



Ministerstwo
Edukacji Narodowej

The rules of cooperation with the trade unions in Poland



Legal basis that establishes the rules of cooperation of the Minister of Education with the trade unions that unite teachers:

- The Trade Unions Act – it defines the general rules of functioning of the trade unions, like the procedure for issuing an opinion on a draft legal acts
- The Act on the Social Dialogue Council and other institutions of the social dialogue – it defines, among other things, the term of the representative trade union in a social dialogue



Legal basis that establishes the rules of cooperation of the Minister of Education with the trade unions that unite teachers:

- The Teacher's Charter – in its Article 4 it obligates to establish the rules of cooperation between the government/local government bodies and the trade unions in the field of education, as well as submit the regulations and ordinances predicted in this act for approval of the trade unions that unite teachers
- Possible ordinances of the Minister of Education regarding other forms of cooperation (in accordance with the regulation on Work of the Council of Ministers, accepted by the Prime Minister), for example, to appoint working groups.



Issuing an opinion on a draft legal acts

In accordance with the Trade Unions Act, the government administration bodies give draft legal acts to the appropriate statutory authorities of the union, determining the deadline for presenting the opinion, but not shorter than 30 days.

The deadline can be shortened to 21 days because of the important public interest.

Shortening the deadline requires a special justification.

Not presenting the opinion in a determined deadline is considered resignation from a right to present it.



Representative trade unions

In accordance with the Act on the Social Dialogue Council and other institutions of the social dialogue there are three registered representative trade unions:

- national trade unions (NSZZ „Solidarność”),
- national federations of trade unions (OPZZ),
- national inter-union organizations (Forum Związków Zawodowych).



The cooperation with the trade unions that unite teachers in accordance with the Teacher's Charter

In accordance with the article 4 paragraph 1 of the Teacher's Charter the rules of cooperation on the field of education between the government administration bodies (local government administration bodies) and the trade unions that unite teachers that aren't defined in the Trade Unions Act, are defined in the agreements concluded between the government administration bodies (local government administration bodies) and the appropriate bodies of the unions.



The cooperation with the trade unions that unite teachers in accordance with the Teacher's Charter

In accordance with the article 4 paragraph 2 of the Teacher's Charter the regulations and ordinances predicted in this act have to be submitted for approval of the trade unions that unite teachers (all the unions – not only the representative ones). It means that the minister is obligated to give the content of the implementing act of the act under the reconciliation process in order to reach a common position. Currently there are 16 registered trade unions that unite teachers.



Other forms of cooperation with the trade unions

In the Ministry, there is a working group for the teachers' professional regulations appointed by the Minister of Education, in accordance with the Council of Ministers Act.

The group consists of the representatives of the government, the representative trade unions and the local government organisations.