
Collective Bargaining News: 3rd Quarter 2016

Trade Union Actions

- **UK:** Train managers on the Eurostar line went on strike for seven days during the month of August as a result of a long-running dispute over anti-social working hours. Britain's rail union RMT stated, "Our members have every right to a fair work-life balance that guarantees quality time off for friends and family". [Read more](#)

European Policies

- On 20 July 2016, **the European Commission** decided to uphold its proposal of 8 March 2016 on the revision of the Posting of Workers Directive. It has concluded that the proposal does not constitute a breach of the subsidiarity principle. This means that the yellow cards from eleven national parliaments did not lead to anything and that the legislative process can continue. [Read more](#)
- **The European Commission** has launched a second-stage consultation on work-life balance with social partner organisations at European level. The social partners are asked if they are willing to enter into negotiations with a view to concluding an agreement under Article 155 TFEU. [Read more](#) A meeting between the European social partners on 27 September 2016 showed that there was no agreement to start negotiations. It is therefore up to the Commission to take legislative initiatives in this field.

National Policies

- **UK:** Prime Minister Theresa May has surprisingly promised to give workers seats on companies' boards of directors and to let shareholders control executive pay. It remains to be seen whether she will keep her promises. [Read more](#)
- **UK:** Low-skilled EU migrants may have to apply for permits to work in Britain after Brexit, under plans being considered by the Government, it has been reported. [Read](#)

[more](#). A group of four Central European countries have threatened to veto a Brexit deal unless it guarantees their citizens the right to work in Britain. [Read more](#)

Articles

- **Economist Emmanuel Saez:** Lost union density results in lost wages. [Read more](#)

Economic and Social Data

- **The European Commission:** The number of temporary workers has increased in most EU Member States since 2008. Empirical evidence shows that temporary contracts are generally associated with lower levels of job satisfaction compared to permanent contracts. In addition, temporary workers have worse access to training, paid sick leave, unemployment insurance and pensions, as well as receiving lower salaries. [Read more](#)
- **OECD:** Stronger wage and internal demand growth in surplus countries would ease further re-balancing and make it more symmetrical, not least by reversing the persistent decline in their relative unit labour costs. [Read more](#)
- **Eurostat:** GDP in the EU-28 rose by 1.8% from the second quarter of 2015 to the second quarter of 2016. [Read more](#)
- **Eurostat:** Employment in the EU-28 grew by 1.5% from the second quarter of 2015 to the second quarter of 2016. [Read more](#)
- **Eurostat:** Annual inflation within the European Union was 0.3% in August 2016, up from 0.2% in July. The highest rates were recorded in Belgium (2.0%), Sweden (1.2%) and Estonia (1.1%). [Read more](#)

Study Reports

- **ETUI:** Deregulation of employment protection legislation and reduction of employment benefits have in many countries intensified the support for far-right parties. [Read more](#)
- **ETUI:** The European Pillar of Social Rights is embedded in a rhetoric in which economic growth appears to be the main goal. Its aim is to make labour markets more responsive. The social dimension of the EMU is seen as a technicality much more than a principle of the European Union. The role of the European Pillar of Social Rights is to support the reinforcement of the single market and EMU. It is clearly linked to the Better Regulation Agenda. [Read more](#)
- **UK:** Half of all women in the UK have been sexually harassed at work according to a study conducted by the TUC and the Everyday Sexism Project. [Read more](#)

Legal issues¹

- **CJEU:** Member States cannot discriminate between permanent and temporary workers when it comes to compensation pay. Both categories of workers should receive the same financial compensation. [Read more](#) Article [here](#)
- **CJEU:** The EU Member States are free to grant workers more paid annual leave than the minimum of four weeks provided for by the Working Time Directive. They may grant a worker who, due to illness, was unable to use up all of his paid leave before the end of his employment contract, an allowance instead of that additional period. [Read more](#)

¹ Decisions taken by the CJEU can be downloaded in full text in all official EU languages from the [Curia](#) website. The numbers of the cases above are: C-596/14 and C-341-15