

Estonian Transport and Road Workers' Trade Union (ETTA)

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We represent: bus drivers, truck drivers, ambulance drivers, road construction, telecom, logistics (warehouses), civil aviation (ground), communal

78 departments (subsections)

6 paid workers: 2 coordinators, lawyer, finance, assistant

3 regional offices: Tallinn, Tartu, Pärnu, open 5 days a week



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Business Trip vs Posted worker

Two different situations:

→ The employee is on a business trip if the employer sends him/her to carry out work tasks in a location other than the regular workplace

→ A posted worker is a physical person who usually works abroad under an employment contract and who is posted to Estonia by the employer to provide the service during a specific time period.



Per diem vs remuneration

Two different situations:

- Employer may send an employee outside the place of work prescribed by the employment contract
- Business trip max 30 days
- Employee has the right to demand compensation for expenses
- If business trip is abroad, an employee also has the right to demand daily allowance, 22,5 – 50 eur



Supervision is done by Estonian Labor Inspectorate

Three aspects of inspection procedure

- Are employees notified about working conditions?
- Are the employees posted workers?
- Are the conditions of salary met?
- Otherwise the supervision is done by local

authorities



Posting of Workers in Estonia

Differences in regulation:

- Per diems max 50 € tax free
- Minimum per diem 22,50 € if accomodation, travel costs and at least 3 meals are covered

What we expect from government / EU:

- Clarity on whether posting regulation applies to transport workers or not
- If posting regulation does not apply then alternative regulation
- Better regulation of social dialogue especially on sectoral level and tripartite SD



Notifications to Estonian Labor Inspectorate from 17 December 2016

Notifications till 17 October 2017

→ 242 posted workers notifications of 873 employees in total

→ Notifications from LV: 135 (394 employees)

→ Notifications from LT: 38 (135 employees)

→ Notifications from PL: 19 (253 employees)



Challenges and possible solutions to problems in public transport

- bidding low in public procurements – Trade Union actions and getting better terms from Road Admin.
- “schemeing” with paying salaries – making these schemes public, disputes, (labour) court practice
- rental workforce and atypical work relations – improvement of laws and inspection of rental firms in cooperation with labour inspectorate etc.
- companies with no ETTA representation – better coverage with trade union to ensure fair competition
- extremely high age of workers – better image of the sector and work, better salaries



Challenges and possible solutions to problems in freight transport

- sector is fractured, fluctuation of personnel – work on EU level, better regulations
- lots of black economy – good cooperation with employers' union, Estonian Tax and Customs Board, Labor Inspectorate, Road Administration
- poor conditions on the road side – EU regulations, cooperation with ETF, Ministry of Economic Affairs and Communication
- basis of paying salaries – ETTA's legal assistance and cooperation with labour inspectorate
- tight competition between employers – cooperation with employers' union, better regulations for example minimum wage agreement for truck drivers

Thank You! Any questions?

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