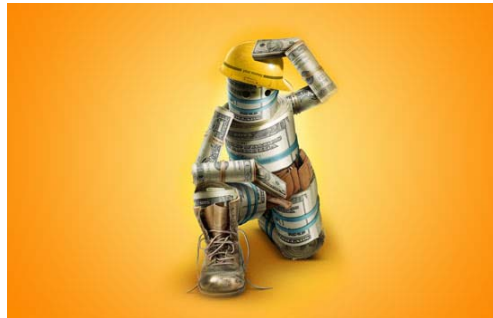


DO NOT GET HOOKED!
WE HAVEN'T
THAT IS WHY YOU SHOULD JOIN US

SS BOFOS EXISTS FOR YOU AND PROTECTION OF THE FOLLOWING
RIGHTS:



- EIGHT HOURS WORKING TIME
OR REGULATED FLEXIBLE WORKING HOURS
 - PAID OVERTIME
- LEGAL WORK AND REGULAR WAGE
 - VACCATION
- DECENT WORK AND DECENT LIFE

8 hours of work

8 hours of leisure time

8 hours of rest



8+8+8 = is a formula of decent work and decent life

8+8+8= is a formula that male and female workers organized in unions in time
have achieved struggling

MAY 3X3 NOT BECOME UTOPIA!!!

LEASURE TIME

It is a fact that many employees use their leisure time to accomplish their working tasks or they do not have it at all. Some of us even have two jobs in order to provide their families for. We are living in times where the idea of success is directly connected with money. We are served stories that every worker is replaceable and if he/she doesn't want to work in compliance with work rate and employer's demands there is always someone else who will accept such a job willingly.

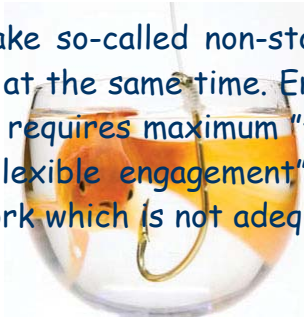


Do not get hooked!

Ask yourself what it is worth for to be successful if one is not happy. Leisure time is not a luxury. It is a right. Besides a part of our life we spend working each of us needs some time filled with family and social activities and personal interests.

REGULATED FLEXIBLE WORKING TIME

Many employers want to make so-called non-stop services to their clients and to decrease labour cost at the same time. Employees are served a story about a nature of work that requires maximum "flexible" engagement. When speaking about "maximum flexible engagement," employers usually have in mind slave-like, exhausting work which is not adequately paid i.e. work of 8+xy working hours.



Do not get hooked!

Regulated flexible working time means employment with part time work regulated by labour contract that is acceptable for both employer and worker. Trade unions of the 21th century as SS BOFOS is advocate flexible working time known in organized countries i.e. working time that employees can organize themselves and which offers them an opportunity to harmonize work with family obligations contributing at the same time to their better motivation and devotion to work.

PAID OVERTIME

Here is a familiar situation - it is evening and working time was finished long ago. Employees look at their watches but do not dare to leave the company before their colleague or boss who stay at work the whole day. One can never know, maybe there will be some consequences...

Don't get hooked!

It is a legal right of every employee to leave a company after his working time expires. Overtime can last no longer than eight hours a week or four hours a day per employee. The employer has to produce an individual decision in writing on introduction of overtime and to pay overtime by an increased amount.

**DO NOT GET HOOKED!
JOIN US**

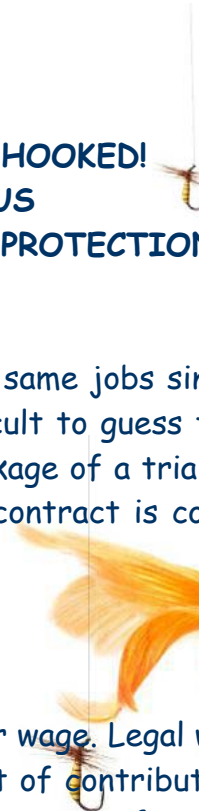
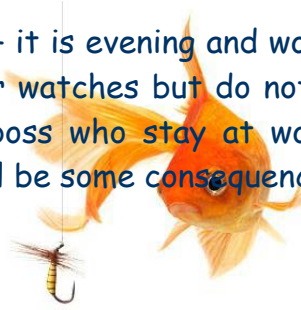
SS BOFOS EXISTS FOR YOU AND PROTECTION OF RIGHTS TO:

LEGAL WORK AND REGULAR WAGE

Some companies advertise cyclically the same jobs since they can in no way find a worker they need. It is not difficult to guess that this is an already tested employer's tactics to offer a package of a trial work + minimum wage with an explanation that before labour contract is concluded work abilities of a future worker should be tested.

Do not get hooked!

You have a right to legal work and regular wage. Legal work means registered work, one that is not illegal, and payment of contributions to social security system. Employers often misuse the institution of trial work using working abilities check as an excuse. Trial work can last up to six months, but during that period a worker has all rights as if employed on a permanent basis.



VACCACTION

You were told: "If you go on vaccation now there will be nobody there to work." Vaccation has become a luxury because employers in many cases do not issue a decision on vaccation in writing. Employer approves a right to vaccation orally and there is also a practice that employees instead of being approved to go on the first part of vaccation that lasts at least three working weeks can do that for a week and in parts.

Do not get hooked!

The Labour Law foresees that employee acquires a right to vaccation after six months of permanent work; its duration is defined by a general act and a labour contract but is no shorter than 20 working days. If an employee takes vaccation in parts, the first part should last at least three working weeks in one calendar year and the second one should be taken by June 30 next year. An employee should be given a decision on vaccation in writing 15 days latest prior to a vaccation starting date.

SS BOFOS EXISTS FOR YOU AND TO PROTECT YOUR RIGHT TO DECENT WORK AND LIFE

Decent work as an idea and as a goal was introduced and promoted by the Internation Labour Organization (ILO) in 1999. It consists of four components:

- 1) Employment
- 2) Workers' rights
- 3) Social protection
- 4) Social dialogue

Decent work is based on conviction that all four components are necessary for creation of conditions and future for social progress and development.

**Autonomous Trade Union of Employees in Banks, Insurance Institutions
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SS BOFOS**

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