

APPENDIX 4

Training For the Implementation of Information & Consultation Directive In Budapest

Hungary - Outputs:

Construct a company and employee Handbook for agreement with and presentation to management at Dreher Beer.

Disseminate the legal information from EDOSZ and ICE information to all trade union representatives in the company. Develop channels of communication with management for benefit of both.

Company and employee handbook to be developed by the Joint Committee of Employer, Employee and Trade Union at Pepsi.

Improve the communication within the trade union on site as a first step to improving communication with employees and management. By using the Noticeboards to fill with TU information and learning to communicate with members.



Training For the Implementation of ICE Directive In Budapest



Improve the communication between the managers and TU for forthcoming wage negotiations. Request email for TU stewards first. Then review the current company information bulletins and collate into smaller, manageable and more understandable chunks of information for workers. Raise the suggestion of TU putting together a company handbook.

Request from management a more efficient implementation of written information. This crucial as a merger is taking place and information is slow and patchy. Review the TU information too as this could be more efficient. Review the collective agreements for the merger.



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Training For the Implementation of ICE Directive In Budapest

Request meeting with management to review the process for wage bargaining, which will begin soon. Currently the information flow and quality of information poor.

Trade union to improve its communication with employees by email and increase the database information to be used for recruitment of new members.



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The new company news bulletin is a management initiated document from topics to content. TU to raise the issue at Works Council of including TU initiated topics and content for employees. Show there is a sharing and openness across the company.



To improve the communication and information flow on collective bargaining. Present the ICE information to HR and managers and propose a way forward which will be debated and agreed by both sides.