



## **Conclusion of National Intra-companies Collective Agreement including provision regarding skill and competence upgrade**

**Securing and training specialist staff**

### **Conclusion of National Intra-companies Collective Agreement – outcome of activity**

- **What will we suspect to achieve at the end?**
  - To equal standards in aviation branch of Poland,
  - To create the same competition environment,
  - Stop qualified employees emigration/migration by creating equal working conditions.

## Currently conducted activities in project

- **Which specific activities have been taken so far?**
  - Conduction of internal discussion leading to the common provision of National Intra-companies Collective Agreement content among union representatives ( October – November 2016)
  - Acceptance of final version of document ( December 2016)
  - Dissemination of National Intra-companies Collective Agreement Proposal to Employers ( January 2017)
    - Firstly addressed to local heads of aviation companies in Poland,
    - Week after document has been send to the Presidents of Pratt&Whitney ( Canada &US) , Sikorsky (US) and Leonardo Helicopter (ITALY)

## Activities in the project planned in 2017

- **How we will proceed in 2017 in two scenarios**
  - **Scenario A.** Employers will organize themselves and will start discussion and negotiation tending to conclusion of National Intra-companies Collective Agreement. 😊
  - **Scenario B.** Employers will refuse to organize themselves and conclusion of agreement by the end of March 2017. 😞

## Activities in the project planned in 2017

- **How we plan to proceed in 2017 in case of unfavorable Scenario B?**
  - Establishing working Union team with legal experts to elaborate legal act project forcing employers to gain feature of being a one “ legal subject - party” of agreement ( May 2017),
  - Submit of legal act project forcing employers to gain feature of being a one “ legal subject - party” of agreement to Polish Government and Parliament (June 2017).

QUESTIONS ?