

Report on results of Social Dialogue and Collective Bargaining for 2023 in the Slovak Republic

Slovak Trade Union of health and social services

For the year 2023 we managed to negotiate on national level through Collective Agreements for employers working in public sector besides shorter working time by 2,5 hours weekly also additional 5 days to annual leave, higher creation of the social fund (social policy in organizations), valorisation of basic salaries from 1. January 2023 by 7% and from 1. September 2023 by 10%. A higher severance pays of 1 month upon termination of employment by the employer was also agreed. Also, employees will receive 1 month above the statutory entitlement upon retirement. For Salary increases of +10% and +12% were negotiated for the teaching staff in the above-mentioned terms. Similar benefits were agreed upon in the next Collective Agreement of higher level for employees working in the civil service.

From 1. January 2023, the minimum wage in Slovakia is set at €700, that is €4,023 per hour.

Collective Agreement of higher level with Association of State Hospitals (24 hospitals) have agreed on a 10% increase in salaries for non-medical staff.

For healthcare professions (25) working in hospitals, the basic salary components were adjusted without negotiation on the basis of the amended law, the years of experience worked also began to be included, which brought a valuation from 7% to 48% compared to 2022. Doctors' salaries were adjusted even more significantly up to the level of 66.7%. The goal of the entire procedure was to stabilize the health workers in hospitals and in Slovakia.

With the Association of Hospitals of Slovakia, the medical staff had their salaries adjusted according to the law, but non-medical staff received from 1. January 2023 only 8,35 %, that is €54, but negotiations are still ongoing, so it is not excluded that there will be another increase during this year.

The average gross salary in the National Economy in Slovakia in 2022 reached the level of more than €1 300. In medical inpatient facilities, we had it at the level of 141 %, almost €1 900.

From June 1, 2023, compensation for working at night, during Saturdays, in the Slovak Republic will reach the level of 2020, when the government froze surcharges and now the law will allow higher surcharges to be paid, which will also help employees in medical facilities, but also in social service facilities.

The Government of the Slovak Republic was expressed no confidence in the Parliament, so it is currently only authorized to hold early elections in September 2023. Health care funding is lagging behind, the availability of medicines has worsened, and there are long waiting times for treatments and procedures in hospitals. We are registering a lack of doctors in ambulances, nurses at the patient's beds and also not a high interest of the young generation in working in social service facilities.

Slovak Trade Union of employees of defence

In December 2022, the Slovak Trade Union of employees of defence reminded the 30th anniversary of its existence after the establishment of the independent Slovak Republic. All this time in its activity the Trade Union actively worked in favour of the working conditions of its members. One of the main areas where we managed to fulfil our mission was the area of collective negotiation. It was no different in the past year.

The most significant adjustment in the negotiation of Collective Agreement of higher level for employees performing work in the public interest and for civil service employees was the valorisation of tariff salaries by 7%, which was from 1. January 2023, and the next one by 10% will be from 1. September 2023. Despite this, the salary increase will not cover double-digit inflation (in January 2023 it was 15,2%) and the lowest-paid employees performing work in the public interest continue to remain below the minimum wage, which for 2023 is €700.

As part of collective bargaining, the Slovak Trade Union of Defence Employees concluded a Collective Agreement for the year 2023 with the Ministry of Defence of the Slovak Republic, in which it was possible to maintain the benefits currently in force. In addition, according to the possibility of financial coverage, it was possible to decide on a gradual increase of the personal allowances granted to the tariff salaries for those employees who have this allowance lower than 15%. The reason was the average wage of defence employees for the 3rd quarter of 2022, which, based on the data of the Statistical Office of the Slovak Republic, was approximately €180 lower than the average in the national economy.

An additional payment was also granted for the (second) risk category when performing work in the public interest, mental work. We also agreed on an increase in the allocation to the social fund in the maximum amount of 1.50% of the sum of gross salaries settled by employees for payment per calendar year.

The Trade Union health and safety inspector carried out inspections at workplaces and drew attention to identified deficiencies in the field of health and safety. Based on the findings, we can state an improvement in this direction.

Employees were provided with legal advice, legal assistance and legal representation in labour law matters. Members can apply for interest-free loans from the funds of the Trade Union.

The year 2021 was difficult for our Department of Defence, when mass layoffs were announced on December 31. Initially, 700 employees were to be laid off, but after the intervention of the trade union, this number was reduced to 500. This event, of course, also affected the number of trade union members, when this number was reduced by 136 members.

Gas Trade Union

Report on the activities of the Gas Trade Union (POZ) for the years 2021 and 2022

In 2022, POZ collectively negotiated and concluded a collective agreement for the years 2023 to 2025 in the company Eustream, inc. Bratislava. In the collective agreement, we ensured the fulfilment of all benefits from the previous Collective Agreement.

In Probugas, Inc. in Bratislava, we negotiated collectively in 2021 and concluded a Collective Agreement for the years 2022 and 2023. Due to high inflation, we again negotiated a wage increase for 2023.

In Streicher Inc. Žilina we have a valid Collective Agreement for 2023, but without a wage increase.

In the company SPP-distribution, Inc. Bratislava, we negotiated and concluded the Collective Agreement for the years 2022 to 2023. In the Collective Agreement we ensured the fulfilment of all benefits from the previous Collective Agreement and negotiated a wage increase for a two-year period in the amount 17.4% of the tariff wage on the starting wage in 2021 (4.1% in 2022 and 12.8% in 2023).

In the companies SPP, Inc. Bratislava and in the company SPP-CNG, Ltd. Bratislava, in 2022, we negotiated Collective Agreements for the years 2023 and 2024. In the collective agreements, we

ensured the fulfilment of all benefits from the previous Collective Agreements, and we also managed to negotiate wage increases and inflationary supplements.

All employers of companies where POZ represents employees in collective negotiations behave very cautiously and justify their positions with the current situation on the energy market and, of course, gas in particular. The situation on the gas market is unpredictable and very dynamic. They make every effort to ensure gas supplies for customers, strengthen the security and fluidity of supplies by diversifying sources. They are intensively dedicated to mitigating the impact of high energy prices on customers. Social dialogue is at a good level in all companies where POZ represents employees in the field of labour relations. The average salary in companies in which employees are represented by the Gas Trade Union is €2210.00 gross for the year 2022. In all companies in which POZ represents the rights of employees, we solved problems in the field of labour relations (consulting in the field of labour rights, health and safety, legal representation). The union health and safety inspector carried out inspections at workplaces, the result of which was the accelerated removal of identified deficiencies in the field of health and safety.

The biggest problem of POZ is the constant decline in the membership base (retirements). Recruiting new members is our biggest problem (young people do not feel the need to organize themselves in unions, because in accordance with Slovak legislation they use the benefits of Collective Agreements, regardless of whether they are union members or not).