics and objections were how rightful. During relevant period MEMUR SEN mobilized all possible initiatives of them in order to make these amendments and changes accepted. Today public opinion understands the reason of their efforts. Unfortunately, they did not take any step to implement the law/amendments they had made. Under relevant law, three confederations which held majority of members shall attend the collective bargaining meetings. The process of collective bargaining, however, was carried out and ended by official and unofficial meetings between MEMUR SEN and the government.

**Namely, this collective bargaining process was not carried out collectively and this contract is like a contract of sale.**

Our confederation again brought the matter of protection and improvement of financial, social and democratic rights of public employees and gaining new rights into the front this year. Therefore exposition of the supporter of government position of MEMUR SEN and of their

collaborationist attitudes have been aimed at as a part of secondary plan till the last day. We mainly brought our demands concerning the benefits of public employees against supporter of capitalist position of the government and our concerns about secure future for public employees into the front. However, being together and dealing each others, AKP and MEMUR SEN left the most general principles of trade unionism and morality behind. In the absence of two other confederations, through unfair agreement they left public employees in poverty and poorness.

Both government resources and representatives of MEMUR SEN appear to agree to represent this deal as if it were an important achievement. However, the reality is not as such.

According to the deal made by government and MEMUR SEN base wages were increased 175 Turkish Liras for 2014. This wage increase is **175 Turkish Lira gross wage increase and it will be reflected in the wages as 123 Turkish Liras after January of 2014. Accordingly, the minimum wage for public employee's will decrease to 116 Turkish Lira after it will be given a place within the tax base after September 2014.**

We do not object the wage increase on the base salary. On the contrary if our demands were accepted, base salary would be 2340 Turkish Liras and besides all public employees, all retired' salaries would not fell under the inflation rates. However, in accordance with the deal made by MEMUR SEN and AKP, this wage increase to the base salary is only a trick.

This gross increase of 175 TL and 123-116 TL as a base increase will be reflected differently on the salaries of public employees which are employed at different degrees. On the relational base, this rate is equal to about 6.7 % increase for a public employee with minimum wage. This increase is equal to 3.2 % for the wages of some public employees such as doctors and engineers as 3.2%- 3.8% on average. It means there will be 5.2 % increase on average. President of MEMUR SEN and its representatives, therefore, indirectly signed the offer made by authorities on 6th of August for 2014 through which they offered 3 + 3% increase. When such an offer was made at the first time, MEMUR SEN claimed: "Such an offer means to invite civil servants to the streets." We leave the matter to consideration of public opinion since MEMUR SEN in spite of their claim, signed and agreed the same wage increase. We do not any idea about whether they enforced to sign or it was a deal concerning the next elections. The time will show the reason for this deal. But it is very clear that MEMUR SEN is still continuing to pay a price since it is for the government. Dealing with the government, MEMUR SEN is registered its status as the trade union of government.

**In order to clarify the situation let us show wage increases as a table;**

**2014 FIRST 6 MONTH**

Degree	Status	Year	August 2013	January 2014	Rate
7/1	Service Personnel	20 year 7 months	1.813	1.936	6.78%
4/1	Service Personnel	27 year 3 month	1.932	2.055	6.36%
¼	Civil Servant	25 year 4 month	2.120	2.243	5.80%
¼	Teacher	23 year 3month	2.247	2.370	5.47%
¼	engineer	35 year 1 month	3.266	3.389	3.76%
1/4	Doctor		3.636	3.759	3.38%

## 2014 SECOND SIX MONTH

Degree	Status	Year	August 2013	September 2014	Rate %
7/1	Service Personnel	20 years 7 month	1.813	1.929	6.39
4/1	Service Personnel	27 years 3 month	1.932	2.048	6.00
¼	Civil Servant	25 years 4 Month	2.120	2.236	5.47
¼	Teacher	23 years 3 month	2.247	2.363	5.16
¼	engineer	35 year 1 month	3.266	3.382	3.55
1/4	Doctor		3636	3.752	3.19

**According to this deal; there will not be any additional increase to the salaries whatever the inflation rate for 2014 will be. However, even during the period of collective meeting but not bargaining the rate of inflation was taken under consideration.** MEMUR SEN will suffer because what they did, and it will give an account for this deal to the public employees sooner or later.

It is estimated that inflation rate will be 5% (median rate) for 2014 by the Central Bank and 2014 year will be closed with the inflation rate between 3,3 %- 6,7% scale. It should be noted that the same Central Bank announced that inflation rate as the end of 2013 is estimated 0.9 point higher than it was. As for the end of July 2013, annual inflation rate is 8.8 %. It is enough to know how to add numbers in order to estimate the proposed wage increase will be fell under the inflation rate for 2014. Being a medium is not necessary to get this! Till now, AKP draw a pink picture concerning the economy and it was again AKP who manipulated the numbers. Now, MEMUR SEN is taking a role in this play. Now MEMU SEN does agree with wage increase which fell under the rate of inflation.

75 Turkish Lira compensation for education and training for teachers could not compensate the damages caused by Law Decree No. 666. Not only additional payments are not included in retirement, but also zero wage increase for the all public employees' additional payments except a symbolic increase for teachers for 2014 were accepted. This situation is tried to be covered up insistently. If our demand that additional payment for teachers shall be increased to 3600 were accepted, an injustice concerning the teachers including their period of retirement would be commenced at least. However, in the sacred alliance of AKP-MEMUR SEN our demands have not been put in the agenda. Alliance of AKP- MEMUR SEN's perspective concerning the academia and universities can also be observed from their decision not to make any increase for the additional payments of academics.

**This alliance and deal also proved that MEMUR SEN was not truthful concerning the cadre/ becoming a permanently contracted staff demands for 4/C.** Since the beginning of collective bargaining process, MEMUR SEN had made minor demands concerning the employees employment in accordance with the 4/C' status. Only they demanded improvements of the condition of 4/C staff, but they did not refer any changes concerning the contacts. As a result, they accepted partial increase in the wages which means that they accepted to continue "modern slavery" situation concerning 4/C staff. Hand in hand,

MEMUR SEN and government mobilized in order to persuade 4/C staff to give thanks for their situation to them. We would like to restate that damages because of the 4/C status are not able to compensate unless public employees will be contracted in the cadre.

**One of the most important matter is that; with this dealing and alliance there will not be any wage increase in the issues such as additional lecture wage, family allowance, allowance for children, compensation for special services, increase for overtime paying for 2014. Again, our demands concerning bonification and rent-travel-food and good allowances were ignored.** This time public employees faced the barriers of MEMUR SEN in addition to the excuse of the government that “we do not have resources.”

It was decided by the AKP-MEMUR SEN alliance that for 2015 3 + 3% increase and if available gap because of the inflation rate would be paid. Both parties presented this increase as wage increase of 6 % in total. Here again there is a deception and bluff;

A public employee who earned 100 TL increase for the first 6 months of 2015 will gain  $103 \times 6 = 618$  TL for the first 6 months of 2015. It implies 18 TL increase in total since he/she will earn  $106,09 \times 6 = 636.54$  TL for the second 6 months of 2015. Therefore annual increase will be 54.54 TL in total. In sum, it means 4.54 % increase for a year but not a 6 % increase annually. Therefore MEMUR SEN played a game in which a public employee will earn a number which will fell under the inflation rate.

There will not be any serious improvement concerning the sectors. It is decided to maintain the rules decided by Arbitration Committee of Public Employees. Authorized KESK affiliated trade union Kültür Sanat-Sen in which public employees from the sector of art and cultural matters has not been informed about the agreement. They even have not put a signature on the deal. However, in a press statement they stated they had reached a settlement. This is also unlawfulness. KESK affiliated KÜLTÜR SANAT-SEN will lodge an objection to the Arbitration Committee of Public Employees.

Government shall not think that it ensured its position, because KESK will against this game played by MEMUR SEN and government.

If AKP is in the opinion that they might prevent us by arresting and detaining KESK's members and mobilizing its repressive tools, it will see that it is a mistake. The struggle is still continuing. Today, in all provinces of Turkey public employees are on the streets. They are protesting and condemning this deal. Our march to Ankara is starting on **16th of August**. The route and the name of our March Columns are as following:

	16 August, 2013	17 August, 2013	18 August, 2013	19 August, 2013	20 August, 2013
<b>Mehmet Ayvalıtaş, Ali İsmail Korkmaz March Column</b>	Edirne-Tekirdağ-İstanbul*	Gebze-Kocaeli*	Yalova-Bursa*	Eskişehir *	Ankara
<b>Ethem Sarısülük, Medeni Yıldırım March Column</b>	Manisa-İzmir*	Aydın-Denizli*	Uşak*	Afyon-Konya*	Ankara
<b>Bedran-Orhan Encü, Abdullah Cömert March Column</b>	Roboski-Şırnak-Mardin-Diyarbakır*	Urfa-Gaziantep*	Hatay-Adana*	Mersin*	Ankara
<b>Metin Lokumcu March</b>	Hopa-Rize-	Giresun-	Samsun*	Amasya-	Ankara

<b>Column</b>	Trabzon*	Ordu*		Çorum*	
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\*In starred regions there will be forums.

It is well known that KESK's demands are not limited to only economical demands. On the contrary, it considers that democratic and social demands should be considered with the demands of oppressed people within the society. It always announces importance of common struggle. KESK's position will be the same and our aim will be to raise our struggle.

- ✓ **Our struggle is for people who want free education and free health services!**
- ✓ **Our struggle is the struggle of youth who want scientific, democratic education, education in mother tongue and independent universities!**
- ✓ **Our struggle is a fight for gender equality against male dominancy.**
- ✓ **Our struggle is to voice demands for justice, bread and freedom which arose as a result of Gezi resistance!**
- ✓ **Our struggle is for demands of Kurdish people for peace, democracy and recognition is to be realized!**
- ✓ **Our struggle is for people who are against HES's and trying to keep their water and soil and to meet them.**
- ✓ **Our struggle is to release our friends who are in prisons!**
- ✓ **Our struggle is to communalize the demands of oppressed and to move together!**

We are marching for Decent Life, Secure Future and For Equal, Free and Democratic Turkey!

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