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Concerning situation at Poczta Polska

Given the alarming situation in Poczta Polska, brought to our attention by the Poczta Polska affiliated trade unions, I am writing to express my deep concern regarding the current state of social dialogue and collective bargaining within Poczta Polska.

- Dismissal of worker representatives from decision-making bodies of Poczta Polska (Supervisory Board and Management Board).

The General Assembly of Poczta Polska of 12 August decided to dismiss two members, elected by the staff, of the Supervisory Board. The trade unionists called it "a blow to the democratic model of management and participation of employees in strategic decision-making for the future of Poczta Polska". Additionally, a representative to the Management Board, elected by the staff, was suspended. Currently, Poczta Polska workers do not have any representatives in the management bodies of Poczta Polska.

- Termination of the Collective Labour Agreement.

The Collective Labour Agreement will cease to apply from 28 February 2025, when the six-month notice period expires. This means that additional bonuses, special allowances, employment guarantees or holidays, which have so far been guaranteed to employees by the Agreement, will disappear. Until now there has been no positive signal by Poczta Polska to start genuine negotiations of a new agreement and trade unions feel there is a lack of reliable information about the situation of the company and managerial plans for the future. This is a unique situation whereby one of the biggest employers in Poland with more than 60,000 employees could operate without any collective agreement for the workers.

- Announcement of massive layoffs in the company.

A programme of voluntary employment termination has been launched in the last days. The first announcement of such massive restructuring covered approximately 9300 people till the end of this year, i.e. about 15 percent of the staff. Poczta Polska trade

unions called a strike referendum which received a majority positive vote from workers. 96% of workers who participated in the strike referendum were in favor of organizing the general strike in Poczta Polska with the following main demands: no layoffs and an increase of salaries to a decent level. Currently, more than 90% of workers of Poczta Polska receive a salary at the minimum wage level.

As Poczta Polska plays a crucial role in the daily lives of millions of Polish citizens, it is imperative that the current state of social dialogue de-escalates and that the working conditions of its employees are maintained at the highest standards. Recent reports of management bodies' members suspension, announcement of layoff plans, and termination of the applicable Collective Labour Agreement, indicate a growing dissatisfaction with the current state of social dialogue. These issues not only affect the morale and working conditions of the workers but also have the potential to impact the quality of service provided to the public as well as the public opinion regarding the postal service.

I urge you to take immediate and effective measures to address these concerns. Some steps that should be considered include:

- Reinstating the suspended elected worker representatives to the Supervisory Board and the Management Board: Enabling worker representation in the decision-making bodies of Poczta Polska is a prerequisite to engage in democratic social dialogue and to enable worker participation in strategic decision-making for the future of Poczta Polska.
- Engage in genuine collective bargaining with the representative trade unions: Ensuring the extension of the applicable Collective Labour Agreement will guarantee the respect of acquired rights and engaging in effective social dialogue with a transparent timeline for the negotiation of a Collective Labour Agreement are preconditions to ensure that a major Polish employer operates within the traditions and established collective bargaining practices to involve workers in information and consultation on the situation of the company and managerial plans for the future.
- Consider worker demands and avoid industrial action: Allowing genuine worker representation and information and consultation procedures to negotiate the announced layoffs, and effective collective bargaining on wages and working conditions is a critical requirement to achieve an increase of salaries to a decent level for postal workers in Poland.

I believe that by addressing these issues, Polish Post can foster a more positive social dialogue framework to re-engage in genuine and democratic collective bargaining that postal workers are entitled to, ultimately benefiting both employees and customers as well as the image of Poczta Polska vis-à-vis the general public and its business partners.

Thank you for your attention to this matter. Polish postal trade unions look forward to seeing positive developments on the alarming situation in Poczta Polska in the near future.

Yours sincerely,



Oliver Roethig
Regional Secretary

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