

Agreement concluded in Płock

Guided by the principle of respect for rights and views, striving to maintain mutual trust, caring for a positive image of the Parties and reaching a compromise, we sign the Agreement, so that decent work becomes an inalienable good of the residents of our city, and good cooperation between the Parties is an inspiration to take further actions for the development of employees.

PARTNERSHIP AGREEMENT

negotiated within the framework of the project entitled: "Schemes for Social Dialogue for Decent Work in the Public Sector at the Local Government Level" carried out jointly by the National Commission of NSZZ Solidarność and the Union of Polish Cities, as well as the Norwegian Union of Municipal and General Workers, and the Norwegian Confederation of Municipal and Regional Workers

concluded..... in Płock

between: Region Płock NSZZ Solidarność represented by:

Andrzej Burnat - Chairman and

Stanisław Szkopek - Deputy Chairman

and the Municipality of Płock represented by:

Andrzej Nowakowski - President of the City of Płock

and the Employers' Party represented by

1.

2.

hereinafter referred to as the Parties.

§ 1

The terms used in this Agreement shall mean:

Social partners - is a term widely used throughout Europe to refer to representatives of employers and workers (employers' organisations and trade unions).

Social dialogue - all forms of negotiation, consultation or exchange of information between the representatives of the Parties for decent work at local level.

Agreement - a document confirming the agreed terms of rights and obligations of the Parties.

Consultation - exchange of views and establishment of dialogue between the Parties.

Negotiation - action taken by the Parties to reach an agreement that will result in agreed positions.

Collective agreement - an act of intra-company law usually extending the rights of employees arising from the employment relationship in comparison with generally applicable provisions of labour law.

Psychosocial risks - risks resulting from poor work planning, poor work organisation and management and from an unfavourable social environment at work; they can lead to negative psychological, physical and social consequences such as work-related stress, burnout or work overload.

Mobbing - actions or behaviour concerning an employee or directed against an employee, consisting of persistent and prolonged harassment or intimidation of an employee, causing an employee's appraisal of his/her professional usefulness to be lowered, causing or intended to cause humiliation or ridicule of an employee, isolating him/her or eliminating him/her from his/her team of co-workers.

§ 2

Aims

The aim of the Agreement is to increase the quality of social dialogue in the public sector for decent work at the local level in Płock, including the development of effective communication and cooperation between social partners and local authorities.

The Parties undertake, in particular, to:

1. to provide information (in paper or electronic form) necessary to conduct consultations and undertake possible negotiations. The information should be provided in time to allow them to familiarise themselves with the issue or problem.
2. Carry out consultations and enter into possible negotiations:
 - a. at a time, in a form and to an extent that allows action to be taken on the issues covered by the consultation,
 - b. depending on the subject of the discussion at the appropriate managerial level,
 - c. in a manner that allows the meeting to take place,
 - d. with a view to reaching an agreement.
3. conclude Collective Agreements for the protection of employees' working conditions and open to new challenges in the working environment.
4. to hold meetings with workers on relevant issues of their workplace at the written request of either party.
5. to enable employees to participate in training organised by the Parties on a secondment basis with their right to remuneration.
6. to take joint action to prevent and eliminate mobbing and other psychosocial risks.
7. to inspire employees to improve their qualifications, including digital competencies and others in response to the changing needs of the labour market.
8. to promote the Agreement and the results of its implementation.

§ 3

Subject of the Agreement and obligations of the parties

1. The subject of this Agreement is to regulate the elements related to the social dialogue (tripartite) on the local level in Płock.
2. The Agreement determines the principles of cooperation between the Parties.
3. The Parties undertake to cooperate in the implementation and achievement of the objectives of the Agreement. 4.

4. Meetings of the Parties will be held at least once a year.
5. In the third quarter of a given year a meeting will be held at a time allowing the Parties to familiarize themselves with the planned budget of the city for the next year and submit any proposals for changes.
6. Minutes of the above-mentioned meetings will be drawn up. The minutes shall be submitted for the approval of each Party within 7 days from the date of the meeting.
7. Representatives of all Parties shall be obliged to participate in the meetings.

§ 4

Methods of implementation

1. The parties shall inform each other of the need to hold a meeting on a particular matter and carry out consultations not less than three working days before the scheduled meeting.
2. The parties shall prepare and then provide the necessary information on the substance of the problem subject to consultation.
3. Each Party shall receive by e-mail its own set of information.
4. Information subject to confidentiality must not be disclosed to persons other than the Parties to the Agreement.
5. If it is not possible to transmit the information in electronic form in time to consult the documents and prepare for consultations, the Parties shall prepare the information in paper form.
6. Persons to contact in regard to the implementation of the Agreement are:

from the side of Płock Region NSZZ "Solidarność"

Chairman and Deputy Chairman of the Board of the Płock Region NSZZ "Solidarność",

on the part of the Employers:

- 1.
- 2.



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from the Municipality of Plock:

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§ 5

The Agreement is concluded for an indefinite period of time.

§ 6

The Agreement may be terminated by either Party at three months' notice.

§ 7

The Parties may not transfer the rights and obligations arising from this Agreement to other entities.

§ 8

Any amendments to this Agreement must be made in writing or else they will be null and void.

§ 9

The parties will endeavour to amicably resolve any disputes arising in connection with the implementation of this Agreement.

§ 10

The Agreement has been prepared in three counterparts, one for each Party.



President of the City of Płock

Region of Płock NSZZ "Solidarność"

Employers