

Two years in the European Union
Effects, problems and perspectives in transport sector
from point of view of the trade unions

The social dialogue and its results

1. Agreement about co-operation signed for four years valid 1. January 2003- 31. December 2006. (4. December 2002).

Contents:

- employment
- compensation and benefits (the wages of railwaymen rose higher than the national average during the period of agreement)
- job and health security
- industrial relations.

a, Collective agreement: its content is outstanding at national level too, exceeds the Hungarian Labor Code at several fields.

- working time: managed to decrease from 38,5 hours/week (2003) to 37 hours/week (2006).

b, Annual wage development (+reform bonus) Average wages at MAV

- 2003: 9,7 % (5+4,7) 121.624 Ft (486 €)

- 2004: 11 % (7,5+3,5) 136.161 Ft (544 €)

- 2005: 9,5 % (6+3,5) 151.625 Ft (606 €)

- 2006: 6,5 % (5+1,5) 168.000 Ft (672 €)

Minimal wage at national level and MAV level

- 2003: 50.000 Ft (200 €) 50.000 Ft (200 €)

- 2004: 53.000 Ft (212 €) 53.000 Ft (212 €)

- 2005: 57.000 Ft (228 €) 62.500 Ft (250 €)

- 2006: 62.500 Ft (250 €) 66.000 Ft (264 €)

2. By a resolution of the government, there was a 20 % layoff starting 2004 till 31. December 2005. In 2003. 52.499 and at the end of 2005. 41.524 were employed by MAV in full-time. The branch of freight transport was sorted out from MAV on the 1. January 2006 and 3.126 workers transferred to the MAV CARGO.

3. In the course of outsourcing extra agreements have been signed to the employees concerned included better conditions than labor code. The separation of CARGO resulted in better conditions: 10 % wage rising, 2 years of job security and collective agreement valid for 2 years.

4. The purpose of MAV AGES and MAV CHANCE programs: due to collective redundancies, females over the age of 45 and males over the age of 50 concerned by notice, the MAV is ready for securing job-seeking and re-training opportunities.

MAV AGES: for those who have long labor relation at MAV, have no right to be a pensioner, concerned by redundancy, securing opportunity to extend the working life and to avoid unprovided period.

MAV CHANCE: to secure more time to seek a job inside the company.

NEW CHANCE FOUNDATION: if the labor relation of the employee ends due to collective redundancy or quality change at the MAV, the foundation assists to get a job again.

The foundation:

- in co-operation with labor offices promotes the education and the re-training to a new profession.
- in co-operation with employees offer the following options:
 - a, personal care
 - b, training to prepare for labor market
 - c, support for job-seeking
 - d, guidance, exchange of experiences, information

What we have done:

- at national level:
 - a, Public initiation against the close of railway sidelines (in the have not been closed)
 - b, Demonstration and delivery of a petition with 20.000 signatures against the resolution of government related to the redundancy (2004).
 - c, In 2005 a new railway law has been adopted, we had strong lobby-activities and in consequence of it the travelling allowance remained for all of the employees.
 - d, In the work of working councils and job security bodies there are 585 and 270 officials of our union participated. According to the relevant law (hungarian Labor Code) this secures the representativity of the union.
 - e, In the Supervisory Board of the MAV there are 3 persons representing out of 5 (employee's side) our union.
- at European level we are a member of European Transport Workers' Federation (ETF) we participate in its work and different actions (national, cross-border).

Aims:

- to sign a new agreement about co-operation (with similar content) aiming to cover the whole group of MAV.
- to stand up a Sectorial Social Dialogue Committee
- to sign a Sectorial Collective Agreement aiming to cover all of the railway undertakings involving the new entries as well.

Budapest, 19. May 2006.