

# Government programme weakens employee's position and everyday life

## DRASTIC CHANGES IN EMPLOYMENT RELATIONSHIP

- Fixed-term employment contracts for a year without special reasons – reduces permanent employment contracts
- Unpaid first day of sick leave – reduces pay, employers will pursue this goal in collective agreements
- Lower threshold to terminate employment, no weighty reason required going forward – weakening of employment security
- Abolition of obligation to hold change negotiations in companies and corporations that regularly employ fewer than 50 persons – dismissals without negotiations
- Negotiation times for change negotiations will be halved, temporary layoffs subject to just seven days' notice – both measures reduce pay
- Abolition of obligation to re-employ in companies and corporations that regularly employ fewer than 50 persons

## COLLECTIVE AGREEMENTS, SHOP STEWARDS AND GENERAL APPLICABILITY

- Local agreement for workplaces also without a shop steward – terms increasingly dictated by employers
- General applicability of collective agreement terms will weaken/disappear when all flexibilities are handed individually to companies – not in the interests of employers to belong to an employers' federation
- Bringing the export model into the law means in practice that only export unions negotiate – the whole negotiation system will crumble, wage differences in sectors are locked, the national conciliator's hands are tied in advance

## LIMITATION ON THE RIGHT TO INDUSTRIAL ACTION

- Limitations on right to industrial action already in autumn 2023 – limits protests against other weaknesses
- Increased level of compensatory fines for unions for unlawful industrial action, also threat of employee penalty payments
- Political industrial action limited to protests lasting no longer than one (1) day
- Solidarity action to be limited – solidary action not possible in some sectors, makes it easier than earlier to weaken employment terms

## CUTS TO UNEMPLOYMENT SECURITY

- Requirement for earnings-related unemployment security to be extended to 12 months and linked to euros earned – weaker opportunities for earnings-related unemployment security
- Staggering of unemployment security – cut by 20% after 8 weeks and by 25% after 34 weeks
- Position of older employees will weaken –abolition of age-related benefits of unemployment security
- Increase in own liability for unemployment security from five to seven weekdays
- Abolition of exempt amounts of unemployment security – no gigs while unemployed and direct cut to unemployment security of part-timers
- Abolition of unemployment security increment for children – increased child poverty
- Abolition of alternation leave system and adult education benefit
- Restoration of phasing of holiday compensation – moved to start of unemployment security