



10 September 2015

Her Excellency Dalia Grybauskaitė
President of the Republic of Lithuania

Ms Loreta Graužinienė
Speaker of the Seims of the Republic of Lithuania

Mr Algirdas Butkevičius
Prime Minister of the Republic of Lithuania

His Excellency Neilas Tankevičius
Ambassador of the Republic of Lithuania to Estonia

I write to you on behalf of the Estonian Trade Union Confederation in support of Lithuanian Trade Unions in their protest against the adoption of the new social model and reduction of workers' rights.

As you well know the Lithuanian trade unions do not approve of the provisions embedded in the new Labour Code. In any rule of law society the individual as well as collective labour relations strive to provide both security for workers and flexibility to companies to be competitive on the Global market. However, without a balance between the two neither the growth of companies nor skilled and content workforce is possible. Any changes to legislation that affect workers' rights must only be brought about in proper consultation with trade unions.

While modernising labour relations in Lithuania all sides should consult experts from the ILO and the EU to avoid the situation where the newly adopted law goes against Lithuania's international obligations deriving from ratified conventions or EU *acquis*.

We support our colleagues in their demand in stopping the progress of the draft law and engaging in proper democratic processes. Undertaking such huge changes in working life of citizens can only be done with due respect to social dialogue and wider societal consent.

In solidarity with our Lithuanian colleagues we call upon you to stop the progress of the new Labour Code, engage in social dialogue with social partners and to use the expertise and knowledge of experts of the ILO and the EU.

Yours sincerely,

Peep Peterson
President
Estonian Trade Union Confederation



ITUC INTERNATIONAL TRADE UNION CONFEDERATION CSI CONFÉDÉRATION SYNDICALE INTERNATIONALE
CSI CONFEDERACION SINDICAL INTERNACIONAL IGB INTERNATIONALER GEWERKSCHAFTSBUND

JOÃO ANTONIO FELICIO
PRESIDENT
PRÉSIDENT
PRÄSIDENT
PRESIDENTE

SHARAN BURROW
GENERAL SECRETARY
SECRÉTAIRE GÉNÉRALE
GENERALSEKRETÄRIN
SECRETARIA GENERAL

Her Excellency Ms Dalia Grybauskaitė
President of the Republic of Lithuania
S. Daūkanto a. 3
LT- 01122 Vilnius
Lithuania

By e-mail: kanceliarija@president.lt

PERC/AL/pw

Brussels, 08 September 2015

**ITUC Solidarity with Lithuanian Trade Union Protest Action
Vilnius, 10 September 2015**

Dear President,

The International Trade Union Confederation, which represents 176 million workers in 162 countries and territories and has 328 national affiliates, fully supports the protest rally of its Lithuanian affiliates – the Lithuanian Confederation of Trade Unions, Lithuanian Trade Union “Solidarumas” and Lithuanian Labour Federation - on 10 September 2015.

The trade union rally is organized in protest against the attempts by the Lithuanian Government to curtail employee guarantees, approve excessive liberalization of labour relations and impose restrictions on trade union activities by introducing a new labour code without taking into consideration the opinions of the most representative workers' organisations in the country. We join our Lithuanian brothers and sisters in their fair demands and will be ready to support any further actions to make sure workers' rights and interests are duly protected in your country.

Social peace and support by the most representative organisations of citizens are a prerequisite for any successful reform process. We call on the Government of Lithuania to abandon the present labour code amendment project and to re-engage in a genuine social

dialogue with the unions with a view to finding sustainable and consensual solutions to the pressing needs in the economic and social spheres your country is faced with.

Yours sincerely,

A handwritten signature in black ink, appearing to be 'A. Butkevicius', written in a cursive style.

General Secretary

Cc: - Ms Loreta Grauzinié, Speaker of the Seimas of the Republic of Lithuania

By e-mail: prim@lrs.lt; Loreta.Grauziniene@lrs.lt

- Mr Algirdas Butkevičius, Prime Minister of the Republic of Lithuania

By e-mail: LRVkanceliarija@lr.lt; dalija.medeisiene@lr.lt

- Lithuanian Confederation of Trade Unions

- Lithuanian Trade Union "Solidarumas"

- Lithuanian Labour Federation

UE

11th September 2015

Mr Algirdas Butkevičius
Prime Minister of the Republic of Lithuania
Gedimino pr. 11
LT-01103 Vilnius
Tel.: +370 706 63 711

Re: Reform of the Lithuanian Labour Code

Dear Prime Minister,

IndustriAll Europe is alarmed by the draft list of proposals that has been tabled in an effort to reform the Lithuanian Labour Code. A series of the changes in question stand in direct conflict with European law which Lithuania, as a Member State of the European Union, is obliged to uphold. In addition to our legal concerns, we moreover question the ability of the current reform proposals to deliver a work-life balance, employee protection and protection of employment rights, goals that have been set out by you.

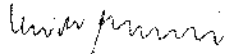
The discrimination of trade unions in relation to Works Councils, where the number of trade union Works Council members is strictly limited, is particularly puzzling to us. The inclusion of trade unions in Works Councils is a long-standing, well-established European tradition which is expressed, for instance, through the EU Directive on European Works Councils. Trade union freedom, including the freedom of trade union members to seek election to posts inside and outside the company, is a fundamental right, expressed in the European Social Charter, as well as in ILO convention 87.

We reject any reduction of labour protection and labour rights, in particular the introduction of zero-hour contracts, the opening for a 60-hour work week, as well as drastically reduced notice periods or severance pay. All these measures aim at weakening ordinary Lithuanian workers, create social injustice and breach European Law. Art. 24 of the European Social Charter requires valid reasons and/or compensation for dismissals. An extension of the normal working week on a permanent basis to 60 hours directly contradicts the existing EU Working Time Directive.

Additionally, we have to remark that the entire legislation process that has led to the drafting of the current reform proposals has been marked by the exclusion of trade unions and thus social concerns. Economic growth requires a strong middle class, while your proposals aim to impoverish and deprive them of fundamental rights. The flexibility you seek to establish on the labour market must be balanced by a credible and strong element of security, which at this moment is completely absent from the current draft. Trade union involvement in a legislation process of this kind is, of course, paramount.

We therefore call for the proposed legislation to be withdrawn and fundamentally redesigned with appropriate trade union involvement.

Yours sincerely,



Ulrich Eckelmann
General Secretary

Copy to

Her Excellency Ms. Dalia Grybauskaitė, President of the Republic of Lithuania

Ms. Loreta Grauziniene, Speaker of the Seimas of the Republic of Lithuania

**Independent and Self-Governing
Trade Union**



**National Commission
International Department**

.80-855 Gdańsk, ul. Wały Piastowskie 24
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zagr@solidarnosc.org.pl

Gdańsk, 10.09.2015

Her Excellency
Ms. Dalia Grybauskaitė
President of the Republic of Lithuania
S.Daukanto a.3
VILNIUS

Dear Madame President,

On behalf of NSZZ "Solidarność" members and myself I would like to express our support to the demands of Lithuanian Trade Unions protesting against plans of a new labor code aiming among others at wage reduction, simplified procedure for termination of employment, possibility to dismiss an employee without any substantial reason, maximum weekly working hours increased from 48 to 60 hours and restricted trade union rights and activities.

We believe that the European Social Model resulting, among others, from *acquis communautaire* and EU Charter of Fundamental Rights must be fully respected in all member states.

Yours sincerely,

Piotr Duda
President

CC: Ms. Kristina Krupaviciene, President, LPS "Solidarumas"
Mr Arturas Čeriauskas, President, Lithuanian Trade Union Confederation LPSK

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Gdańsk, 10.09.2015

Ms. Loreta Graužinienė
Speaker of the Seimas
of the Republic of Lithuania
Gedimino pr.53
VILNIUS

Dear Madame Speaker,

On behalf of NSZZ "Solidarność" members and myself I would like to express our support to the demands of Lithuanian Trade Unions protesting against plans of a new labor code aiming among others at wage reduction, simplified procedure for termination of employment, possibility to dismiss an employee without any substantial reason, maximum weekly working hours increased from 48 to 60 hours and restricted trade union rights and activities.

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Yours sincerely,

Piotr Duda
President

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Mr Arturas Čeriauskas, President, Lithuanian Trade Union Confederation LPSK

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Gdańsk, 10.09.2015

Mr Algirdas Butkevičius
Prime Minister of the Republic of Lithuania
Gedimino pr.11
VILNIUS

Dear Mr Prime Minister,

On behalf of NSZZ "Solidarność" members and myself I would like to express our support to the demands of Lithuanian Trade Unions protesting against plans of a new labor code aiming among others at wage reduction, simplified procedure for termination of employment, possibility to dismiss an employee without any substantial reason, maximum weekly working hours increased from 48 to 60 hours and restricted trade union rights and activities.

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Yours sincerely,

Piotr Duda
President

CC: Ms. Kristina Krupaviciene, President, LPS "Solidarumas"
Mr Arturas Čeriauskas, President, Lithuanian Trade Union Confederation LPSK



Relations Internationales

Madame Dalia Grybauskaitė,
Présidente de la République de Lituanie
S. Daukanto a. 3,
LT-01122 Vilnius

Madame Loreta Graužiniene,
Oratrice du Seimas de la République de Lituanie
Gedimino pr. 53,
LT-01109 Vilnius

Contact
Thomas Messen

Vos références

Nos références
TM14092015II

Bruxelles
14/09/2015

Madame la Présidente de la République de Lituanie Grybauskaitė,
Madame l'Oratrice du Seimas de la République de Lituanie Graužiniene,

par la présente, nous souhaitons exprimer en tant que CSC de Belgique, organisation syndicale belge avec 1,7 millions de membres, toute notre solidarité avec l'action de protestation commune intitulée "Non à l'esclavage au travail" organisée par les syndicats lituaniens le 10 septembre 2015.

Cette action visait à protester contre la réduction des garanties des travailleurs, l'approbation de la libéralisation excessive des relations professionnelles et l'imposition des restrictions sur les activités syndicales par le nouveau Code du travail.

Les dispositions intégrées dans le nouveau Code du travail que les syndicats lituaniens n'approuvent plus particulièrement pas sont les suivantes :

1. La réduction des salaires (sans rémunération des heures supplémentaires). Suite au nouveau Code du travail, les travailleurs seront obligés de faire des heures supplémentaires.
2. La simplification des procédures pour la cessation d'un contrat de travail.
3. La possibilité de licencier un travailleur sans raison importante, avec un préavis de 3 jours.
4. Des délais plus courts pour les indemnités de départ et les notifications de cessation d'emploi.
5. L'introduction de contrats à durée déterminée pour des tâches de nature permanente.
6. La révocation du droit à des vacances en raison de l'ancienneté (parcours professionnel).
7. La durée maximum du temps de travail hebdomadaire qui passe de 48 à 60 heures.
8. La période de travail obligatoire pour l'assurance-retraite légale est augmentée de cinq ans.
9. La réduction des garanties pour les travailleurs élevant des enfants.
10. La restriction des droits et activités des syndicats.

Comme CSC nous nous joignons aux appels de solidarité à la Confédération Européenne de Syndicats (CES), en soutien de cette lutte des syndicats lituaniens pour les droits des travailleurs dans votre pays.

Veillez, Madame la présidente Madame la Présidente de la République de Lituanie Grybauskaitė,
Madame l'Oratrice du Seimas de la République de Lituanie Graužiniene, agréer nos salutations distinguées,

Marie-Hélène Ska, secrétaire générale de la CSC



DATE
14 September
2015
YOUR DATE

OUR REFERENCE
INT/Leif Isaksson
YOUR REFERENCE

H.E. Ms. Dalia Grybauskaitė,
President of the Republic of Lithuania
via e-mail: kanceliarija@president.lt

Your Excellency,

I am writing to you in my capacity as President of LO, The Swedish Trade Union Confederation, and as Deputy President of the International Trade Union Confederation ITUC.

On 10 September, the Lithuanian trade unions organised a joint protest action "No to Slavery at Work" in front of the Seimas and the Government of Lithuania, which was supported by the entire European trade union movement.

In solidarity with the Lithuanian unions, with whom we have close and friendly relations, we are worried about the Lithuanian Government's attempts to curtail employee guarantees, approve excessive liberalisation of labour relations and impose restrictions on trade union activities, which the new Labour Code would entail, in the form of:

- Wage reduction (with no remuneration for overtime provided); pursuant to the new Labour Code, workers will be required to work mandatory overtime.
- Simplified procedure for termination of employment.
- The possibility to dismiss an employee without any substantial reason, with a 3 day termination notice
- Shortened terms of severance packages and job termination notifications.
- Introduction of fixed-term employment contracts for work of permanent nature.
- Revocation of the right to holidays for seniority (work record).

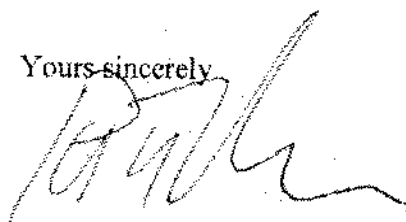
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The Swedish Trade Union Confederation

- Maximum weekly working hours increased from 48 to 60 hours.
- The mandatory period of work record for social insurance pension extended by five years.
- Reduction of guarantees for employees raising children.
- Restricted trade union rights and activities.

Therefore we stand in solidarity with the Lithuanian unions in their claims to cease the attempts to undermine employees' rights at work and to ensure continued respect of workers' and trade union rights.

Yours sincerely



Karl-Petter Thorwaldsson
President
The Swedish Trade Union Confederation - LO

CC:

Ms. Loreta Graužiniene, Speaker of the Seimas of the Republic of Lithuania
Mr. Algirdas Butkevičius, Prime Minister of the Republic of Lithuania

TUC



Trades Union Congress

Her Excellency Ms Dalia Grybauskaitė
President of the Republic of
Lithuania
S. Daukanto a. 3, LT-01122 Vilnius

our ref lith/fog/ec
date: 11 September 2015
contact: Owen Tudor
direct line: +44 (20) 7467 1325
email: otudor@tuc.org.uk

Sent by e-
mail: kanceliarija@president.lt

Dear President

Lithuanian trade unions demonstration "No to slavery at work"

Our brothers and sisters in the Lithuanian trade union movement have informed us of their action against your government's measures to cancel remuneration for overtime work; to make it easier and quicker to sack workers; to worsen severance packages and generally to diminish trade union rights.

The TUC, representing 6 million workers in the UK, condemn these reforms of the labour code as an outright attack on workers' rights and protections and on trade unions' ability to defend workers.

We stand in solidarity with LPSK, LDF and Solidarumas and salute their action, just as we are opposing the British government's Trade Union Bill that seeks to curtail the fundamental right to strike.

Yours sincerely

FRANCES O'GRADY
General Secretary

Copied to:

Ms Loreta Graužinienė, Speaker of the Seimas of the Republic of Lithuania, Gedimino pr. 53, LT-01109 Vilnius
Mr Algirdas Butkevičius, Prime Minister of the Republic of Lithuania, Gedimino pr. 11, LT-01103 Vilnius
Ms Asta Skaisgirytė, Ambassador to the UK, 2 Bessborough Gardens, London SW1V 2JE

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General Secretary: Frances O'Grady Assistant General Secretary: Kay CBE
Assistant General Secretary: Paul Nowak

