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# Institutul Național de Cercetare Dezvoltare pentru Fizică și Inginerie Nucleară Horia Hulubei

Strada Reactorului nr.30, București-Măgurele, Ilfov, CP MG-6, cod poștal 077125

Telefon: 021 404 2301 | Fax: 021 457 4440

[dirgen@nipne.ro](mailto:dirgen@nipne.ro)

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*Dear colleagues,*

In the meeting of the IFIN-HH Board of Administration of 09.06.2022 and of the IFIN-HH Board of Directors (in extended membership) of 14.06.2022, a series of measures were decided to inform the IFIN-HH employees about the status of the Collective Bargaining Agreement currently in place in IFIN-HH and about the status of the negotiations for a new Collective Bargaining Agreement.

Through the information sent on 14.06.2022 you have already been informed, in detail, about the timeline of the current Collective Bargaining Agreement and the status of the IFIN-HH Trade Union representativeness, which has placed IFIN-HH in a particularly difficult situation, which might result in not having a new collective bargaining agreement at all.

**We inform you that the interest for having a new collective bargaining agreement in IFIN-HH is shared by both the management and the employees of IFIN-HH, whether one is a union member or not.**

Therefore, we must all be aware of the fact that without a collective bargaining agreement, the work relationships will be made by enforcing the rights restrictively regulated by the Labor Code and the specific incidental legislation; any other rights or benefits, which are not explicitly regulated by law or by an internal legal document (in this case the collective bargaining agreement still in force), will lack the legal ground, the impossibility to continue granting them being imminent. Concretely, the expiry on 20.06.2022 of the current collective bargaining agreement and failure to conclude a new one, may result in not having a ground to:

- grant/modify the length of service increment and other bonuses stipulated in the current collective bargaining agreement (excepting the radiologic risk increment);
- grant/modify leave days exceeding the minimum duration stipulated in the Labor Code (21 days);
- grant additional days off for those working in certain workplaces;
- pay the transportation allowance;
- provide the benefits of the medical services package;
- grant certain categories of social aids by the employer;
- grant paid days off for particular family issues;
- grant paid days off, other than those stipulated in the Labor Code.

With regard to this situation we kindly ask you to make an additional effort to designate the employees' representatives, as a matter of urgency, for them to take part in the negotiation of the new collective bargaining agreement in IFIN-HH, the only way that would make the registration

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***Information regarding the status and the steps required to negotiate a new CBA***

with the Territorial Inspectorate of Ilfov possible and the coming into force of a new Collective Bargaining Agreement in due course.

We take this opportunity to assure you of the employer's entire support for your actions intended to designate the employees' representatives and of our complete availability for a swift negotiation of a new collective bargaining agreement in IFIN-HH.

Last but not least, we inform you that given the short time available, the IFIN-HH Board of Administration is considering to discuss a measure of strict necessity and of temporary nature, which consists in analyzing the possibility to adopt a salary policy that ensures stability in terms of the payment of salary rights in IFIN-HH, with the mention that the applicability duration taken into account is 1 August 2022.

On behalf of the members of the IFIN-HH Board of Directors,

Director General,

Dr. Nicolae Marius Mărginean

Date: 15.06.2022