



Republican Workers' Union ( RSR )

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**The Union is its members!**

**Membership in the union pays off!**

**Stand up for yourself!**



Republican Worker’s Union (RSR) brings together members from over a hundred companies in various industries in the Republic of Croatia in the public, private, and state sectors.

We are a non-partisan representation of employees in the public, private, and state sectors based on voluntary membership. We represent the interests of members: employees, interns, employees on maternity, paternity, and parental leave, students, and retirees. The most represented members come from the information and communication sector, postal services sector, security sector, agriculture, forestry and related activities sector, banking and insurance sector, gaming sector, communal services sector, education sector, and others.

We are independent of employers, political parties and the government in our financing and activities.

**Our mission** is to protect workers' rights through quality collective agreements, electing responsible representatives to workers' councils, and running the Union based on principles of justice, equality, solidarity, and well-being of all members.

**Our vision** is to be a Union that will provide its members with a high level of protection of their rights and be a worthy representative in protecting for their interests.



**We represent your interests**

	<i>Solidarity</i>	<i>Community</i>	<i>Dignity</i>	<i>Protection</i>	
<i>Workers</i>	<i>Family</i>	<i>Focus on people</i>		<i>Common good</i>	<i>Democracy</i>
	<i>Equal opportunities</i>	<i>Property</i>	<i>Social partnership</i>	<i>Pluralism</i>	
<i>Transparency</i>		<i>Proactivity</i>	<i>Constructiveness</i>	<i>Livelihood</i>	
	<i>Quality organization</i>	<i>Dialog</i>		<i>Principles</i>	<i>Values</i>

As a Worker’s Union, we support the improvement and maintenance of our social and healthcare system.

We provide education to members of workers' councils, union representatives, and worker representatives for occupational health and safety.

Membership in the Workers’ Union strengthens the union movement and makes an important contribution to decent working conditions and fair wages!

## Your collective agreement

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Collective bargaining is one of the most important responsibilities of the Union. The main goals are adequate wages, financial benefits for members and safe working conditions.

Your collective agreement largely determines the growth of your salary and other worker's rights. RSR negotiates about fifteen collective agreements annually.

Many workers' rights that are considered common today are part of collective agreements:

- + Christmas bonus,
- + Easter bonus
- + Eight-hour workday,
- + Paid overtime,
- + Minimum wage,
- + Right to paid vacation and sick leave,
- + Jubilee award,
- + Gift on St. Nicholas Day for children,
- + Reimbursement of commuting costs and reimbursement of travel expenses,
- + Compensation for field work
- + Holiday pay
- + Severance pay upon retirement,
- + Education for the needs of union work, etc.

## Loans and financial aid

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We provide our members with various union loans, as well as non-refundable financial assistance through the solidarity fund at important moments in life:

- + for the birth or adoption of a child,
- + for a member's longer sick leave,
- + in the event of a member's or immediate family member's death,
- + in the case of a natural disaster affecting a member,
- + difficult financial situation of the member,
- + for a family member's illness,
- + medical rehabilitation in special hospitals,
- + for the purchase of medications and similar circumstances.



Union members can always count on a strong partner when they have a legal issue in the workplace.

### **Legal advice and protection**

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Legal advice and protection are provided to each member by upon the Union.

Legal advice is primarily related to work but also to retirement. Significant advice and assistance are provided in finding new employment.

Legal protection is effective for all legal disputes directly related to your employment relationship and not contrary to any union principle. As a Union member, you benefit from unique forms of workplace protection. You are entitled to assistance if you are affected by workplace harassment, abuse or discrimination.

**We provide all members with free legal assistance**, legal advice, comprehensive legal protection and representation before competent labor courts in the Republic of Croatia.

**So far, all of our court cases have been ended in favor of the workers!**

### **Support and Services**

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Employees in troubled economic sectors are often negatively affected by economic changes, and we help members in extraordinary situations.

#### **Advice and/or assistance:**

-  support for the unemployed,
-  special assistance in extraordinary situations that have arisen without their own fault,
-  additional education and/or retraining,
-  support during industrial actions for members on strike or lockout,
-  advice on retirement issues.

### **Information**

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**The RSR website** offers up-to-date labor law information and various benefits to members and potential new members.

More information is available at: <https://rsr.com.hr/pogodnosti/>

**“Glasnik RSR”** - a Union newsletter for members regularly delivers top-quality information directly to your home.

More information is available at: <https://rsr.com.hr/sindikalni-list/>



#### **Other communication channels:**

- + Email [rsr@rsr.com.hr](mailto:rsr@rsr.com.hr)
- + Intranet
- + Phone calls
- + Direct mail (letters)
- + Leaflets, brochures
- + Face-to-face communication
- + Media announcements

## **BENEFITS OF YOUR UNION MEMBERSHIP**

### *Additional membership benefits*

Thanks to membership in the Union, members have access to many other special arrangements in their free time in agreement with the Union.

#### **Benefits**

Membership benefits include:

- + access to recreational and sports facilities at a reduced price,
- + discounts on purchase of train tickets,
- + discounts for supplemental health insurance,
- + discounts for car insurance,
- + discounts for cultural events,
- + union accommodations for vacation, excursions, and trips,
- + special holiday offers with a discounts.

Current information about membership benefits is available at: <https://rsr.com.hr/pogodnosti/>

## **YOUR MEMBERSHIP FEE**

The only source of funding for the Union is membership fees paid by members.

The structure of members includes:

- + employed members,
- + unemployed members,
- + secondary membership (in addition to primary membership in another union),
- + members on maternity, paternity and parental leave,
- + members on long-term sick leave
- + members on unpaid leave,
- + retired members,
- + members working on a fixed-term basis,
- + members working on the basis of a contract for a specific task.

## JOIN THE UNION!

### Become a member of the Union if you want:

- ✚ to be officially employed and receive a regular and fair wage for your work,
- ✚ to be paid for overtime work,
- ✚ to have the right to annual leave,
- ✚ to have your employer pay contributions for pension and health insurance,
- ✚ that your employer pays contributions for pension and health insurance.
- ✚ to have better working conditions,
- ✚ to have access to free legal assistance if needed.

The membership application form is available at:

<https://rsr.com.hr/wp-content/uploads/2023/01/Pristupnica-i-lzjava-RSR.pdf>

**Unity strengthens us and gives us better negotiating positions.**

**Become a member because with the help of the Union you can protect and improve your rights.**

