

To  
Jan Willem Goudriaan  
EPSU  
General Secretary

Dear colleague,

I hope that you are doing well and safe in these difficult times and I hope that you enjoyed the Holliday's.

We are writing to ask for your support and immediate action regarding a problem that we are facing with our Government.

The trade union of UPOZ and the Government of North Macedonia after almost two years of negotiations, on February 6th 2020 signed a Branch Collective Agreement for the workers of the State administrative bodies, Professional services of the Government of the Republic of North Macedonia, the Courts, the Public prosecutors office, The Penitentiary institutions, the State attorney office, the Municipalities, the City of Skopje and the municipalities of the city of Skopje, Agencies, Funds and other bodies established by the Assembly of The Republic of North Macedonia.

This Branch Collective Agreement covers 27000 workers from the above mentioned institutions and it's signing is a great success for our trade union because the last branch agreement for these workers was signed 25 years ago.

With the signing of the Branch Agreement we've upgraded a lot of workers' rights and we managed to bring back some rights that the workers from the administration lost with the austerity measures from 2009. One of those rights is the right to annual leave allowance which the workers from the private sector and other public sector institution are receiving every year only the administrative workers were not entitled to it.

Paragraph 1 of article 21 of this Branch Collective Agreement it states that: The employee has the right to recourse for annual leave in the amount of at least 150 euro net, provided that the employee has worked for at least six (6) months in the calendar year at the employer. Paragraph 2 of the same article states that: The annual leave shall be paid once a year, and no later than the end of the current year.

We were negotiating with the Government to find a mutual solution to the problem, but at the end of every meeting we were edging further apart and during the negotiation we faced "threats"

that the Agreement will be unilaterally annulled by the Government and that the administration workers do not deserve to receive the annual leave.

To add salt to the wound the employees and the Ministry of interior affairs signed an agreement with which these employees (also from the public sector as us) will receive a bonus salary for 2017, 2019 and 2020 (Budget funds), and the Government is asking all of the employers from the private sector to pay the annual leave alliance for their employees which is very hypocritical.

Having all of the above in mind we are asking you to reach out to the Government of North Macedonia and to indicate to them that their actions are suspending the social dialogue and suspending the collective bargaining and by not complying to the signed Branch collective agreement they are suspending basic workers and human rights and also to point out that the Government is obliged to adhere to the signed Branch Collective Agreement.

We would very much appreciate if you can send the letter of protest at your earliest convenience to: [cabinet@primeminister.gov.mk](mailto:cabinet@primeminister.gov.mk); [cabinet@mioa.gov.mk](mailto:cabinet@mioa.gov.mk).

Please contact us if you need any additional information.



President  
Peco Grujovski