

A G R E E M E N T

THIS AGREEMENT was made this 12 day of September in the year 2007 at the city of Sofia by and between:

Bulgarian Union of Security Industry (BUSI) – a non-profit corporation registered with the Company Division of Sofia City Court under file No. 5912/2007 in accordance with the Law on Non-Profit Corporate Bodies, duly represented by Lyudmil Marinchevsky – President of the Managing Board, of the first part, and of the second part

Federation of Independent Trade Unions from the State Administration and Organizations – CITUB (FITUSAO-CITUB) – a non-profit corporation registered with the Company Division of Sofia City Court under file No. 7118/1993 in accordance with the Law on Non-Profit Corporate Bodies, duly represented by Maria Temelkova – President, and its principal member – Trade Union of Workers in the Security Business (TUWSB) duly represented by Nanko Salutski – President

As a sign of the shared will of the Parties to establish a social dialogue in the security sector aimed at laying the foundations of the future cooperation and the legal framework of joint actions between employers and trade unions.

NOW, THEREFORE, THE PARTIES AGREE AS FOLLOWS:

1. The Parties do hereby undertake to observe the principles of equality, mutual respect, constructive partnership, consideration for and conformity with each other's interests to avoid conflicts in the security sector and to guarantee the social security.
2. The Parties shall use their joint efforts to promote the good standing of the security business, to make their operations effective and to achieve significant objectives and high professional results.
3. The opinion of the employees working in the security business shall be taken into consideration when developing legislative acts in the cases when their status and interests are concerned, through the mediation of the trade union organizations of **FITUSAO-CITUB**.
4. **FITUSAO-CITUB** and its trade union structures shall assist the employers in instilling public trust in the security sector, in improving the professionalism and ethics of their employees.
5. Employers, with the assistance of trade unions, shall ensure conditions for improvement of professional skills and qualifications of the workers in the security sector.
6. The Parties shall take joint actions to restrict the 'black' and 'gray' sector in the private security business.
7. Changes in the business companies related to the labour relationships shall be discussed with the trade union organizations of **FITUSAO-CITUB**.

8. The Parties hereto shall cooperate in the working out of mechanisms for wage flexibility aimed at increasing the motivation of the employees in the security sector and shall use their joint efforts to determine the minimum social security thresholds.
9. The employer and the trade unions agree that they shall discuss together the issues related to the validation and apportionment of working hours, breaks and leaves in accordance with the approved job descriptions in the business companies and organizations in the security sector.
10. Both Parties shall cooperate in ensuring normal and healthy working conditions, the safety and hygiene at work.
11. The trade union organizations of **FITUSAO-CITUB** shall take an effective part in the analysis of working conditions and in the development of programs and measures for improvement of the working conditions.
12. They shall assist the companies and organizations with the signature of collective labour agreements.
13. They shall participate in the development of projects on operative programs financed by the European funds.
14. /1/ To contribute to the performance of this Agreement, the Parties hereto shall establish a Council of Social Cooperation based on the principle of parity.
/2/ The said Council shall function in accordance with Rules approved by the Parties hereto, which Rules constitute an integral part hereof.
15. IN WITNESS WHEREOF, the Parties have duly executed this Agreement in two originals – one for each of the Parties.

PARTIES TO THE AGREEMENT:

President of the Managing Board of BUSI:

Lyudmil Marinchevsky

President of FITUSAO-CITUB:

Maria Temelkova

President of TUWSB:

Nanko Salutski