



The European Metalworkers' Federation and negotiations on European Company level

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EMF and Multinational companies & EWC's

- ***Large amount of EWC's: + 300***
- ***Pioneering in guidance and trade union role: EMF coordinators***
- ***First structures for S.E.'s, European companies***
 - ***Including of trade union coordination group***
 - ***Recognition trade union role***
- ***Long standing tradition of "negotiations"***
 - ***Large amount of restructuring / mergers***
 - ***Inclusion of trade union coordination***
 - ***Experiments: GM, Ford, Arcelor, ...***





EMF and Collective Bargaining

- ***Long standing tradition of coordination of collective bargaining***
- ***Coordination rules for national collective bargaining***
- ***Pro European level framework agreements, respecting and defending national level***
- ***Pro European Industrial Relation System for the three levels: interprofessional, sectoral and company***
- ***Delicate balance between European company level and national sectoral level***





EMF starts debate company level negotiations

- Negotiations are trade union business, not EWC
- Close cooperation with EWC
- Principle of EMF signing agreements
- Debate on definition agreements and negotiations <> consultation

•Experiments: GM, Arcelor, Peugeot

EMF practice becomes policy (Ex Com June 2006)

- Internal procedure for negotiations at MNO level
- Valid for all negotiations (outcome is signed agreement)
- Not limited to collective bargaining > also restructuring

•First cases: Areva, Schneider, Thales, ArcelorMittal





Step 1 information & start

- Written information to all trade unions (members of EMF) represented in MNC

Step 2 mandate for negotiations

- Mandate on case by case (no topic outline in internal procedure): trade unions decide.
- Mandate paper (what, outline, composition small and large negotiating (consultation) group, procedure, ...)
 - Mandatory for composition neg. group,
 - mandatory for inclusion external EMF representative





Step 2 mandate for negotiations

- Mandate given by trade unions involved (members)
 - Preferably unanimous
 - If not then with 2/3 majority in each country (following own practices and traditions: e.g.: Scandinavia on basis of membership figures, France on basis of mandates in company)
 - One country can block decision to start negotiations unless they represent maximum 5% of employment in company
- Mandate is verified by EMF Secretariat on compliance with EMF policy guidelines.





Step 3 Continuous general information

- Secretariat informs Executive Committee and the relevant Policy Committees (mainly Collective Bargaining and Company Policy, could include Industrial Policy Committee)

Step 4 Consultation & Decision

- Small group consults with complete negotiating / consultation team
- Draft agreement is approved by trade unions involved
- Decision with 2/3 majority in each country (following own practices and traditions)
 - One country (whatever size of employment they represent) can block decision sign agreement





Step 5 Signing and implementation of the agreement

- Agreement is signed by the GS, the DGS or another person specifically mandated by them
- All trade union involved shall implement the reached agreement in accordance to their national practices
- The signature on the agreement is valid for those trade unions at that moment represented in the company.
(Mergers or acquisitions have to be renegotiated)

Step 6 Final Information

- Full information on the agreement and the signing shall be given to the executive committee and all relevant policy committees

