



Mr. Zoran MILANOVIĆ
Prime Minister of Croatia
Trg. svetog Marka 2,
10 000 Zagreb
Croatia

REF. JWG/RP/It

Brussels 20 March 2014

Contact person: Jan Willem Goudriaan

Dear Prime Minister,

As deputy general secretary of the European Federation of Public Service Unions (EPSU), representing over 250 trade unions and eight million public service workers, I am writing to you to express serious concern about your government's unilateral decision to withhold the payment of service bonuses to civil servants. Not only are you failing to comply with the collective agreement (specifically article 45) that your government signed in August 2012 and the agreed procedure for amendments to the collective agreement but you are also contravening Article 10 of Annex II to the Collective Agreement for Civil Servants and Employees with the Trade Unions of Civil Services, in which you gave a commitment to avoid any reductions in the budget wages in 2014.

Furthermore, we would point out that your actions appear to contravene Article 28 of the European Union's Charter of Fundamental Rights on the right to collective bargaining as well as Article 6 of the Council of Europe's Social Charter.

I would also draw to your attention the 2013 report of the International Labour Organization Collective bargaining in the public services – the way forward. This underlines the importance of collective bargaining in maintaining an effective and professional public service and emphasizes the need to respect existing collective agreements in times of crisis (paragraph 342, page 124).

In the light of these fundamental legal provisions and the recommendations of the International Labour Organization, we would strongly urge you to reconsider the unilateral action you are proposing and undertake a proper process of negotiation with our affiliate the Trade Union of State and Local Government Employees (SDLSN).

Yours sincerely

Jan Willem Goudriaan
EPSU Deputy General Secretary

•
EUROPEAN
FEDERATION
OF PUBLIC
SERVICE
UNIONS
•
FEDERACIÓN
SINDICAL
EUROPEA DE
SERVICIOS
PÚBLICOS
•
FÉDÉRATION
SYNDICALE
EUROPÉENNE
DES SERVICES
PUBLICS
•
EUROPEISKA
FEDERATIONEN
FÖR ÖFFENTLIG
ANSTÄLLDAS
FÖRBUND
•
EUROPÄISCHER
GEWERKSCHAFTS-
VERBAND FÜR DEN
ÖFFENTLICHEN
DIENST
•
ЕВРОПЕЙСКАЯ
ФЕДЕРАЦИЯ
ПРОФСОЮЗОВ
ОБЩЕСТВЕННОГО
ОБСЛУЖИВАНИЯ