

Mr. Tomislav SERIC
CEO and President of the HEP
Management Board
Vukovar Street 37
10 000 Zagreb
CROATIA

REF. JWG/lt
Contact person : Jan Willem Goudriaan
Brussels, 27 May 2014

Dear Mr. Seric,

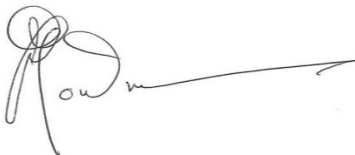
The European Federation of Public Service Unions, EPSU, has been informed that negotiations and social dialogue, to achieve a new collective agreement for the company HEP, has come to a virtual standstill. We learned that this might be due to government interference. We will remind the government that it should leave the negotiations to the social partners - management and the trade unions as has also been stipulated in the international and European norms such as those of the International Labour Organization (tripartite) and its conventions which also Croatia has signed. Independent collective bargaining is also laid down in the European Social Charter of the Council of Europe and the Charter on Fundamental Rights which is part of the EU Treaty. Furthermore the Memorandum of Understanding on the Social Aspects of the Energy Community asks employers and trade unions to promote the social dialogue and collective bargaining.

Dear Mr. Seric,

We request you to return to the negotiating table and ensure a decent collective agreement. For workers in HEP it is not very motivating if their employer does not wish to ensure them decent and regulated working conditions, agreed in negotiations with the trade unions. What message does that send to staff? It furthermore could give rise to industrial action.

We look forward to hear from you, or even better we look forward to a result in the negotiations that has the support of both the unions and employers. We will continue to support the unions in the pursuit of decent pay and conditions and a good collective agreement.

Yours sincerely,



Jan Willem Goudriaan
EPSU General Secretary

cc.
Dubravko Corak, Hrvatski Elektrogospodarski Sindikat
Luko Majorica, Nezavisni Sindikat Radnika Hrvatske Elektroprivrede

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