



# СИНДИКАТ ЖЕЛЕЗНИЧАРА СРБИЈЕ

TRADE UNION OF RAILWAYMEN OF SERBIA

• GEWERKSCHAFT DER SERBISCHEN EISENBAHNER

• SYNDICAT DES CHEMINOTS SERBES

INTERNATIONAL TRANSPORT WORKERS FEDERATION

GENERAL SECRETARY

Stephen Cotton

EUROPEAN TRANSPORT WORKERS' FEDERATION

GENERAL SECRETARY

Livia Spera

HEAD OF OPERATINOS ETF

Josef Maurer

Dear friends,

The Trade Union of Railwaymen of Serbia, as a member of the ETF and ITF, addresses you for help in solving problems, ie for your influence on the Government of the Republic of Serbia, ie the Ministry of Finance and the Ministry of Construction, Transport and Infrastructure. The Trade Union of Railwaymen of Serbia (SZS), which includes representative unions in all four joint stock companies in the railway sector, has been negotiating for a long time to increase the value of working hours and improve the economic and social position of employees. We emphasize the difficult economic and social position of employees, bearing in mind that a large number of employees did not feel an increase in wages after an increase of 5% of the wage bill approved by the Government of the Republic of Serbia, given the established value of working hours and low coefficients of regular jobs, due to which they earn lower basic wages from the minimum wage determined by the Government of the Republic of Serbia for 2021 (the minimum price of a working hour in the Republic of Serbia is 183.90 RSD, and in the railway sector 77.53 RSD). Any increase in the minimum wage makes the price determined by the Collective Agreements for all four joint stock companies on Serbian railways meaningless, if we keep in mind that the minimum wage set at the level of the Republic of Serbia is growing faster and higher than the increase in wages in the railway sector.

At this moment, we have come to a situation where the valuation of work and wages in certain occupations is completely disrupted, if we keep in mind that employees with secondary education (up to a coefficient of 2.5) cannot achieve a minimum wage by applying Collective Agreements determined at the level of the Republic of Serbia, so that they are "paid" up to that salary and thus receive the same salary as employees with the first degree of education, which is unacceptable.

With the increase of the minimum labor price, at the level of the Republic of Serbia, the number of employees on the railway will increase, who will achieve lower wages than the minimum wage determined at the level of the Republic of Serbia by applying the provisions of the Collective Agreement.



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On several occasions, we have demanded that a new Methodology for the valuation of work from Annex I of the Collective Agreement be implemented, which requires additional financial resources that would be injected into the wage bill in the railway sector. At the request of the trade union, the Ministry of Finance, ie the Government of the Republic of Serbia, remained vague on this issue

We are aware of the difficult economic situation and all the negative consequences caused by the COVID 19 virus pandemic, as well as the state's investment in infrastructure projects, but the pillar of the railway system are the workers who are in a difficult financial position.

We note once again that the salary on the railway was not increased in the period from 2014 to 2019, ie the validity of the Law on Temporary Regulation of Bases for Calculation and Payment of Salaries, so that employees in the railway sector are at the bottom of the ladder companies, the Public Sector and other direct and indirect users of budget funds founded by the state.

As members of the ETF and ITF, please give us full support in the fight to improve the economic and social position of employees, as well as increase compensation for meals during work (now 120.00 RSD per day) and bonus (now 1,000.00 RSD per month) for the use of annual leave and ask the Government of the Republic of Serbia to find additional funds to improve the standards of employees in the railway sector. We also expect you to inform the relevant institutions of the European Union about the problem.

With solidarity

Belgrade, 15.04.2021.g.

Trade Union of Railwaymen of Serbia President  
Dragan Randelović



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