Social partnership in labour sphere: lecture 2

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Lecture 2. Issues:

Concept, content and structure of collective contract and agreement (further CC and CA). Development order, conclusions and alterations of CC and CA. Period and sphere of validity CC and CA. Order of advice registration CC, CA. Abidance control CC, CA. Responsibility for legislation abuse about social partnership (SP).

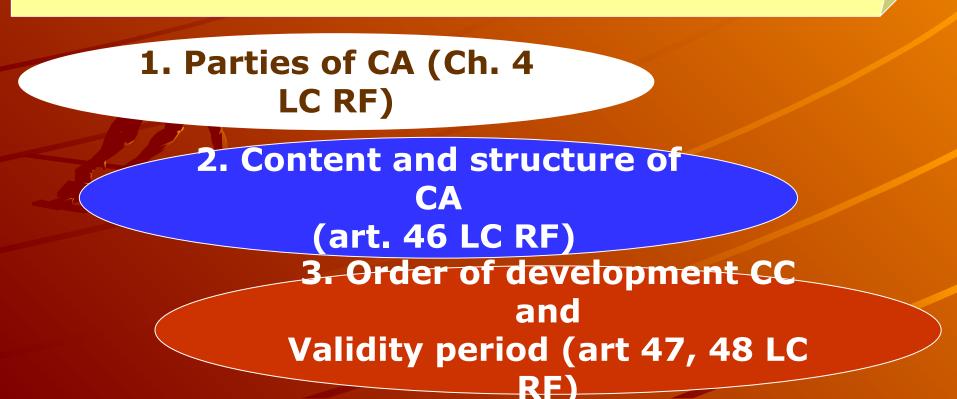
Collective contract – legal act, regulates social-labour relations in organization or individual entrepreneur and is formed by employees and employer in the person of its representatives (art. 40 LC RF).

1. Parties of CC (Ch. 4 LC RF)

2. Content and structure of CC (art. 41 LC RF)

3. Order of development CC and period of validity (art. 42, 43 LC RF) <u>Agreement</u> – legal act, regulates social-labour relations

and forms general principles of regulation connected with economical relations, formed between Plenipotentiaries of employees and employers at federal, inter-regional, regional, branch (inter-branch), and territorial levels (art. 45 LC RF).



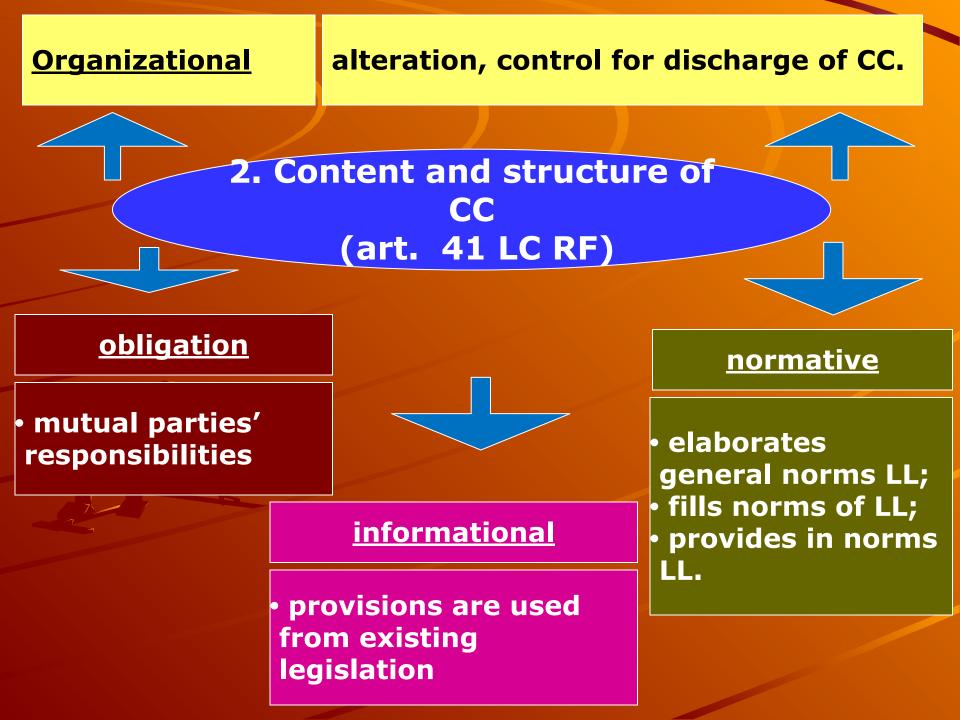
Content of CC is agreed provisions by parties (covenants), appealed to regulate ...relations (O.V. Smirnov, I.O. Snigireva)

2. Content and structure of CC (art. 41 LC RF)

forms, systems of labour remuneration employment, re-education, conditions of release

working hours and rest period

improvement of terms and labour protection, other issues





2. Types of agreements (art. 45 LC RF)

<u>General</u> – sets general principles of Regulation in social–labour and connected with them economic relations at federal level

Inter-regional – ...two and more subjects of Russia

Regional - ...at subject level of Russia

<u>Branch (inter-branch)</u> – sets general labour remuneration, guarantees, compensations and benefits to employees of branch (branches)

<u>Territorial</u> - ...municipal education

other agreements

2. Types of agreements (art. 45 LC RF)

"General agreement between general Russian trade unions, General Russian employers unions and Government of the Russian Federation for 2008 - 2010"

"Branch agreement of organizations rocket-cosmic industry of the Russian Federation for 2011 - 2013" (adopted by Trade union of employees of general mechanical engineering, Ruscosmos 20.09.2010)

"Udmurt republican trilateral agreement between Government of Udmurt Republic, republican Employers Unions and Trade unions Federation of Udmurt Republic for 2010 - 2012" (concluded 26.11.2009)

Responsibilities of parties of social partnership (Chapter 9 art. 44-45 LC RF)

Types of responsibility:

Disciplinary, material

Civil-law

administrative

criminal

<u>Employer or representative</u> <u>person takes</u> <u>the responsibility</u>:

For deviation from participation in negotiations – art. 5.28 KoAP RF from 1 to 3 thousands roubles; For not providing information - art. 5.29 KoAP RF from 1 to 3 thousands roubles; For unfounded refuse from collective agreement, agreements -Art. 5.30 KoAP RF From 3 to 5 thousands robles

Scientific literature:

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Nurtdinova A.F. Collective-agreement regulation of labour relations in modern Russia. M., 1998