

Magyar Zene és Táncművészek Szakszervezete (Hungarian Union of Musicians and Dancers)

Operaházi Dolgozók Független Szakszervezete (Independent Union of Opera House Workers)

INFORMATION NOTICE

Dear Colleagues, Dear Artists,

Since the leadership of the Opera House – despite legal regulations – does not allow the trade unions to inform you in the usual way within the workplace, we must reach out to you in writing. It is important that you are aware of the planned changes to your employment contracts.

Because of the proposed modifications to the contracts of the corps de ballet members, and with the participation of the Ballet Director, we have initiated the consultation required by the Labour Code. We believe it is necessary to clarify our objections with the employer and to obtain guarantees that no one will be placed in a vulnerable position.

We are continuously receiving reports that the employer is trying to have these contract modifications signed by exploiting your lack of information and dependence, which in reality could create a simulated (fake) legal relationship.

The hidden goal appears to be to illegally merge the corps de ballet position into the soloist dancer category – thereby bypassing the legally required number of services and service time. At the same time, they present this as a voluntary choice, while offering a humiliatingly low base salary increase.

In the draft we have seen, the employer abuses its power, and would restrict your right to fair wages and to dignified, humane working conditions – solely for its own benefit.

We are working to ensure that, during the consultation, an agreement is reached that guarantees: employment at the Hungarian National Ballet will continue to be based on the legal rules of employment.

Therefore, we strongly recommend: Do NOT sign any contract modification until the negotiations are concluded!

This is not confrontation – it is self-protection. Only together can we prevent the employer from putting pressure on individuals one by one.

If you have any questions, if you are uncertain, or if you need support, please feel free to contact us at:

info@mztsz.hu odfsz.levelek@gmail.com

You are not alone. We stand with you, and we stand up for you.

Budapest, October 14, 2025

Best regards,


Rotter Oszkár
MZTSz


Bárány Balázs Péter
ODFSz