



All Workers Count

Avenue de la Joyeuse Entrée, 1-5
B-1040 Brussels

T.: +32 2 282 18 70
F.: +32 2 282 18 71
info@cesi.org
www.cesi.org

Minister Health and Social Welfare
Mr. Alen Šeranić
1 Trg Republike Srpske
78000 Banja Luka

Republic of Srpska

Brussels, 12th September 2019

Dear Minister of Health and Social Welfare Alen Šeranić,

The European Confederation of Independent Trade Unions (CESI) represents more than 40 organizations with approximately 5 million individual affiliates across Europe.

We have received a complaint by one of our member organisations, the Trade Union of Physicians of the Republic of Srpska (SSDMRS) regarding the **Special Collective Agreement for Health Employees in the Republic of Srpska** signed on 18th of August 2016. An **agreement on its extension** was signed on the 4th of July 2019.

The SSDMRS strongly deplores not having been involved neither in the negotiation nor in the signing of the said extension, which entered into force on 27th of August 2019.

CESI supports the SSDMRS in its claim.

Excluding the SSDMRS from the collective bargaining and agreement process means breaching fundamental freedoms of rights of the members of SSDMRS. Their freedom of association and their right to form and join trade unions are severely restricted; such restriction is neither necessary nor proportionate.

In this light, we invite you to reconsider your decision and to include all social partners and representatives in the process of bargaining and agreement.

Please note, that a letter of the same content has been sent to the Prime Minister, Mr. Radovan Višković, and the Minister of Labour, War Veterans and Disabled People's Protection, Mr. Dusko Milunovic.

Yours sincerely,

Klaus Heeger
(Secretary General)

European Confederation of Independent Trade Unions
Confédération Européenne des Syndicats Indépendants
Europäische Union unabhängiger Gewerkschaften
Confederazione Europea dei Sindacati Indipendenti
Confederación Europea de Sindicatos Independientes

Poštovani ministre zdravlja i socijalne zaštite Alen Seranić,

Evropska konfederacija nezavisnih sindikata (CESI) predstavlja više od 40. organizacija sa oko 5. miliona pojedinačnih podružnica širom Evrope.

Primili smo žalbu jedne od naših organizacija članica, Strukovnog sindikata doktora medicine Republike Srpske (SSDMRS), povodom Posebnog kolektivnog ugovora za zaposlene u zdravstvu Republike Srpske, potpisanog avgusta 2016. godine. Produženje je potpisano 4. jula 2019. godine.

SSDMRS snažno žali što nije uključen ni u pregovore, ni u potpisivanje navedenog proširenja, koje je stupilo na snagu 27. augusta 2019. godine.

CESI podržava SSDMRS u svom zahtevu.

Izuzete SSDMRS iz procesa kolektivnog pregovaranja i dogovora znači kršenje osnovnih sloboda prava članova SSDMRS. Njihova sloboda udruživanja i pravo osnivanja i pridruživanja sindikatima su strogo ograničeni; takvo ograničenje nije ni potrebno ni proporcionalno.

U tom svetlu vas pozivamo da preispitate svoju odluku i uključite sve socijalne partnere i predstavnike u proces pregovaranja i dogovora.

Imajte u vidu da je pismo istog sadržaja upućeno Premijeru, gospodinu Radovanu Viskoviću i ministru rada, Dušku Milunoviću.

Iskreno Vaš

Klaus Heeger

Generalni sekretar