

**Sectoral Social Dialogue Committee in the Gas Sector**  
**4 July 2023, 09h00 – 16h30 CET**  
***Brussels***

***MINUTES of the Negotiation's meeting 1***  
***Agreement on Just Transition***

**Participants:**

- Trade unions side: Isabelle Barthès, Sophie Grenade, Jakob Embacher, Georg Wachter, Sarka Vojikova, José Maria Gonzales, Raluca Popescu, José Belo, Piotr Lusiewicz
- Employer side: William Viry-Allemoz, James Watson, Bronagh O Hagan, Alara Kocabas

**Preparatory meetings**

- EPSU and industriAll Europe on one side as well as Eurogas on the other side organised their preparatory meeting separately.

**Joint meeting**

**1. Welcome and introduction**

- 3 vice chairs are designated: Isabelle Barthès for industriAll Europe, Jakob Embacher for EPSU and William Viry-Allemoz for Eurogas
- Presentation of the timeline and roadmap:
  - 4 July :
    - Chapter 1: Anticipation and management of the transition on the company level
    - Chapter 2: Ensuring a strong social dialogue for a just transition
  - 10 October:
    - Chapter 3: Securing job to job transition for the gas workers
    - Chapter 4: Training as the key to employability
  - 11 December
    - Chapter 5: Strong diversity at the workplace
    - Introduction/Preamble
    - Implementation and monitoring
  - January
    - Remaining questions or chapters
    - Additional clauses (non regression clause, more favourable provisions, social partner autonomy)
- Concise minutes of each meeting will be written by the secretariats
- Vice chairs insisted on the fact that nothing is agreed before everything is agreed
- Discussions on the scope will occur at a later stage.

**2. Chapter 1: A framework on anticipation and management of the transition at the company level**

- Article 1. On regional and local authorities : may add confusion as we address workers. We leave it here as an introduction but we can possibly move it elsewhere.
- Article 3. On the use of “trade unions” or “representatives”:
  - Eurogas would prefer the word “representatives” as there are countries where representatives are elected but not member of a trade union
  - Epsu and industriAll Europe would prefer to use “trade unions” as using “representatives” could be used to circumvent trade unions and put them aside.
  - Conclusion 1 : not solved, to be fixed later.
  - Conclusion 2 : definition for “trade unions” or “representatives” in the definitions
- Article 3: Eurogas would like to add “where possible” when it comes to job to job transition as it may not be possible for SMEs. After discussion, agreement to remove “where possible” but add an article on SMEs in the implementation chapter, that will not be excluded from the scope but will be targeted for accompanying measures. Secretariats will make a proposal at a later stage.
- Article 4: on just transition plan and decarbonisation plan:
  - Eurogas would prefer to focus on just transition plan when it comes to the involvement of workers and not on decarbonisation plan,
  - Trade unions refer to the fact that Just Transition Plans are linked to decarbonisation plan as both will have impacts on the workforce. Workers and their trade unions would like to be involved in the strategy of the company.
  - Agreement to separate just transition and decarbonisation plan:
    - Just transition plans will be co-created.
    - For decarbonisation plan: information and consultation of workers and their trade unions => new article 5
- Article 6: need to think about corporate secrecy and competition law. Trade unions will provide a wording.
- Article 6: on the social impact assessment, on experts, on the multidisciplinary team, Eurogas has to check internally
- Article 6: when it comes to enumerate operations, agreement to delete all references.
- Article 8: Where unavoidable, binding social plans shall be negotiated with union in all countries, prioritising outplacement for dismissed workers. To be discussed better in the implementation chapter.

### 3. Next steps

As there was no more time to discuss chapter 2 and as there was still remaining points to be discussed (on secrecy, on SME's and on the definition of workers' representatives), the members agreed to let the three secretariats have another meetings before the next negotiation meeting. The outcome of that discussion will be sent and presented to the member of the negotiation team on the 10 October. This should serve to speed up the negotiation process in line with the timeline foreseen for negotiations. The secretariats will also ask the European Commission to have more time for their meetings. They will ask to have an additional half day for their preparatory meetings in order to let a full day to negotiate between the two sides.