
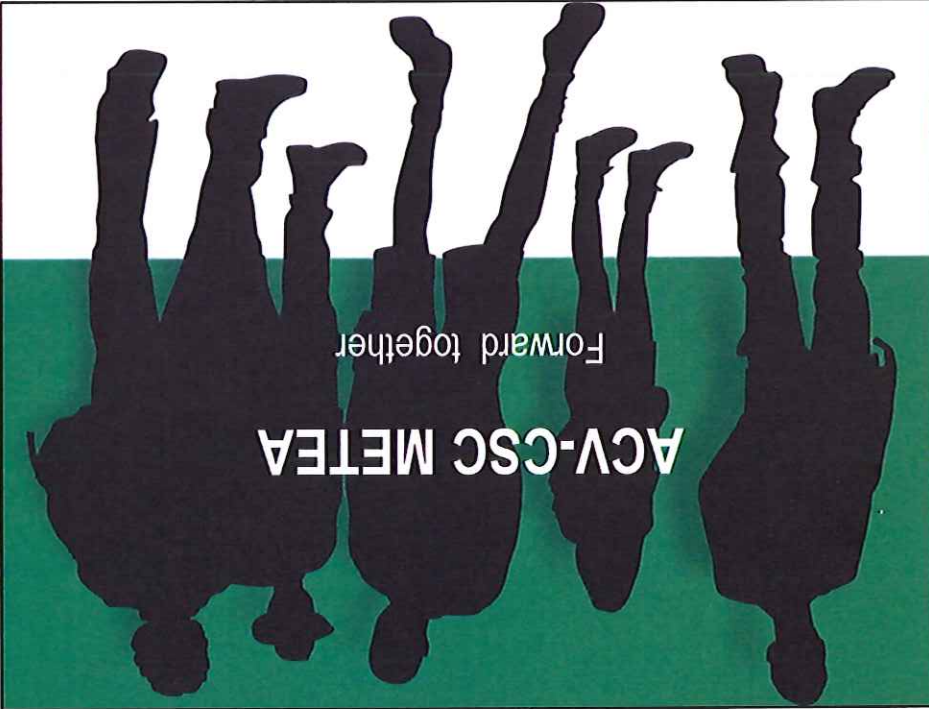


ACV-CSC META is part of the Algemeen Christelijk Vakverbond (General Christian Trade Union Confederation), Belgium's largest trade union (1.7 million members)

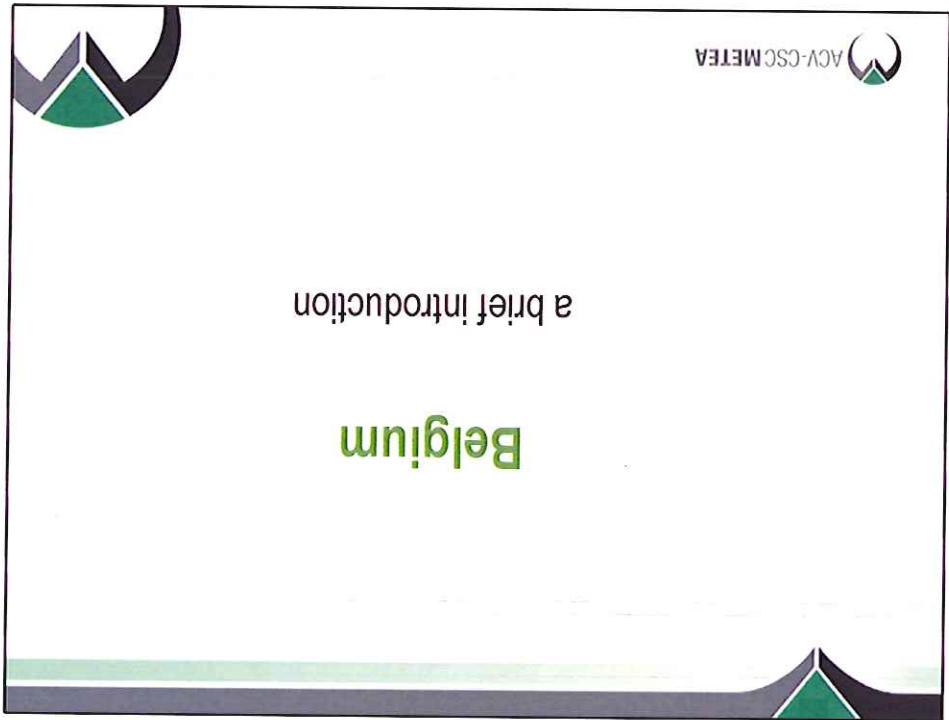
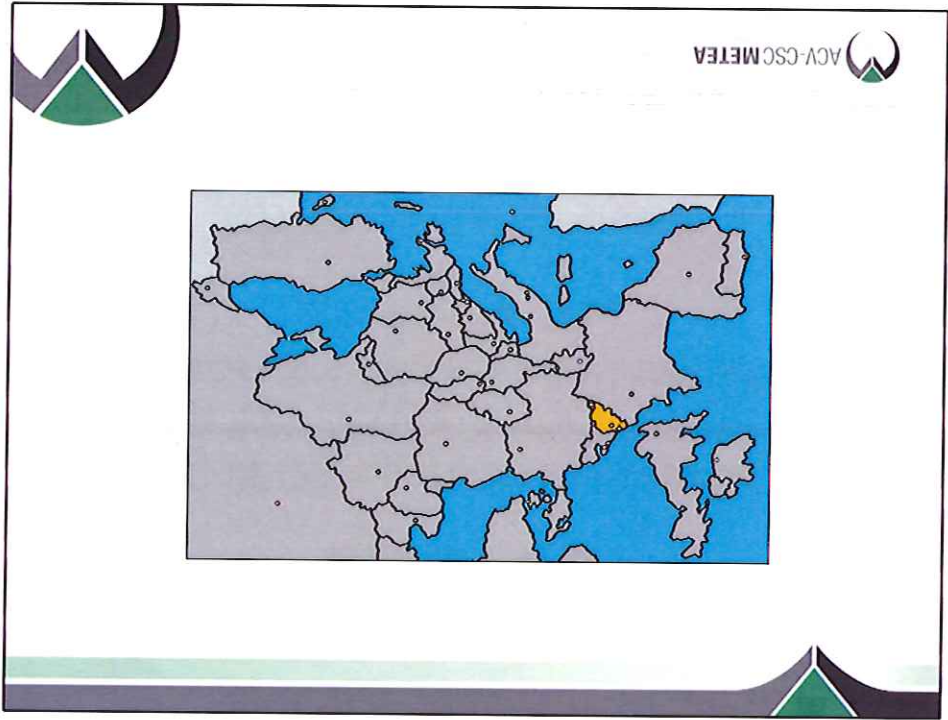
ACV-CSC META was created on 12 December 2009 from the merger of ACV-CSC Textura and ACV-Metaal.

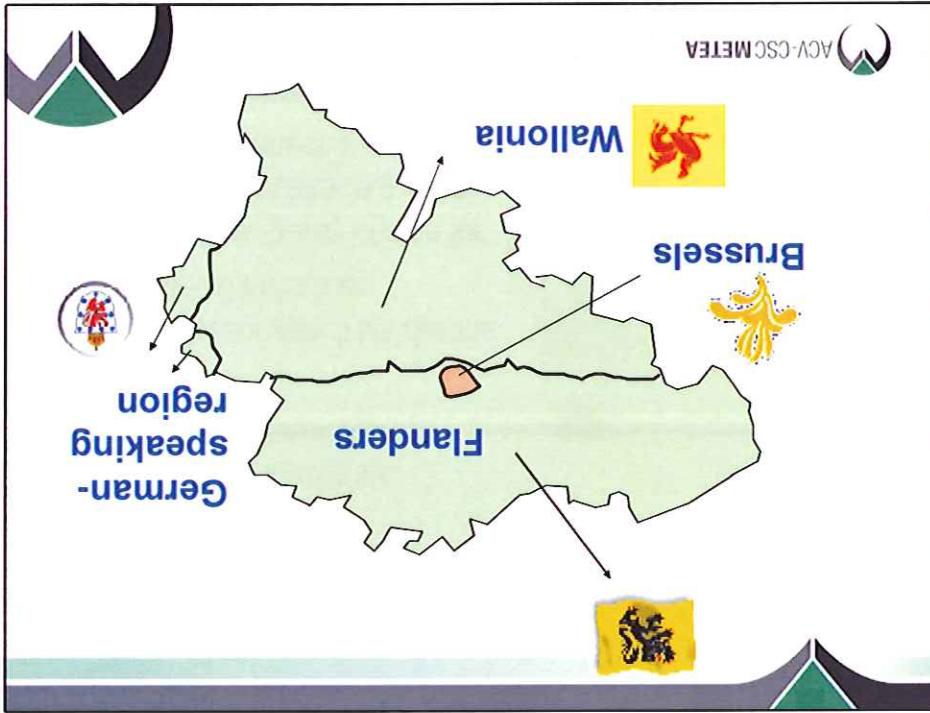
Who are we?

ACV-CSC META

Forward together






Belgium: facts and figures

Population	11,150,000
Area	30,528 km ²
Federal capital	Brussels
Head of State	King Phillip
National languages	Dutch, French, German
Population density	342.2 inhabitants/km ²
Maximum distance	280 km
Highest point	Botrange - 694 m
Regions	Flanders, Wallonia, Brussels region, German-speaking region


ACV-CSC METEA



Wallonia

- 3,576,000 inhabitants = 32,1% of the Belgian population
- French
- Difficult recovery from decline traditional industries
- Today clear policy choice for 'strategic' sectors (e.g. steel, aerospace, mechatronics, ...)
- Unemployment rate 12,0%


ACV-CSC METEA



Flanders

- 6,410,000 inhabitants = 57,5% of the Belgian population
- Flemish (Dutch)
- Small firms
- Multinationals
- Focus on cluster policy
- Unemployment rate 5,1%



ACV-CSC METEA


German-speaking region



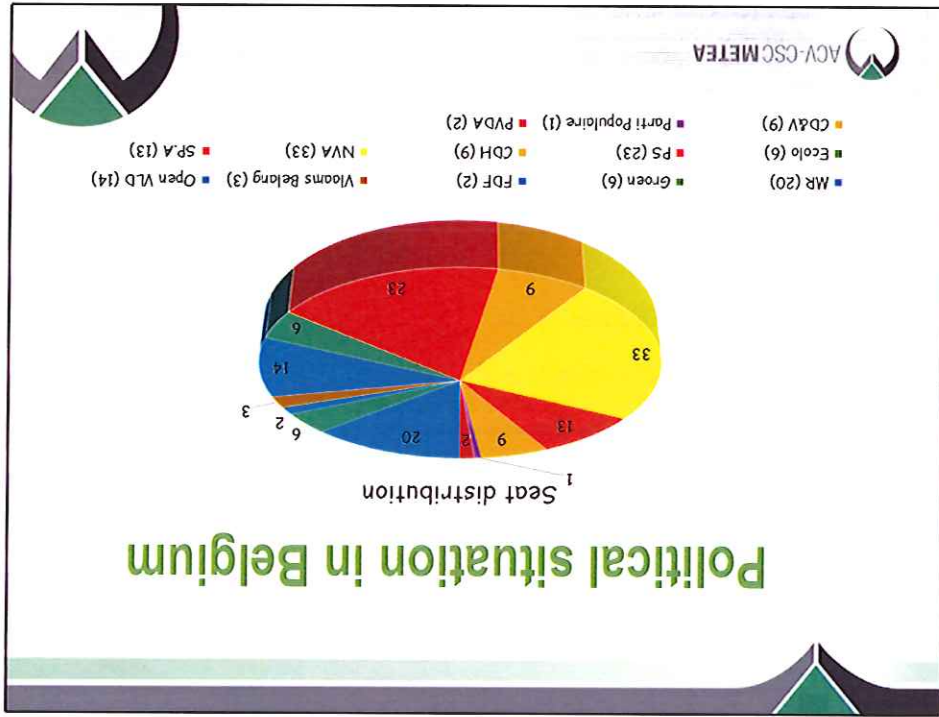
- 76,273 inhabitants
- German
- Older industry
- Unemployment rate 11.08%



Brussels



- 1,200,000 inhabitants
- = 10,4 % of the Belgian population
- A melting-pot of languages
- Headquarters of companies and organisations
- Capital of the country
- Centre of Europe
- Unemployment rate 18.5%






- ### ... after the state reform
- **Federal:** general interest such as the public treasury, the armed forces, justice, social security, foreign affairs, public health and home affairs.
 - **Regional powers & responsibilities** such as the economy, employment, agriculture, water policy, housing, public works, energy, transport, the environment, spatial planning, urban planning, nature conservation, foreign trade, ...


ACV-CSC METEA

Social security in Belgium







ACV-CSC METEA

- Hot potatoes
- Right-wing policy
- Free and sensible social dialogue
- Feasible work ... a career for life
- Youth employment
- Temporary unemployment
- Social security
- Tax shift
- Unified employee status
- ...



Political situation in Belgium






Social security in Belgium

System with 7 sectors:


- Old age and survivor's pensions
- Unemployment benefits
- Insurance for accidents at work
- Insurance for occupational illnesses
- Children's allowance
- Compulsory insurance for medical care and benefits
- Annual holiday allowance



Social Security and Trade Unions

Payment of unemployment benefits:

- 3 trade union confederations
- = 3 payment institutions (for members)
- ACV/CSC: 1,200 staff
- 1 public institution (non-affiliated workers)




Unemployment Benefits: types

- Unemployment benefit after (full-time) employment
- Temporary unemployment
- Early retirement = unemployment benefit + extra payment from employer (age is changing)
- Young people after leaving school (minimum benefit)

Social security: financing


Contributions by both employers and employees

Sector	Employee contribution (%)	Employer's contribution (%)	Total (%)
1. Sickness and invalidity	3.55	3.80	7.35
- Medical care	1.15	2.35	3.50
- Disability benefits	0.87	1.46	2.33
2. Unemployment	7.50	8.86	16.36
3. Pensions	0.00	7.00	7.00
4. Children's allowance	0.00	0.30	0.30
5. Accidents at work	0.00	1.00	1.00
6. Occupational illnesses	13.07	24.77	37.84
Overall contribution			7.48
x. Supplementary "wage moderation" contribution			45.32
Total contribution			7.48




Evolution of Social Security Benefits

- Are automatically linked to the consumer price index
- Social security benefits are raised when the increase of the 'cost of living' reaches 2% (inflation)
- Same mechanism for raising salaries!



Unemployment Benefits in €




Benefits/day	Unemployment (after full time employment)		Period 1		Period 2	
	Workers with a family	Workers living alone	Workers co-habiting	Workers with a family	Workers living alone	Workers co-habiting
(1) First 3 months	65% (1)	65% (1)	65% (1)	62.44 €	62.44 €	62.44 €
(2) Second 3 months	60% (2)	60% (2)	60% (2)	57.63 €	57.63 €	57.63 €
(3) 7 th to 12 th month with benefit	60% (3)	60% (3)	60% (3)	53.71 €	53.71 €	53.71 €
(4) Second period with reduced benefit	60% (4)	55% (4)	40% (5)	45.01 €	45.01 €	33.46 €
(5) Second period with reduced benefit followed by depressive amount depending on the stage in career, later a lump sum allowance	60% (4)	55% (4)	40% (5)	50.20 €	50.20 €	62.44 €



Belgium has three official trade unions. Each has its own colour and political background.

- ACV-CSC – Christian movement
- ABVV-FGTB – Socialist background
- ACLVB-CGSLB – Liberal tradition



3 official trade unions

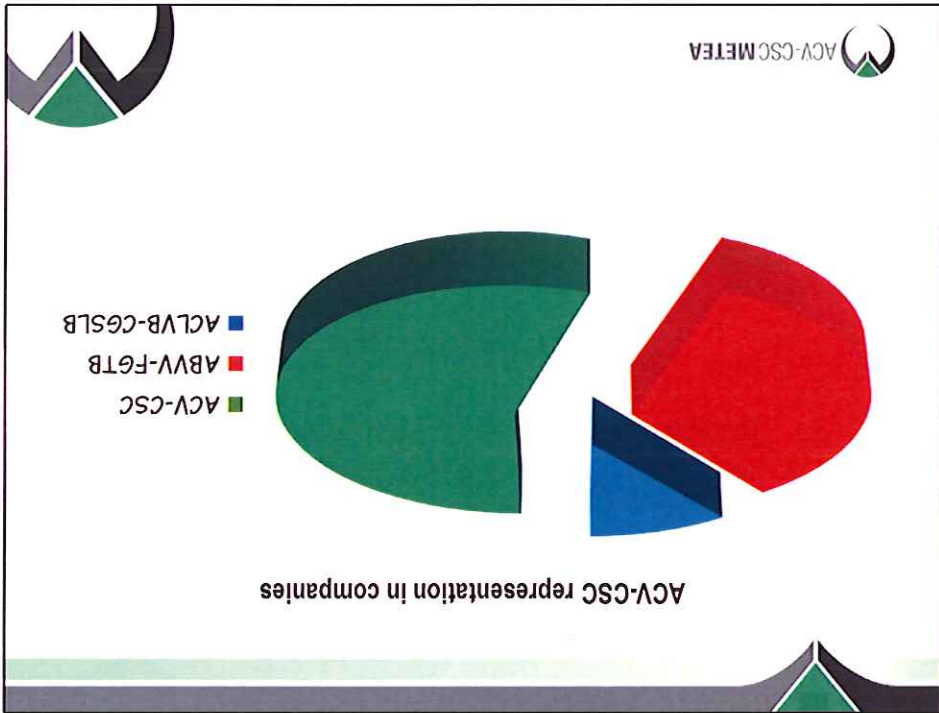




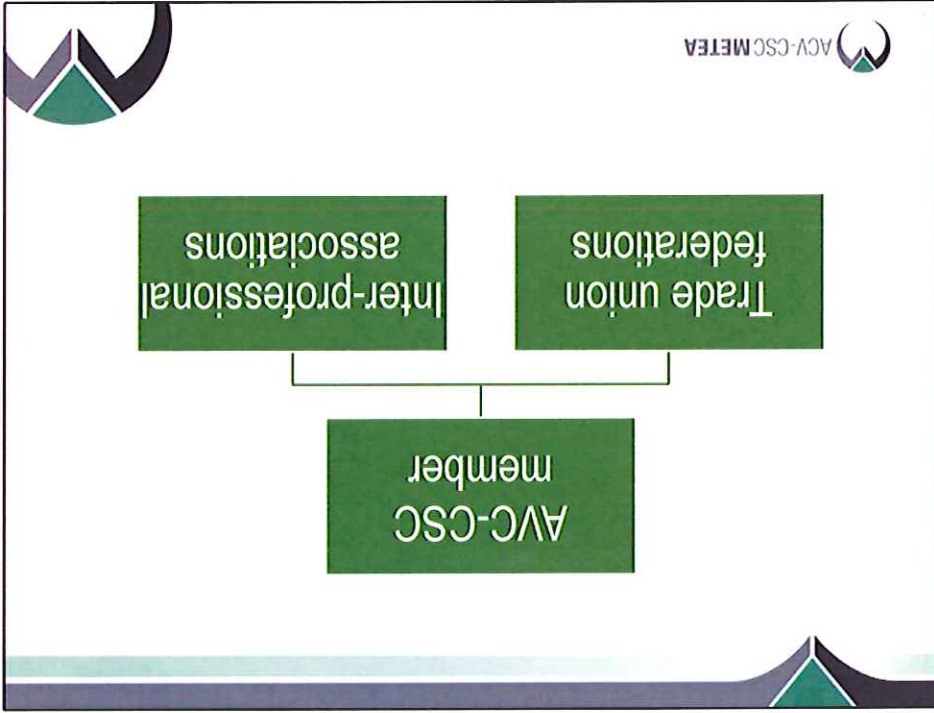
Cutbacks concern the entire population *but* the broadest shoulders are not bearing the heaviest burden:

- Decrease in unemployment benefits
- Longer careers
- Systems to improve feasibility of work for older workers ('end of career' jobs)
- Salary index-linking and competitiveness are coming under pressure

Current situation







Trade union federations



- Organised per sector
- Supports activists in company-level operations (SD, Prevention and Protection Committee, Works Council, ...)
- Working conditions

Inter-professional associations:

- Unemployment department
- Trade union training
- Member administration
- Legal Department
- Target group operation
- Regional development





Joint Committee	JC 100	Supplementary for manual workers
	JC 104	Steel
	JC 105	Non ferrous
	JC 107	Tailors
	JC 109	Clothing and ready-to-wear
	JC 110	Textile care
	JC 111.01 & 111.02	Metaworking
	JC 111.03	Filters
	JC 112	Garages
	JC 120	Textiles and knitted fabrics
	JSC 120.01	Textile Industry Verviers
	JSC 120.02	Flax
	JSC 120.03	Jute
	JSC 142.01	Metal recovery
	JSC 142.02	Textile recovery
	JSC 149.01	Electricians
	JSC 149.02	Panelbeaters
	JSC 149.03	Precious metals
	JSC 149.04	Metals dealers
	JC 311	Large retailers
	JSC 315.01	Maintenance in civil aviation
	JC 322	Temporary employment

ACV-CSC METEA defends the interests of employees in the metalworking and textile industry in 23 sectors.

ACV-CSC METEA






Metalworking – Assembly – Non ferrous

Common characteristics: ...

- Falling employment
 - Outsourcing
 - Transition manual workers – office employee status
 - Temporary work
- Competition from other countries
 - Wage costs
- The same employers' federation: Agoria

Influence of environmental legislation

- Sensitive to economic climate:
 - Effects of globalisation
- Expensive raw materials
- High energy costs
- Sector-specific system of social security

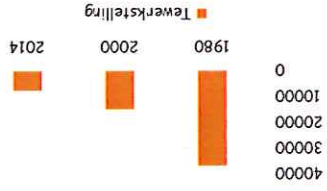




Steel

Bargaining at sector level


- Every 2 years
- High-quality agreements
- Purchasing power is discussed at company level

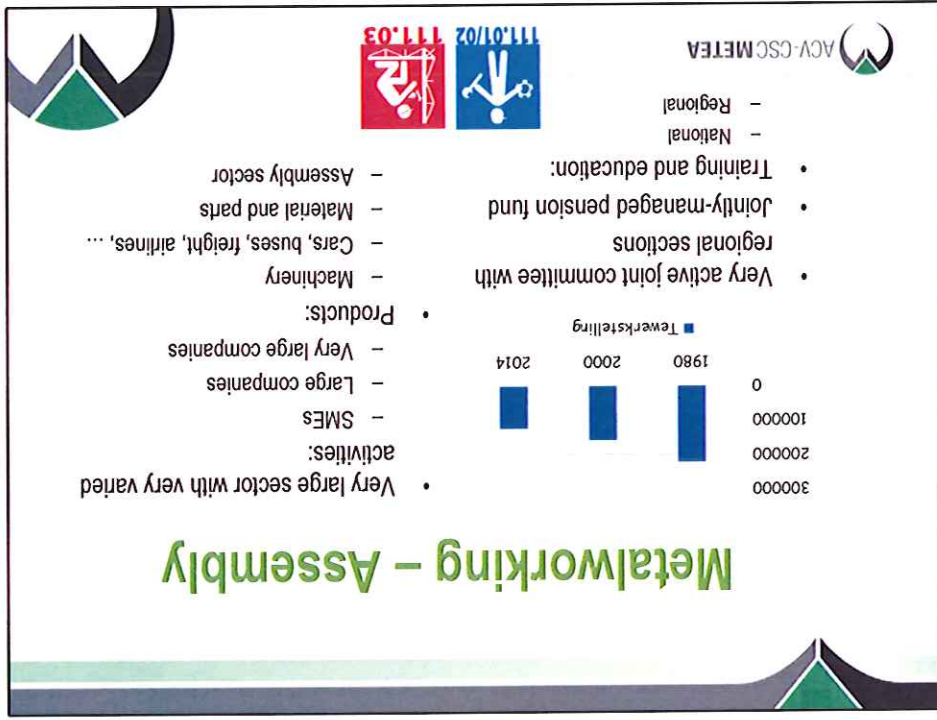
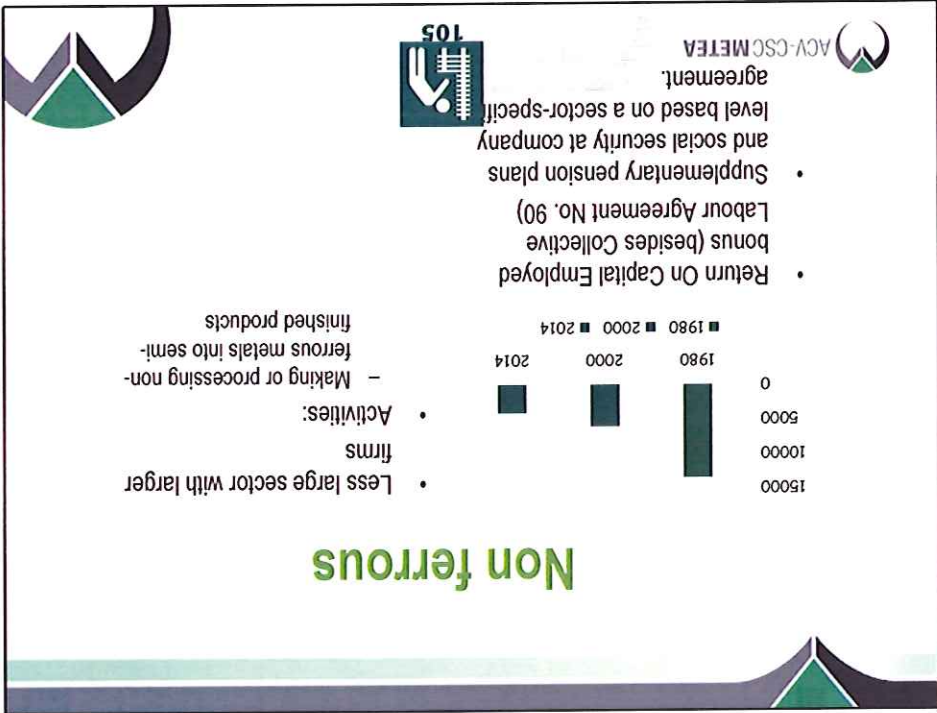
Tewerkstelling



Year	Employment (Tewerkstelling)
1980	~35,000
2000	~20,000
2014	~10,000

- 2 large groups:
 - Arcelor Mittal
 - Dureco
- Products:
 - Flat carbon steel
 - Long products
 - Stainless and special steel





ACV-CSC METEA

Clothing and ready-to-wear

Year	Employment
2000	~15,000
2014	~10,000

Sector

- Employment mainly in East and West Flanders
- Mainly female employment
- SME sector

Activities:

- Clothing and underwear
- Bed and table linen
- Clerical vestments and accessories
- Lampshades
- Bells, caps, hats
- Umbrellas, parasols, tents
- Interior trim of vehicles
- ...

Since 1 September 2015, we have represented both the manual workers and clerical workers in this sector.

109

ACV-CSC METEA

Textiles and knitted fabrics

Year	Employment
2000	~35,000
2014	~10,000

Sector

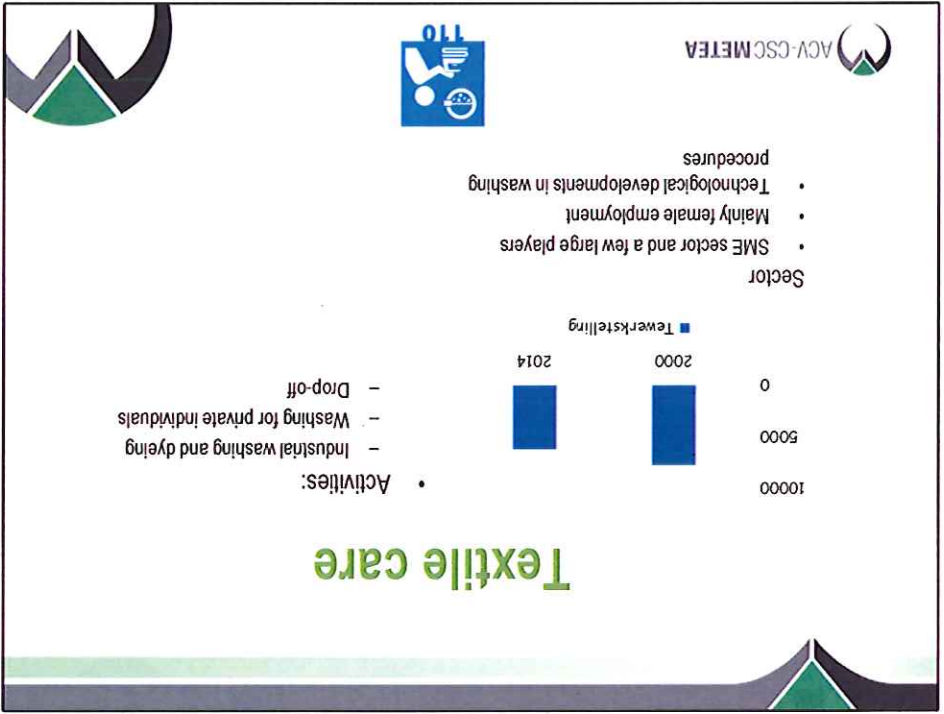
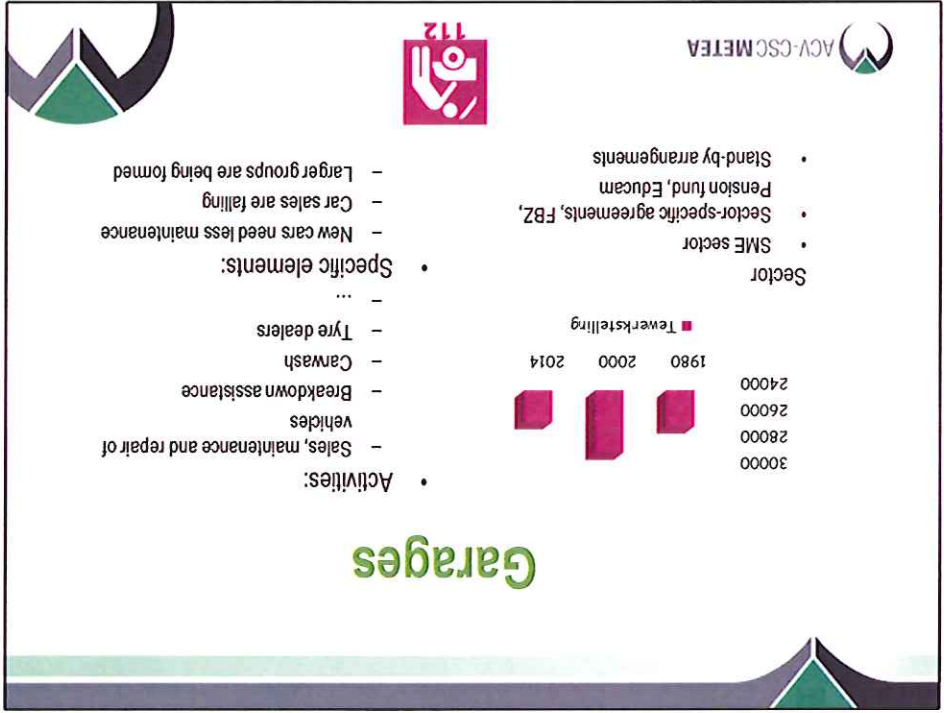
- Difficult economic situation: many restructuring operations and bankruptcies in period 2008-2009
- Poor financial situation of the jointly managed sectoral funds
- Sharp fall in total payroll

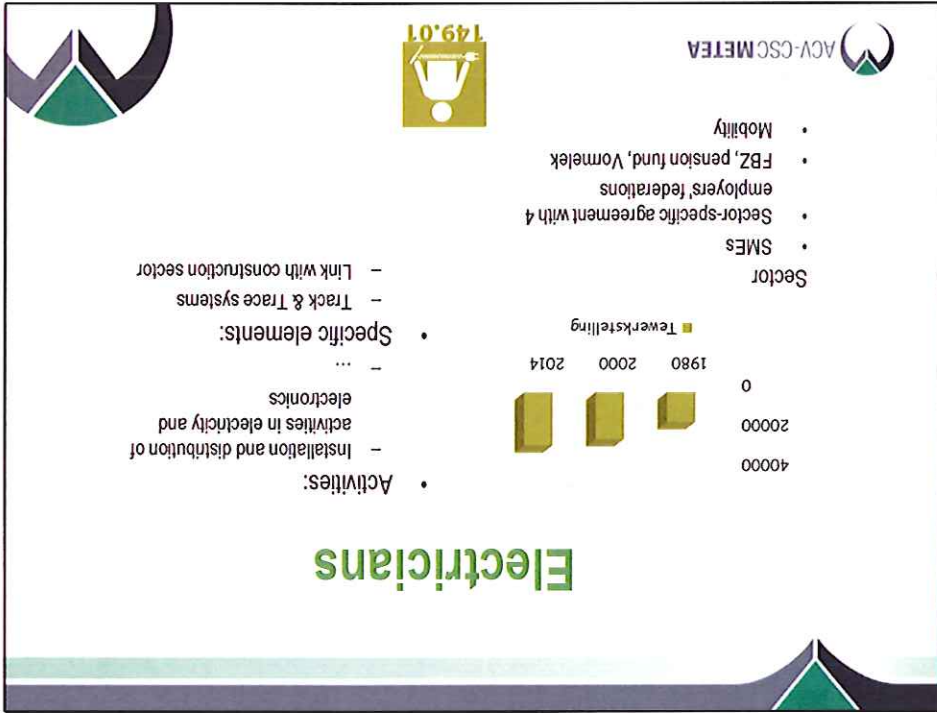
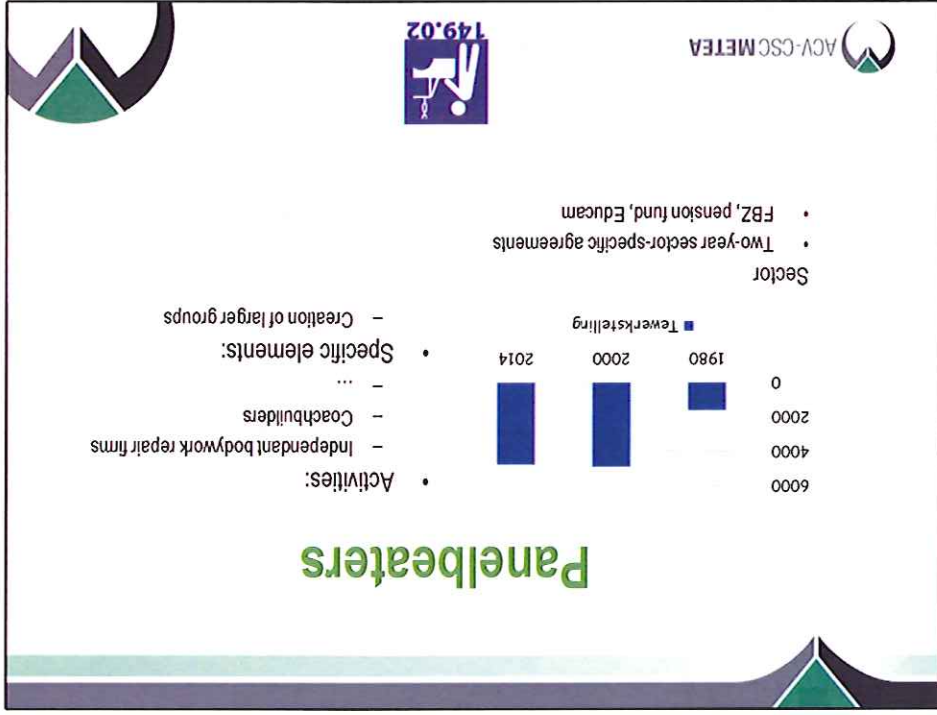
Related sectors with separate negotiating structures:

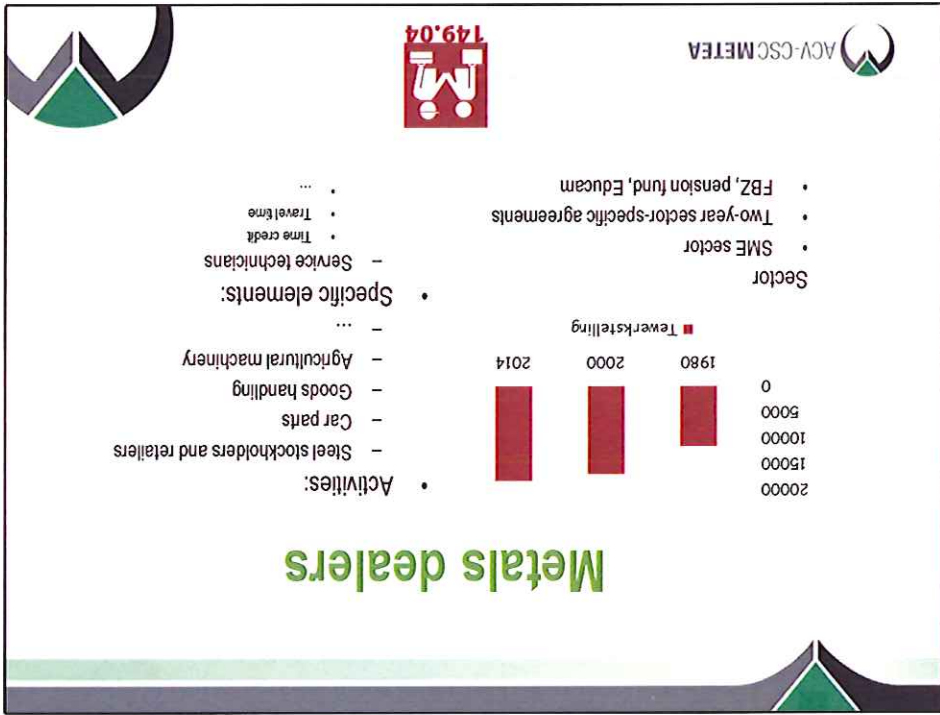
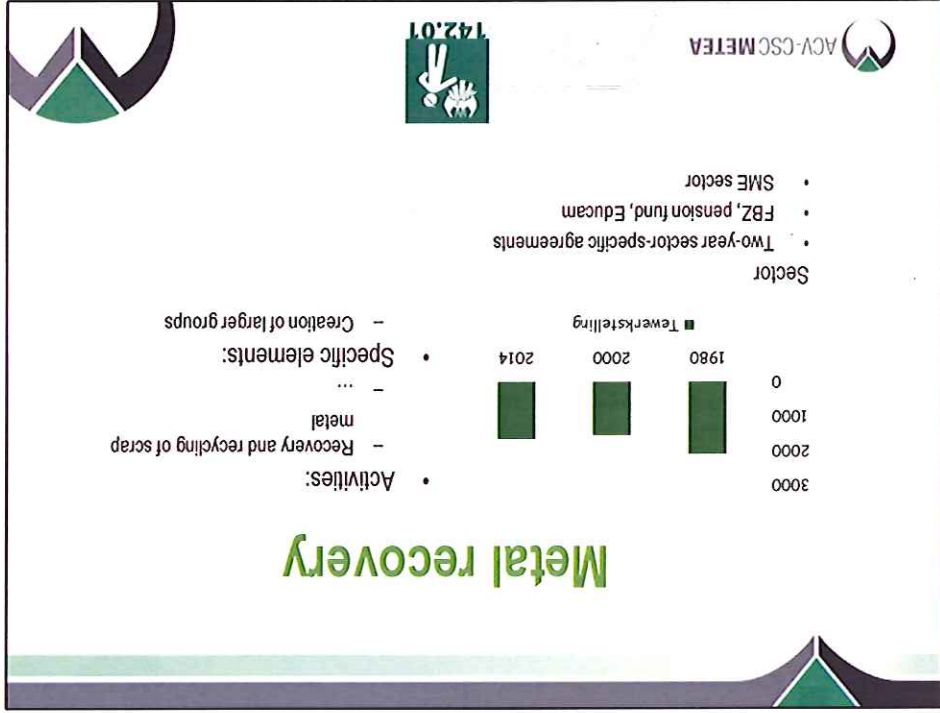
- Textile Industry Verriers
- Flax
- Jute

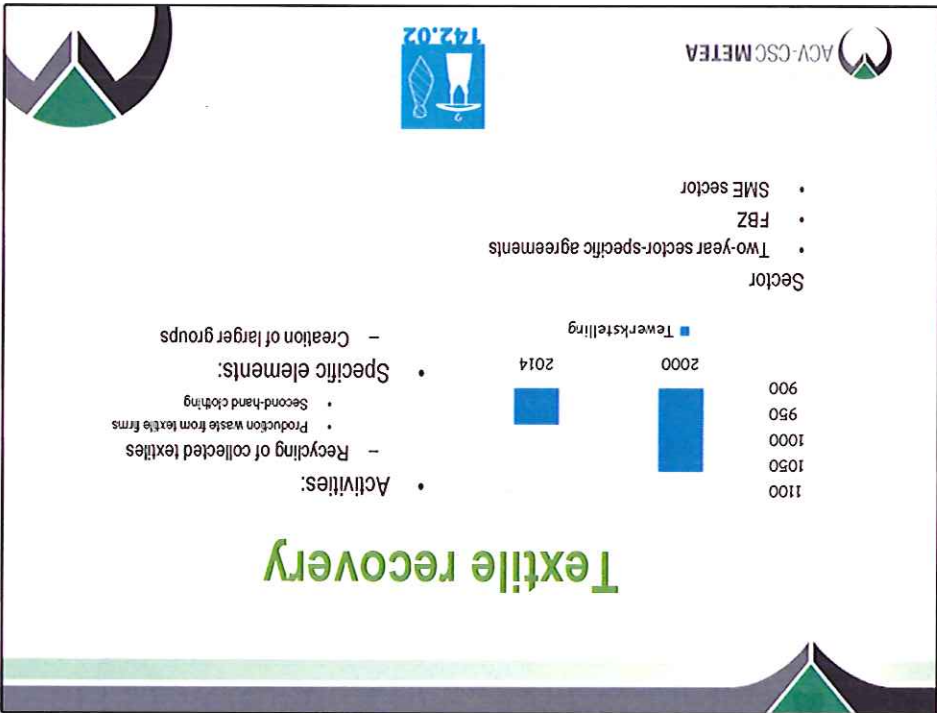
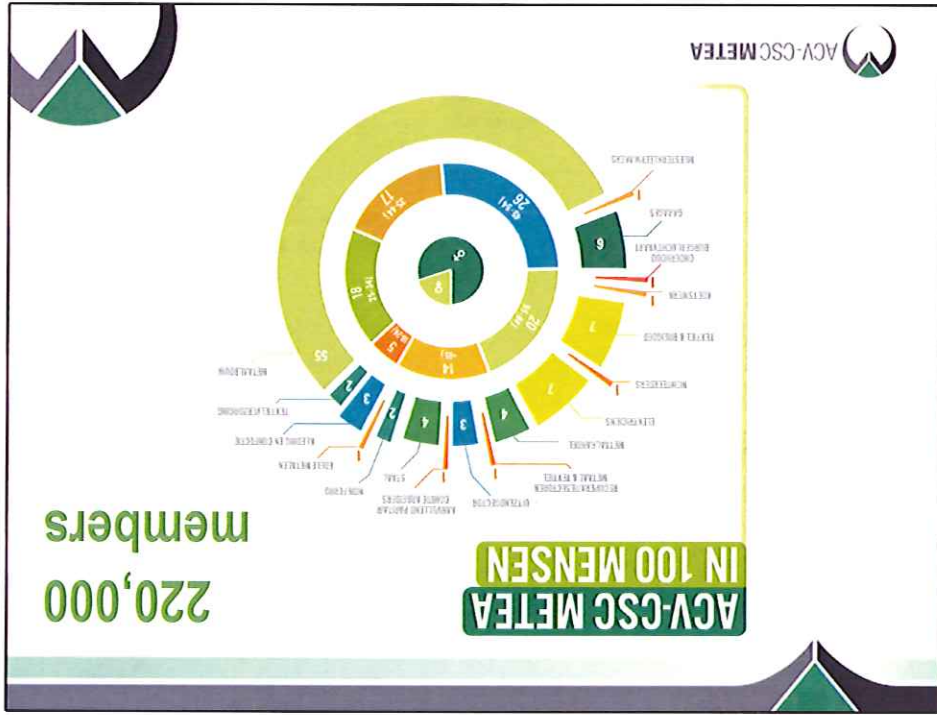
Since 1 September 2015, we represent both manual workers and clerical workers in this sector.



120.00
120.01
120.02
120.03











ACV-CSC META stands for




- Promotion of members' interests
- Company-level operation
- Sector-specific operation
- Service provision
- Administration for social funds
- Information and communication
- Training of activists

Mission


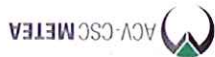

ACV-CSC META is fighting for:

- A decent society and more solidarity
- Better working conditions and secure income
- A just social security system
- Welfare and better appreciation of workers and their representatives
- Job security and sufficient opportunities for vocational training








HOW?



- Via social dialogue with the aim of concluding Collective Labour Agreements
- By influencing decisions of the government and employers (or trying to)
- Dialogue wherever possible, action if necessary

A national trade union, together with ...

- Represented at European level in the Industrial European Trade Union. 
- Represented at world level by the Industrial Global Union. 





ACV-CSC METEA

7 priorities

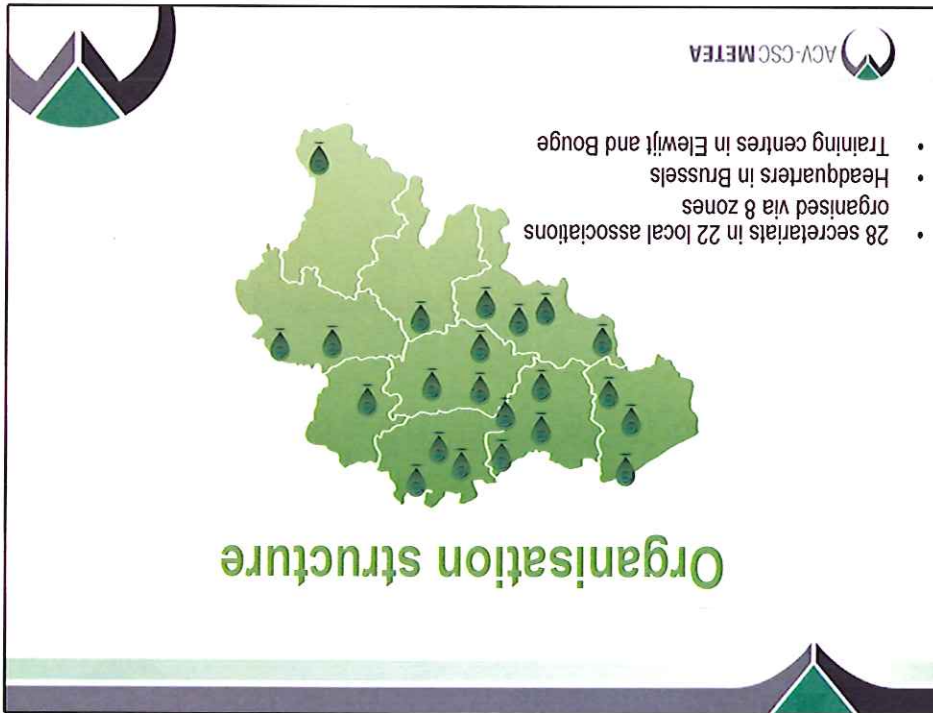
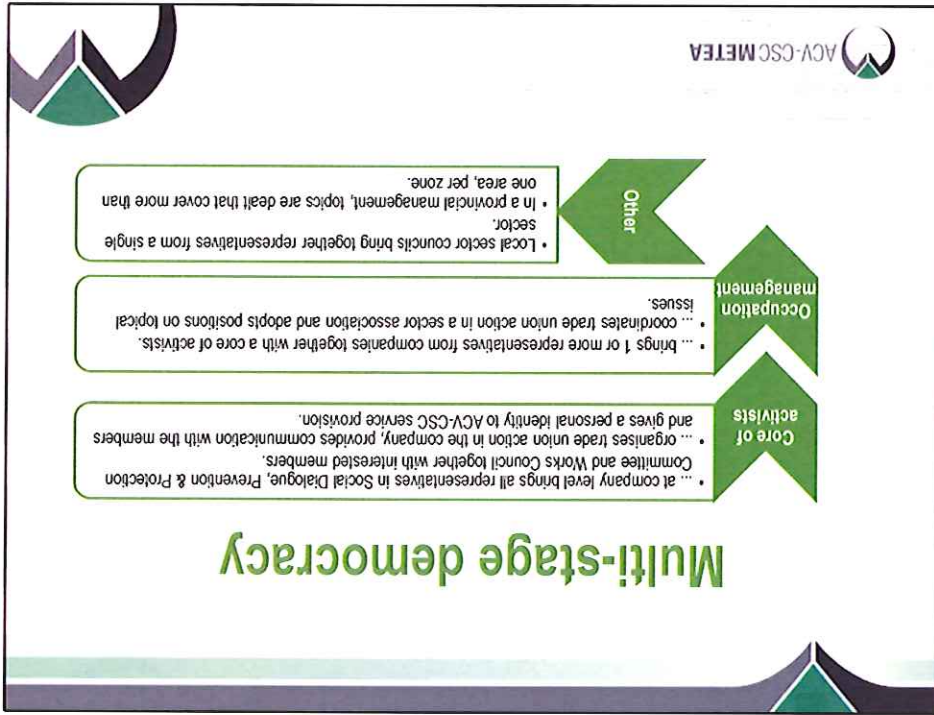
1. Job security
2. Secure income
3. Permanent upgrading of knowledge
4. A better, common and unified employee status
5. Quality of life, at work too
6. Working time and flexibility, only via negotiations
7. Free, national and sector-specific negotiations

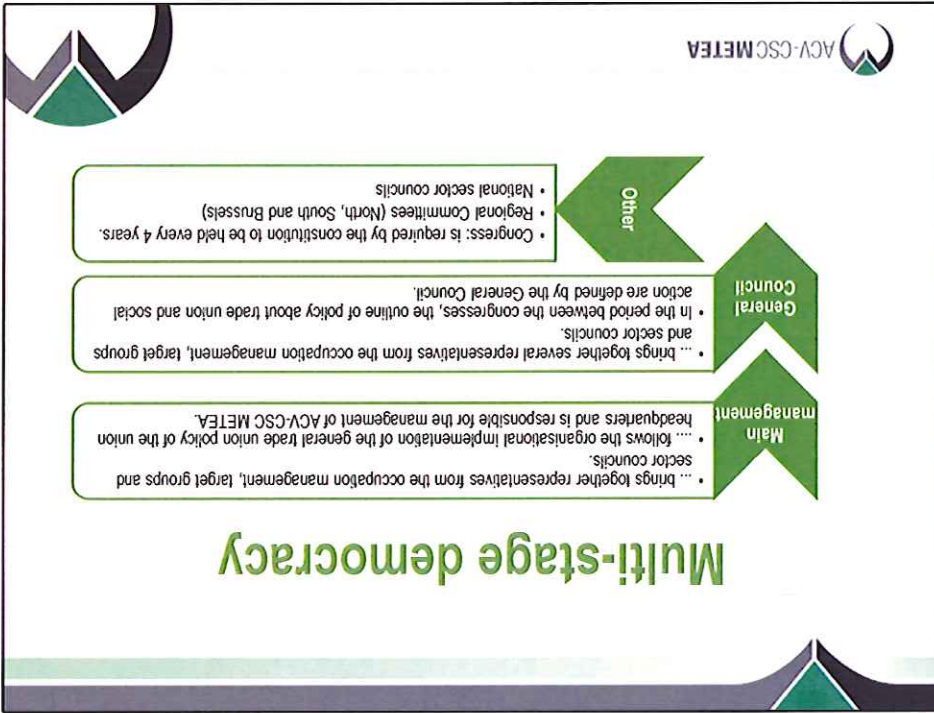
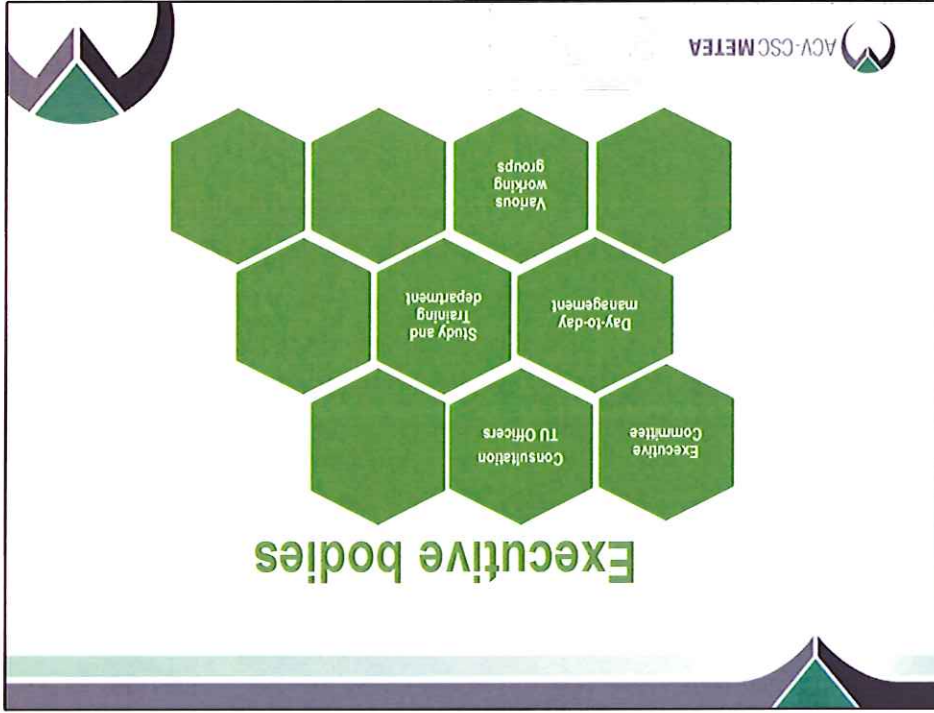




ACV-CSC METEA

Support for industrial workers

Guidelines for sector-specific dialogue









ACV-CSC METEA

The METEA Team is the team of activists. They are the spearhead of our operation.

They form an indispensable link in our trade union work:

- First and foremost in their company;
- More equality within sectors and
- In the context of the regional and national policy of ACV-CSC METEA.


ACV-CSC METEA
SAMEN VOOROP


acv-csc-metea.be




Op elk moment van de dag ...

... staan wij voor jou klaar!








ACV-CSC METEA

An activist is any ACV/CSC METEA member that wants to contribute actively to the work of the trade union.

Being an activist is:




- Being a spokesman for fellow workers
- Defending the interests of colleagues
- Participating actively in taking decisions and helping set up actions
- Showing active commitment in trade union actions
- Forming the link between colleagues and ACV-CSC METEA
- Receiving training and exclusive information


Activists

ACV-CSC METEA

With their active commitment, activists ensure the democratic character of our operation and in the decision-making process.

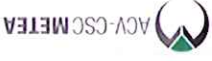






Activist's Charter

ACV-CSC METEA expects that its activists will:

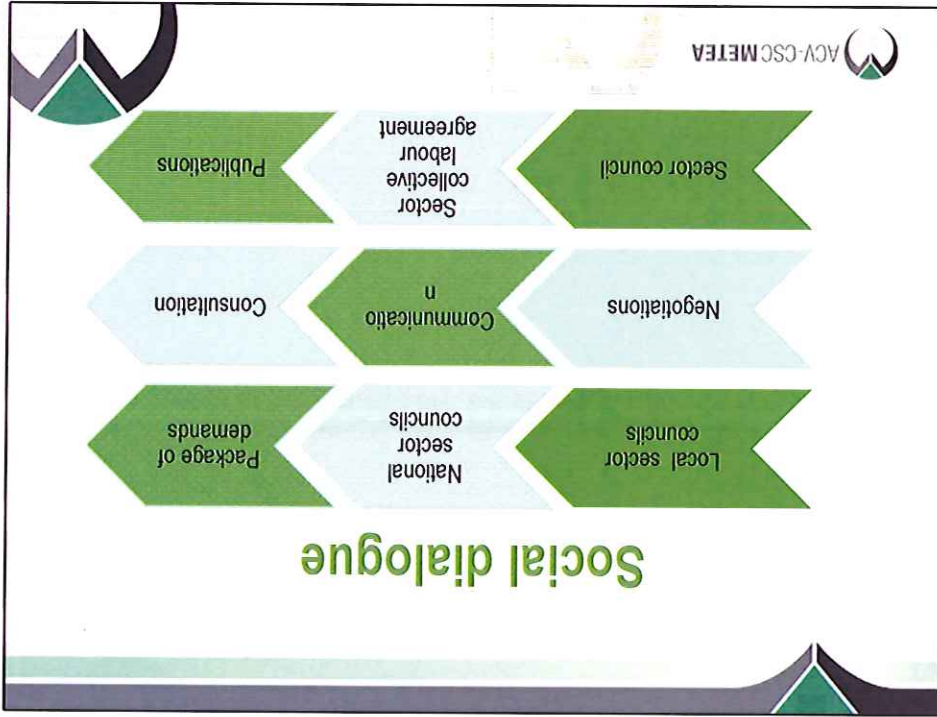
- Be active members of ACV-CSC METEA
- Subscribe to the aims and values of ACV-CSC METEA
- Work actively to defend the aims and values of ACV-CSC METEA
- Be a link between workers (m/f) and ACV-CSC METEA.



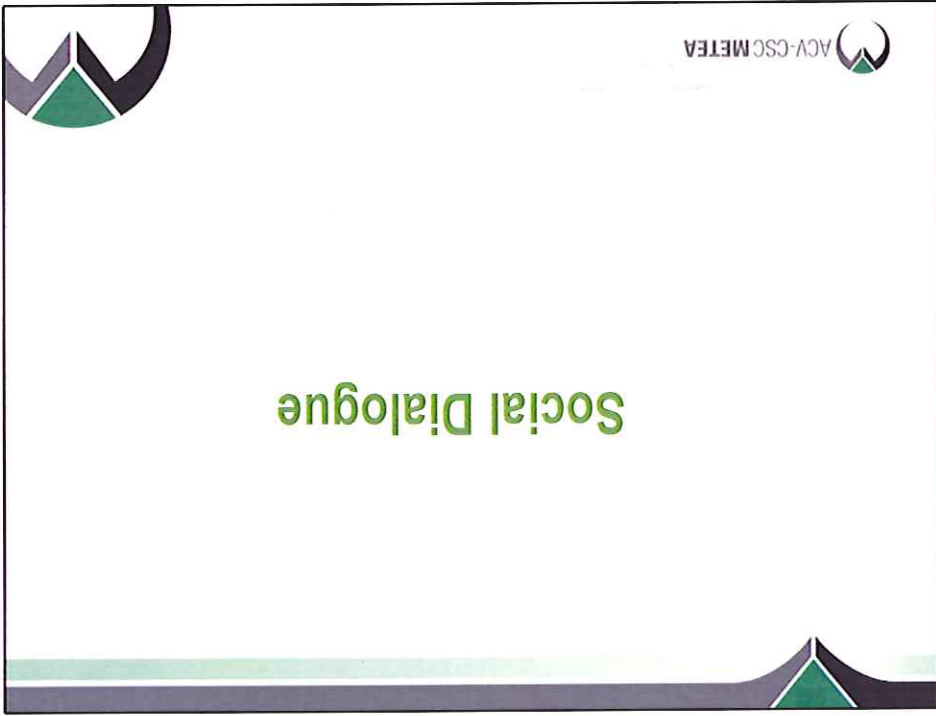
Activist's Charter

ACV-CSC METEA wants to give the following commitments to its activists and guarantee their implementation:


- Right to information and training
- Right to be part of the activist core
- Right to provide input
- Right to support in trade union work
- Right to protection
- Right to various interpretations of policy.



- ### Social dialogue
- IPA, Interprofessional agreement (two-yearly)
 - Sector-specific negotiations (after IPA)
 - Company-level agreement




[acv/csc-meta.be facebook.com/acv.csc.meta](https://www.facebook.com/acv.csc.meta)



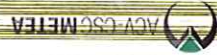
Works Council

- Companies + 100 employees
- A consultative body
- Company level
- Group level
- Equal representation of management members and workers




Social Dialogue: 3 levels

National Labour Council	Intersectoral level
Joint committees	Sectoral/branch level
Works council Health and Safety committee Shop steward delegation	Company level



Works Council: meetings



- At least once a month
- Meeting time = working time
- Possibility to invite external experts to the meeting



Works Council: Workers' Representatives

- Chosen after social elections
- Number of workers' representatives according to the size of the company

✓ 6 in case of	101-500 employees
✓ 8	501-1000
✓ 10	1001-2000
✓ 12	2001-3000
✓ ...	






Works Council > Board of Directors

Please note !!

- Right to be informed by the employer
- Right to advise
- Right to inspect
- Right to co-decide


Works Council: rights

An organised information channel

1. Economical and financial matters of the company
2. Social policy of the company
3. Employees with specific contracts


Works Council: powers



ACV-CSC-METEA

Health and Safety Committee


- Representatives of the workers chosen during social elections
- Number of workers' representatives according to the size of the company
 - ✓ 4 in the case of 50 – 100 employees
 - ✓ 6 101-500
 - ✓ 8 501-1000
 - ✓ 10 1001-2000
 - ✓ 12 2001-3000
 - ✓ ...



ACV-CSC-METEA




Health and Safety Committee

- Companies with + 50 employees
- Consultative body
- Joint basis: equal representation of management members and workers





Health and Safety Committee


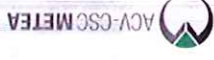
1. Evaluation of the health and safety situation in the company (analysis of hazards – accidents)
2. Working on a prevention action plan
3. Follow-up of technical and medical controls and reports
4. Follow-up of the well-being of the workers (stress, safety measures, safety material and equipment, hygiene, use of dangerous products)

Health and Safety Committee



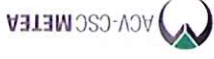
- Meetings: at least once a month
- Meeting time = working time
- Possibility to invite external experts to the meeting


Shop Steward Delegation



- In each company as from 20 workers
- The larger the company, the more shop stewards
- Mostly not elected but nominated by the trade union

Shop Steward Delegation




The negotiating body at company level



Shop Steward Delegation

- Labour relations
- Supervision of the respect of rules, regulations and working conditions
- Supervision of the respect of social legislation, collective bargaining agreements (CBA) and individual labour agreements
- Negotiate on demand

Shop Steward

- Has necessary time at disposal during the working hours
- Without loss of salary
- Outside normal working hours = working hours
- Arrangement if he/she is operating a machine

