

The document "Our Strategy" was adopted by resolution No. 12 of the 13th National Congress of Delegates OZZ Inicjatywa Pracownicza, which took place on February 24-25 2024 in Poznań.

This resolution defines the most important principles that guide our trade union in its activities – both on the level of individual workplaces as well as regional structures, industry structures, and national authorities of the Inicjatywa Pracownicza.

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Inicjatywa Pracownicza grew out of opposition to a conciliatory attitude of other trade union organizations that during the economic crisis years 2001-2003 passively accepted further collective lay-offs, closures of workplaces, privatization and restructuring programs. We counteracted this conciliatory approach with a new formula of action – based on an uncompromising fight for workers' rights, restoring meaning to strike actions and with a full political and organizational independence of the trade union movement.

Today, almost 20 years since Inicjatywa Pracownicza established itself as an independent trade union, we believe that a union movement requires a combative strategy of action, independence from state and employers and internal democracy. Without it, we will not be able to effectively fight for higher wages, shorter working hours and better work conditions. We will also not be able to get out of the current crisis unions have been mired in around the world since the 1980s. This document outlines the most important frameworks of our operational strategy, applicable on all levels of our activities – from the workplace to the global level.

Class Trade Union Movement

Inicjatywa Pracownicza aims to integrate various groups of employees into one inter-industry organization – a trade union fighting for the rights and interests of the entire working class. This perspective requires mutual solidarity and a search for a common platform for employees from various industries, professional groups and workplaces. These are the following principles that we adopt in our daily activities:

- At the company level, we strive to include in our activities, unionization and fighting for the interests of all professional groups employed in a given workplace – excluding persons managing the workplace on behalf of the employer, who are therefore representing their interests, and not the interests of the rest of the employees.
- We are actively involved in activities aimed at unionization of employees from those workplaces Inicjatywa Pracownicza structures do not operate yet. It is especially important to us to reach those workplaces where there are no trade unions operating yet.
- In case of industries where the established practice is to create trade union organization by professional categories (health care, construction, education) we strive, where possible, to find a common platform for demands and actions with trade union organization representing individual professional groups that are not associated with OZZ Inicjatywa Pracownicza.

- The officers of following services are not entitled to join Inicjatywa Pracownicza: Police, Border Patrol, Prison Guard, State Protection Service, Military Intelligence, Military Counterintelligence Service, Foreign Intelligence Agency, Internal Security Agency, Central Anticorruption Bureau and carrier soldiers.

Inicjatywa Pracownicza – a Fighting Trade Union

Rebuilding the strength of the trade union movement requires consistent and uncompromising fight for the interests of the workers. This means that we have to actively oppose employer's attempts to increase the pace of work, reduce wage expenses or "rationalization" of employment. The role of the worker's movement is to articulate the interests of the workers – also in situations, where they conflict with the bosses' desire to maximize profits or reduce costs. For those reasons:

- We recognize that the conflict between the world of workers, on one hand, and capital and state authorities, on the other hand, is naturally included in collective labor relations in the realities of the capitalist economy.
- We reject the role that the employers are trying to impose on trade unions, reducing them to passively signing anti-employee decisions made by workplace management.
- We oppose any agreements that are aimed at reduction of wages, deterioration of working conditions or reduction in employment. Our priority is to mobilize employees to fight together to defend wages, conditions and jobs.
- We encourage and actively support spontaneous protests and employee strikes.
- We defend the right of trade unions to influence issues such as: organization of the work process, employment policy, workplace structure or ownership transformations. They all have a real impact on working conditions and cannot be left solely to unilateral decisions of the owners of the workplace.

Political independence and Autonomy of the Trade Union Movement

Effectiveness in trade union activities requires autonomy and independence of trade unions from employers, state authorities, political parties and political organizations. The working class must start to determine their demands and the means to achieve them on their own – no experts or career politicians can replace us in this role. To guarantee autonomy of our organization, we adopt the following principles:

- Persons belonging to political parties, holding parliamentary mandates, senatorial mandates or curing in the European Parliament, running for those offices or holding the highest positions in the state authorities or local government officials cannot simultaneously hold functions in the national authorities of the trade union.
- We refuse to sign any agreements with employers, which limit the permissible scope of trade union activities (in particular the possibility of using the collective dispute procedure or freedom to conduct information activities).
- We oppose employers' attempts to position themselves as "controllers" of the legality of trade union activities, and we defend freedoms and freedom of association.

The Basic Form of Action – Direct Action

The key form of our action is direct action, i.e. collective actions of employees organized without mediation by courts, state authorities or political parties. Without strikes,

demonstrations and other forms of organized protests effective defense of employee rights is not possible, without it collective bargaining efforts quickly becomes "collective begging" in which case the workers are deprived of any power and agency. To get this strength, we are guided in our activities by the following principles:

- We consider collective disputes to be the basic means of fighting to influence wage levels, remuneration principles, working conditions, social benefits, trade union rights and freedoms.
- Legal interventions, court cases and lobbying for change of regulations play an auxiliary role in our strategy to mobilize employees to take action, but they are not the goal in itself and cannot replace collective action.

Democratic Trade Union

In our daily trade union activities, we strive to include the widest group of employees in the decision-making process. Democracy – understood as the possibility of participation in the decision processes – is for us the foundation of trade union activity. It is an integral element of it, as is counteracting creating "full-time union jobs," bureaucratization of trade union organizations and promoting members' control over the actions of individuals performing functions in the authorities. For democratization of trade union activities, the following rules apply:

- We refuse to conduct negotiation and collective bargaining "behind closed doors" – negotiations of wages, working conditions and other collective issues should be transparent and their course known to all persons concerned.
- We actively promote the practice when the whole team votes on key decisions when it comes to collective agreements.
- We do not pool "union hours" to create full-time union jobs – the hours should be divided among the presidium members in such a way that they do not become bureaucrats but stay in touch with the daily realities of their workplace.
- We keep paid positions in over workplace union authorities at the bare minimum – the scope of such positions and the remuneration are decided at the Congresses of Delegates.

Social Engagement

Apart from fighting for daily rights and interests of the workers, Inicjatywa Pracownicza also aims at facilitating a deeper social change – moving towards ending exploitation and the democratization of economic processes. To achieve this, the Union must engage in social issues that impact the working class. That is why:

- We support tenant movements and organizations fighting for more and better public housing and the protection of tenants' rights.
- We engage in the fight for gender equality, the rights of women and the LGBTQ+ community, including reproductive rights.

The Global Perspective – Internationalism

Nowadays it is not possible to fight for the workers' rights just in one country – capitalism is a global system, and more and more of us work in international organizations, where the production processes, and distribution and service chains spread across the whole world.

Such reality demands a global, international perspective – searching for common interests of workers from many countries and parts of the world. For us, such perspective means that:

- We actively seek to cooperate with those unions from other countries that share similar ideas and values as Inicjatywa Pracownicza.
- We foster the coordination of fights of workers employed in different countries by global corporations.
- Our organization is open for all foreign workers in Poland, and actively supports their fights for higher salaries and better working conditions.

National Commission

The National Commission coordinates the actions of the union on the national level, supports the basic structures (workplace and inter-workplace commissions, social commissions, and groups) and is responsible for the implementation of the resolutions voted by the Congress of Delegates.

Contact: ip@ozzip.pl

Phone: 514 252 205

Union Office

Run by the National Commission's Legal Team the office provides legal support for the basic OZZ IP structures.

Office Hours:

Monday-Tuesday 9:30 - 17:00

Wednesday-Thursday 12:00-19:30

Contact: prawo@ozzip.pl

Phone (office hours only): 737 885 192

Bulletin Editorial Office

The bulletin "Inicjatywa Pracownicza" is the official press organ of the union.

Contact: prasowy@ozzip.pl

National Scrutiny Commission

The commission controls the actions of other union authorities, and supports scrutiny commissions in the basic union structures.

Contact: rewizyjna@ozzip.pl

National Conciliation Commission

The commission resolves conflicts and corrects undesirable behavior within the union.

Contact: kkp@ozzip.pl

Eastern Region

Comprising of IP commissions from lubelskie, łódzkie, mazowieckie, małopolskie, podkarpackie, podlaskie, świętokrzyskie, and warmińsko-mazurskie voivodeships.

Contact: wschod@ozzip.pl

Western Region

Containing IP commissions from dolnośląskie, kujawsko-pomorskie, lubuskie, pomorskie, opolskie, wielkopolskie, śląskie, and zachodnio-pomorskie voivodeships.

Contact: zachod@ozzip.pl

Commerce, Media, and Services Coordination

Containing commissions operating in commerce, media, and services companies.

Contact: uslugi@ozzip.pl

Culture Coordination

Containing commissions operating in cultural institutions.

Contact: kultura@ozzip.pl

IP Youth Group Coordination

Organizes IP youth structures (groups and social commissions).

Contact: mlodzi.ip@ozzip.pl

Headquarters: ul. Kościelna 4/1A, 60-538 Poznań

Website: www.ozzip.pl

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