



EPSU European Works Councils and Company Policy Network Meeting
13 October 2022, 9:30 - 15:00
IN PERSON Meeting – ITUH, Room B

Draft Report

Participants

VOJKOVA Sarka, FTUE (SOS Energie), Czech Republic
VOTAVA Michal Jan, OS UNIOS, Czech Republic
JOKINEN Sari, JHL, Finland
MARCILLOUX Muriel, FNME-CGT, France
PINCZES Ernő, EVDSZ, Hungary
LOSETTI Antonio, FLAEI-CISL, Italy
SCARPIELLO Luca, FP-CGIL, Italy
SEDRAN Luigi, FLAEI-CISL, Italy
HENNUM Vidar, EL&IT, Norway
STENESTØ Hans Kristian, NUMGE, Norway
POPESCU Raluca, Gaz Rom., Romania
GRASMAN Yvonne, Kommunal, Sweden
OLSSON Jan-Olov, Vision, Sweden
LAY Matthew, Unison, UK

SPEAKERS

EPSU Secretariat

EMBACHER Jakob
GRASSO Gloria

Apologies

NEAU Elizabeth, CFE-CGC Energies, France
POGNON Dominique, CGT-SP, France
LETTERIO Oceano, FILCTEM-CGIL, Italy

PREITI Emanuela, FLAEI CISL, Italy

PEROVIĆ Tamara, Elektro distribucija Srbije, Serbia

RANKOVIĆ Zoran, Elektro distribucija Srbije, Serbia

TOMIĆ Branko, Elektro distribucija Srbije, Serbia

1. Opening and announcements

Jakob EMBACHER (EPSU) introduces himself, welcomes the participants and goes through the agenda.

2. Report

Last meeting's report ([24 March 2021](#)) is adopted without objections.

3. Report by the secretariat on ongoing/upcoming negotiations

Jakob EMBACHER: We have recently concluded negotiations with Korian. It was a difficult process.

With ORPEA we also concluded an EWC agreement, established on the basis of subsidiary rules, the negotiations remain confrontational.

Ongoing renegotiations are happening with SUEZ, reduced in size because parts were sold to. Negotiations are however constructive; disagreements on a few points exist but the agreement should be finalised soon. The issue of UK membership was also treated, they will be able to be reintegrated in the EWC.

Prezero is a rapidly expanding German waste company, belonging to the Schwarz group. Negotiations have started with a letter coordinated by EPSU to set up an EWC, delegations from both sides have met, the approach so far is constructive.

In Colisée the process for an EWC has been started. We sent a request to the management.

Concerning Norlandia, a letter has also been sent, we had some first contact with management together with Fagforbundet, they seem reluctant.

Hans Kristian STENESTO: In Norlandia we are in the middle of collective negotiations. If there is no agreement we will go on a strike on Monday. The discussions about the EWC in Norlandia are therefore currently on hold.

Sari JOKINEN: We haven't heard anything about Norlandia in Finland, but it would be important to restore constant contact.

Jakob EMBACHER: In the beginning the impression was they wanted to engage in a constructive manner, but during the actual meeting that was not the case. Solidarity and success for the strike action.

Luca SCARPIELLO: The nomination of Gilberto Nietu to the new board level council in Korian was successful. It is worth to have a reflection on how to proceed. Korian has been a

difficult partner. There is a bit of communication and a possibility of partnership to improve communication. A meeting with the CEO in Italy is planned due to a due diligence project encompassing the entire society.

In Colisée the appointment of the representative has been completed. FP CGIL, suggest to consider setting up an EWC in Diaverum, leader in kidney treatment in Europe. They fulfil all requirements for an EWC.

Jakob EMBACHER: Korian has entered a collective bargaining agreement in Germany, but it appears they are only anticipating changes to German minimum wage laws. Korian has been doing a whole work to distinguish themselves from ORPEA.

On the negotiations for the healthcare companies, there is two points: we need to see how we manage our resources. We need to move towards a model in which our affiliates take more responsibility on behalf of EPSU, in the same way other European trade unions federations are already operating.

We move to the energy sector.

Vidar HENNUM: On Statkraft, for several reasons there has not been a meeting this year so far, one is planned in December. I am in contact with the management, the dialogue is very good.

Luigi SEDRAN: In ENEL, after several years we have restored a dialogue.

Muriel MARCILLOUX: Are opposing a dismantling of Engie that would go against workers and consumers. The sale of Equans is being finalised these days. The negotiations to renew the EWC agreement are not going well.

For EDF, there has been a new agreement. Now management wants to control visits. This is an attack on our members freedom of movement.

European countries have to act against inflation. Looking to determine a decisive action plan.

On ORPEA - the trade unions there had no legitimacy. CGT have been asking for new elections.

Jakob EMBACHER: Bouygues seems like a very closed off patriarchal company. There is an in-house union which wants to keep out other unions.

Sarka VOJIKOVA: Little information on RWE. We are trying to get information with help of the EWC established in 2019. Refusal to communicate in any way, coordinators are not playing the role they were given.

On MVM no agreement among CZ unions on SNB members.

Ernő PINCZES: Gradually EON will leave Hungary. EON has dealt with the inflation with a one-off payment. We also started negotiations on pay for 2023. We have a big problem because there is a lack of workers, we need engineers and specialist. In general, the EWC are working well.

Muriel MARCILLOUX: I have a question about what you just said about the EWC coordinators, it is really important to have EWC coordinators but it hard to find people who have the time.

Need to have diplomacy, know the directors, it's not a role that can be given to everyone. Need to have a good bridge between secretaries and EWC.

Jakob EMBACHER: In Suez it seemed like the company did not want to have a UK representative. In EPSU we don't have many cases in which the UK representation was a problem, what comes to mind now is that this is the exception rather than the rule. We will address the role of coordinator now.

4. Discussion around EPSU Guidelines for EWC Coordinators

Presentation of 2001 ["EPSU Resolution on the role of trade union coordinators in existing EWCs and the role of national organisations"](#)

Jakob EMBACHER: While the guidelines are obviously quite old, our assessment is that they still hold up. We therefore propose to use them as a basis and discuss what needs to be modified or added.

Luca SCARPIELLO: The guidelines impose unrealistic requests. We need to provide coordinators with the instruments to do their jobs. Request to make the document more concrete.

Raluca POPESCU: Why should coordinators come from countries of company headquarters when their role is to be a European voice?

Jakob EMBACHER: Coordinators should take a mandate from EPSU as European coordinators, they have to be European representatives, not of one single country.

Matthew LAY: Coordinators are facilitators rather than chairs. They want to encourage the dialogue.

Jakob EMBACHER: Correct, but coordinator has established itself as the term in use widely.

Muriel MARCILLOUX: Coordinators are also supposed to be experts, they need to have support behind themselves, a link with the federation that has elected them.

Luca SCARPIELLO: Suggest to scratch the article 20.

Jakob EMBACHER: Agreed, proposal to also take off article 21. It refers to a very ad hoc situation that can be decided independently case by case.

Luca SCARPIELLO: Would add the need of training and in the next two years we need to have the commitment to have trained coordinators, their right to training needs to be established.

Jakob EMBACHER: We will include the comments in the agreement and will be sent out with the comments from today.