

Role and duties of the affiliated organisations and the industriAll European Trade Union secretariat vis-à-vis EWCs

(Document adopted by the 1st Meeting of the industriAll Europe Executive Committee

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With 530 EWCs and SE WCs and thousands of trade union representatives, coordinating and supporting EWCs and SE WCs¹ are a shared responsibility between the industriAll European Trade Union Secretariat and affiliated member organisations. Clarification of each others' role in supporting, training and guiding these EWCs and EWC members must be carried out between the European and our national level trade Unions. Furthermore, the negotiations and the renegotiations of quality EWC agreements also require close cooperation and a joint effort between industriAll Europe and its member organisations. More can be found on this point in the policy papers regarding the negotiation and renegotiation of EWC agreements.

This document is in fact part of a total of three 'industriAll European Trade Union' papers. The two other documents are:

- EWC negotiations: main priorities, procedure and content
- Role of Trade Union Coordinators in existing European Works Councils

The Role of the industriAll European Trade Union secretariat regarding EWCs and EWC members

With more than 530 EWCs and around 10.000 EWC members, the role of the industriAll Europe secretariat is mainly to coordinate the work linked to EWCs, to transfer information and to support the 530 Coordinators which are the industriAll Europe links to these EWCs.

Therefore, industriAll Europe secretariat will:

- Ensure transparency and circulate information between affiliated organisations regarding EWC negotiations and renegotiations. It is, however, preferred that direct communication exists with the Company Policy Committee members, and industriAll Europe secretariat is kept in copy of (e-mail) correspondence.
- Coordinate and train the network of industriAll Europe coordinators, including updating them with information on activities and opinions of industriAll Europe (starting with info on the new organisation). The Company Policy Committee should, together with the industriAll Europe secretariat, discuss and develop the necessary tools to achieve this communication flow with the EWC Coordinators.
- Develop the link with the industriAll Europe sector activities and, through internal industriAll Europe secretariat exchange, define also the activities in which EWC Coordinators should be involved.
- Develop and coordinate training materials for EWC trainers / Coordinators

¹ In the text, 'EWCs' stands for EWCs and SE WCs

- Organise the activities of the industriAll Europe Company Policy Committee which is the main Policy body to deal with all issues related to EWCs and Company Policy in general.

To avoid any doubt (except where exceptional circumstances arise), it is not the role of industriAll Europe, to assist individual EWCs in their functioning, nor to train individual EWC members or EWCs, nor be present as speaker or Coordinator at EWC meetings.

However, in the event of transnational restructuring in a certain company, industriAll Europe will, in cooperation with the EWC coordinator and the involved trade unions, coordinate the course of action and eventual organisation of a Trade Union Coordination Group and meetings.

The role of the affiliated member organisations regarding EWCs and EWC members

It is primarily the role of the national affiliated organisations to deliver support for EWC members, to train them and to assist EWC members in their daily EWC work. As indicated in the industriAll Europe Policy Paper on the role of EWC Coordinators, it is equally the role of the national affiliated organisations to nominate EWC Coordinators to the industriAll Europe Company Policy Committee to establish the link between the activities and policies of industriAll Europe and the 530 EWCs.

Therefore, affiliated organisations will in principle:

- Cooperate and ensure transparency of information with the industriAll Europe Secretariat. This means that, whenever information is available (from local shop stewards, local works councils, ...) regarding a possible new EWC (re-) negotiation, or developments in existing EWCs which are of importance for other countries, this information will be passed on to the industriAll Europe secretariat.
- Check SNB and EWC members' legitimacy
- Make sure that the industriAll Europe guidelines on EWC negotiations are respected during the SNB process
- Make sure that the trade union expert (= generally the industriAll Europe EWC Coordinator) is assisting the SNB when requested
- Ensure that the proposed industriAll Europe EWC coordinators have the appropriate profile to fulfil their task (see as well the Policy paper on the role of EWC Coordinators)
- Ensure that SNB experts/EWC coordinators have sufficient time to fulfil their duties, including presence at EWC meetings
- Be the first point of contact and support for their members in EWCs
- Make available adequate resources in order to ensure proper assistance to EWC members.
- Responsible for the training of their EWC members
- Be the first point of contact for, as well as be in charge of EWCs whose headquarters are based in their country

- Update the database in cooperation with the industriAll Europe Secretariat