

Article 54

The employer is obliged to request and consider the opinions and suggestions of trade unions before making a decision of great importance for the professional and economic interests of employees, layoffs due to technological and economic, restructuring and other changes, the systematization of jobs, etc..

In the cases referred to in paragraph 1 of this Article, the employer is obliged to promptly, but not later than five days prior to the meeting, notice representatives of Trade Union at the appropriate level in order to attend meetings of the bodies to which the employer is considered the opinions and suggestions, and decision-making is essential to professional and economic interests of employees.

Article 55

The employer shall annually inform the trade union at an appropriate level about:

- Operating and financial results of the company at the annual level;
- Development plans, their influence on employees and plans of changing in wage policies;
- The planned introduction of technological, economic and structural changes, and the program realization of the rights of employees which work is no longer needed;
- List of employees, their working positions and qualification structure;
- Total calculated gross and net wages paid, including contributions for social insurance and the amount of the average wage at the employer;
- Recorded occupational injuries and taken security measures and safety at work;
- Achieved overtime.

Član 54

Poslodavac je dužan da zatraži i razmotri mišljenje i prijedloge sindikata prije donošenja odluke od bitnog značaja za profesionalne i ekonomske interese zaposlenih,

otpuštanja zaposlenih usljed tehnološko-ekonomskih, restrukturalnih i drugih promjena, sistematizacije radnih mjesta i dr.

U slučajevima iz stava 1 ovog člana poslodavac je dužan da blagovremeno, a najkasnije pet dana prije održavanja sastanka, obavijesti predstavnika sindikata na odgovarajućem nivou radi prisustvovanja sastancima organa poslodavca na kojima se razmatraju dostavljena mišljenja i prijedlozi, i donose odluke od bitnog značaja za profesionalne i ekonomske interese zaposlenih.

Član 55

Poslodavac je dužan da jednom godišnje informiše sindikat na odgovarajućem nivou o:

- ostvarenim poslovno-finansijskim rezultatima poslovanja na godišnjem nivou;
- razvojnim planovima, njihovom uticaju na položaj zaposlenih i planiranim promjenama u politici zarada;
- planiranom uvođenju tehnoloških, ekonomskih i restrukturalnih promjena i programa ostvarivanja prava zaposlenih za čijim radom prestaje potreba;
- spisku zaposlenih, njihovom radnom statusu i kvalifikacionoj strukturi;
- ukupnim obračunatim bruto i isplaćenim neto zaradama, uključujući i doprinose za obavezno socijalno osiguranje i visini prosječne zarade kod poslodavca;
- evidentiranim povredama na radu i preduzetim mjerama bezbjednosti i zaštite na radu;
- ostvarenom prekovremenom radu.