

The background of the slide is an aerial photograph of a vast, flat landscape, possibly a plain or a large field, with a bright sunburst effect in the upper center of the sky. The sunburst is composed of numerous rays of light radiating outwards, creating a lens flare effect. The landscape below is a mix of light and dark patches, suggesting different terrain or vegetation. The overall color palette is dominated by blues and whites, with the sunburst adding a bright yellow and white glow.

INDUSTRIAL RELATIONS AND EMPLOYMENT CONDITIONS IN THE TRANSPORT SECTOR

CC Union of LOT Polish Airlines,
Budapest October 13, 2004

An aerial photograph of a vast landscape, likely a coastal or riverine region, viewed from a high altitude. The sun is shining brightly in the upper center of the frame, creating a lens flare effect across the sky. The landscape below is a mix of blue and green, with winding waterways and landmasses. The overall tone is bright and clear.

SOCIAL DIALOGUE IN LOT POLISH AIRLINES S.A.

CC Union of LOT Polish Airlines,
Budapest October 13, 2004

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FOUNDATIONS FOR SOCIAL DIALOGUE IN LOT

- 4 THOUSAND EMPLOYEES

6 TRADE UNIONS

4 WITH
1 PROFESSIONAL
GROUP

2 WITH
VARIOUS
PROFESSIONAL GROUPS

COLLECTIVE AGREEMENT

THE TRADE UNION ACT
STATES

„REPRESENT EMPLOYEES OF A
COMPANY UNANIMOUSLY”



**ALL THE TRADE UNIONS
ONE VOICE**


**IF NOT THE EMPLOYER
MAY USE IT:
EXAMPLE**

The background of the slide is an aerial photograph taken from a high altitude, looking down on a vast landscape. A bright sun is positioned in the upper center, creating a strong lens flare effect with rays of light extending across the sky. The ground below is covered in a dense layer of white clouds, with some darker, mountainous terrain visible through the cloud cover. The overall color palette is dominated by various shades of blue and white.

**CHANGES TO THE AGREEMENT
REQUIRE THE CONSENT OF ALL
THE SIGNATORIES OF THE
AGREEMENT
PROPOSALS CAN BE BLOCKED BY
THE COMPANY OR BY THE
TRADE UNION**

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TALKS ON A NEW
COLLECTIVE AGREEMENT IN
LOT
OR SOME CHANGES TO THE
EXISTING DOCUMENT



**40 MLN PLN (9 MLN
EUROS OR 11 MLN US
DOLLARS) IN SAVINGS
2004 - 2006
BY
DECREASING EMPLOYEES'
SALARIES BY 5%**

SOCIAL PACT

ITS UNFORTUNATE STORY

1. SIGNED IN 1999
(PRIVATISATION)
WITH THE STRATEGIC
PARTNER (SWISSAIR)
2. NOT RECOGNISED BY LOT
MANAGEMENT
3. TO BE REPLACED BY
ANOTHER AGREEMENT

**ENTERPRISE AGREEMENT
WITH SOME EMPLOYEES'
GUARANTEES**

**LESS FAVOURABLE FOR
EMPLOYEES**

IN JANUARY 2005 THE
ENTERPRISE AGREEMENT EXPIRES
LEAVING THE EMPLOYEES WITH
PRACTICALLY NO PROTECTION
AGAINST LAYOFFS

AND

THE TRANSITIONAL
PROGRAMME MAY
INCLUDE SOME LAYOFFS

THE SUPREME COURT OF
POLAND DECISION OF AUGUST
2004 LEAVES SOME HOPE

EXAMPLES OF DIFFICULTIES IN SOCIAL DIALOGUE

1. FTL DISCREPANCY
2. STRIKE INITIATIVE
3. WORKERS' COUNCILS
4. TRADE UNIONS'
DEPENDANCY

FTL DISCREPANCY

- COMPANY 18-H. WORKING DAY (ALL FLIGHTS)
- CC+PILOTS 18-H. WORKING DAY FOR LONG-HAUL ONLY
- SEJM 8-H. WORKING DAY FOR SHORT-DISTANCE AND 18-H. WORKING DAY FOR LONG-HAUL

BUT

- REGULATION 14-H. WORKING DAY FOR SHORT DISTANCE



A POSITIVE EXAMPLE OF SOCIAL DIALOGUE

THREE TRADE UNIONS ACTING
TOGETHER

1. THE CC UNION
2. COMMUNICATION PILOTS
3. „SOLIDARNOŚĆ”



THANK YOU FOR YOUR
ATTENTION