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NEGATIVE LEGAL CONSEQUENCES OF THE STRIKE MOVEMENT

Today there is a negative tendency to conduct strikes when the strike could have been avoided. This article dedicated to legal analysis of negative consequences of a strike for workers and employers.

Time of strike is not paid for workers. Time of participation of workers in an illegal strike is not set off to labor experience. Labor experience very important for workers, because in the future, if the workers have not a labor experience, they are not receive a pension and others social payments. In the project of the Labor code of Ukraine can be fastened such norm: "Time of participation of workers in an illegal strike not may be included to insurance experience of worker".

Participating in an illegal strike is considered violation of labor discipline. Organizers and participants of strike can receive reprimand after participating in an illegal strike.

Sometimes after participating in an illegal strike an employer begins more captiously to behave to his organizers (involve work on weekends and public holidays, transference of annual basic vacation on an uncomfortable for a worker period, move to another workplace etc.) with the purpose of non-admission of the second strikes. Such measures of employer cause sharp conviction. Employers should not pursue strikers.

Strike reduces productivity, destabilizes financial position, undermines the business reputation of enterprise and image of guidance. Strike causes difficulties in hiring new workers in place of striking.

A strike is a not panacea. The sides of collective labor dispute must go to the concessions for the sake of the social peace and stability.