



To the Presidents of the V4 countries

KOZ SR, CMKOS,  
OPZZ, Solidarnosc, FZZ

Budapest, 29 April 2020

Dear Colleagues of the V4 Countries,

As we have mentioned earlier two new measures were introduced by the Hungarian Government that are unacceptable for the Hungarian trade unions.

1. The 104/2020 (10. 04) Government Decree give all power to the employer to unilaterally order a 24 month long working time frame, while prohibiting any derogations by collective agreements.

This measure complements the previous Government Decree on the measures “to mitigate the Covid-19 impacts on national economy” (18. 03), which suspended the provisions of the Labour Code „for the period of state of emergency” – making employees vulnerable and repealing collective agreements. The change of the Labour Code was made with the argument "to make employment regulations more flexible, in order to facilitate future agreements between employers and employees.”

This decree entered into force on 11 April.

2. The Hungarian government intends to outsource the employees of libraries, museums, archives, community cultural centers, theaters and orchestras from the public employee status. According to the draft, the amendment would change the public servant status, which has existed since 1992, of approximately 20 000 employees from 1 November 2020 without prior negotiations with the trade union confederations that represent employees in these fields and without substantive consultations with the sectoral unions that are present in these areas.

The bill was discussed in the Parliament on 21 April and they will vote about it soon.

Both of the moves came unexpected, in a particularly cynical way, on the evening of Good Friday, without any consultation with unions.

Neither the procedure nor the intention are unacceptable and unjustified especially now, at the time of the coronavirus epidemic, when due to the public health situation the trade union and social capacity is more limited as every organization is trying to limit the number of their meetings to the minimum level.

On behalf of the Forum for the Co-operation of Trade Unions - (SZEF), the Hungarian Trade Union Confederation (MASZSZ) and the Confederation of Unions of Professionals (ÉSZT), would kindly ask you to send us a support letter.

Kind regards

László Kuti  
President  
ÉSZT

László Kordás  
President  
MASZSZ

Csaba Csóti  
President  
SZEF