

Project carried on based on the Contract No. 1 from 02/05/2004

Operation contemplated in the contract

The activity carried on as part of the project included legal consulting regarding the legal modalities for S.C. ROMFILATELIA S.A. to take over the personnel of the former Romfilatelie branch of the RPNC in complying with the obligations provided by the Government Resolution No. 42/2004 on establishing the company ROMFILATELIA S.A. as an affiliate of the Romanian Post National Company.

Scope of work

The activities performed by the consultant of S.C. ROMFILATELIA S.A. for the purpose stated above included:

1. Analyzing the provisions of the Collective Employment Contract concluded by RPNC to determine the conditions of taking over the personnel of the former branch;
2. Analyzing the provisions of the Labor Code to determine the conditions of taking over the personnel of the former branch;
3. Analyzing other related regulations to assure the compliance with the law of the activities to be carried on in connection with the employment of the personnel of S.C. ROMFILATELIA S.A. and to identify the obligatory steps to be taken by the employer in connection with the management of human resources.
4. Drafting the individual employment contracts of the personnel taken over, including:
 - reviewing the previous individual contracts (concluded with the Romfilatelie branch of RPNC);
 - synthesizing the salary and employment rights arising from the Collective Employment Contract concluded by RPNC and from the Labor Code;
 - drafting the new individual employment contracts by including all the relevant aspects, based on the form approved by the Order No. 64/2003 on approving the individual employment framework contract.
5. Drawing up reports on the clauses of the individual employment contracts according to the obligations of the employer provided by art. 17 of the Labor Code.

6. Drafting the individual employment contract offer form to be used in the event that the employees of the former Romfilatelia branch of RPNC deny signing individual employment contracts with S.C. ROMFILATELIA S.A.
7. Participation in the talks on the individual employment contracts with the representatives of trade unions (FSPR).
8. Assistance in the negotiation of individual employment contracts with each employee. Making changes and completing the individual employment contracts as negotiated.

Project outcome

On 03/01/2003, S.C. ROMFILATELIA S.A. took over the personnel of the former RPNC branch Romfilatelia, complying with the obligation provided by art. 5 of the Government Resolution No. 42/2004 on establishing the company ROMFILATELIA S.A. as an affiliate of the Romanian Post National Company.