The European Metalworkers’ Federation and negotiations on European Company level

Bart Samyn
Deputy General Secretary
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.