



# REPORT FROM THE GENERAL SECRETARY

n. 11 | DECEMBER 2014 – MAY 2015

The ETF represents more than 3.5 million transport workers from more than 230 transport unions and 41 European countries, in the following sectors: railways, road transport and logistics, maritime transport, inland waterways, civil aviation, ports & docks, tourism and fisheries.

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## Foreword

### A campaign for FAIR TRANSPORT



The issues of working conditions and social and labour rights in transport have been high on the ETF agenda and in particular following the 2013 Congress.

Businesses have been using all possible means to circumvent European legislation aimed at protecting workers' health and safety, ensuring fair competition and equal treatment in terms of wages and working conditions.

The times are gone when it was common to hear from Commission officials that situations of clear social dumping were just the result of the free movement of workers and the internal market, and that the market would regulate itself. Both the new President of the European Commission and the new Commissioner for Transport have declared their commitment to fight social dumping. A number of MEPs have expressed their will to act with the ETF in order to find concrete proposals for eradicating social dumping from the sector.

The organisation of a major Conference on 4 June called "A social agenda for transport", jointly by Commissioner Bulc, responsible for Transport and Commissioner Thyssen, in charge of Social Affairs, can be a decisive step towards concrete measures to eradicate all forms of abuse on transport workers' social and labour rights.

In this context the ETF is launching a Campaign for "Fair Transport Europe" that envisages to eradicate unfair practices, eliminate the loopholes in legislation, ensuring proper implementation of the legal framework and improving the attractiveness of the sector, namely by the harmonisation in progress of the working conditions.

In developing this strategy it is important to highlight that the campaign does not aim

at taking a protective approach in the labour market but rather at promoting **equal treatment for all workers** independently of their country of origin.

To give the campaign a more visible expression, the ETF will submit the request to launch in September a European Citizens' Initiative (ECI) **calling on the European Commission to ensure fair competition** in the different transport modes, **building a common social basis** and guaranteeing that the free movement of workers is done in **respect of the principle of equal pay and working conditions**.

It is important to note that addressing this campaign has the potential to raise concerns among some Eastern European affiliates and their members. The campaign must not be seen as being against Eastern European (or other) workers but rather **against the unacceptable practices of some companies which pursue social and wage dumping practices**. It is important to stress that social dumping practices do not necessarily involve non-national workers: competition in call for tenders based on the lowest bid often tends to create a downwards spiral in the terms and conditions of the workers involved. This is common in tenders for public urban transport where the element of non-national work force is not necessarily present.

The Secretariat will naturally do its utmost to mobilise all EU affiliates for this campaign and counts on each of you to successfully campaign for better and fairer living and working conditions in the transport sector.

**Eduardo Chagas**

**ETF General Secretary**

"The superior man is modest in his speech, but exceeds in his actions." Confucius (551 BC - 479 BC), The Confucian Analects

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## 1. About the secretariat

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### Freya De Coninck completes her traineeship at ETF

In February 2015 the ETF has welcomed Freya De Coninck as trainee, who has successfully finished her traineeship on 8 May. All colleagues have very much appreciated her help in the secretariat and at activities abroad. We wish her all the best in her future career and are confident she will be an asset for every organisation where she starts working. The ETF has a long standing cooperation with the Hogeschool Gent which provides students from that secretariat administration school to have a traineeship at the Secretariat. In February next year, a new trainee from the aforementioned school will start a traineeship, both the secretariat and trainee benefit from this experience.



## 2. News from the Executive Committee

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### European Citizens' Initiative on Fair Transport



In the meeting of November 2014 the Executive Committee agreed in principle with the proposal to launch an ETF led European Citizens' Initiative (ECI) and instructed the Management Committee to further investigate the practical conditions for the campaign to be successful. It considered that a clear window of opportunity exists for a high profile campaign fighting social dumping practices in transport of which the ECI could be a fundamental tool. The campaign would be entitled "Fair Transport Europe".

An ECI is an invitation to the European Commission to propose legislation on matters where the EU has competence to legislate. It has to be backed by at least one million EU citizens, coming from at least 7 out of the 28 member states and a minimum number of signatories is required in each of those 7 member states. On 19 February the Management Committee convened to further discuss the proposal and invited consultants from Konsentio to present their views on launching a campaign including an ECI. Konsentio is the company which was asked to assist the Secretariat in developing a campaign strategy. Konsentio presented the proposed campaign objectives, not only to collect the required number of signatures, but also to reach out on political level and to the wider public. Their campaign proposal aims to have an impact on legislation, to strengthen the ETF as a stakeholder and to communicate that transport workers are essential to make the economy work and grow.

The Management Committee agreed to support the ECI campaign and envisages its launch after the summer break. In the meantime the Secretariat has been cooperating with Konsentio to draft an ETF vision paper that should be the basis for discussion with the policy makers in the development of the campaign.

### New members of the Executive Committee

At its November meeting the Executive Committee accepted the nominations and welcomed the new members of the Executive Committee Minke Jansma from FNV Bondgenoten (NL) replacing Lutz Kressin, Robert Morton from UNITE the Union (UK) replacing Julia Long and Maria Petrova Kostova from FTTUB (BG) as replacement of Ivan Petrov Drajev. .

## Commitment to promote social protocol in European Treaty



At the May 2014 Executive Committee meeting, Magnus Falk explained the members how the agreement came about between the Swedish Trade Union Confederation (LO) and the Swedish social democratic party not to sign a revision of the European Treaty in case it does not contain a social protocol. The Swedish Transport Workers' Union urged other unions to push for similar agreements between different social parties in other countries. Following the ETUC proposal, such a protocol should include: acceptable levels of social protection for workers, protection of trade union rights and protection of collective bargaining. The ETF Management Committee backed up this call and invited all Executive Committee members to develop the necessary steps at national level for promoting the social protocol and similar initiatives at national level. This call was reiterated at the EC's November meeting and a review of the situation on national level in the different countries was requested. It will again be an agenda item at the first EC meeting in 2015.

## 3. In the spotlight

### Commissioner Bulc welcomes ETF to discuss transport policies



The ETF President and political staff met with Commissioner for Transport Violeta Bulc who accepted ETF's request for exchanging views on the current and future European transport policy.

The meeting, organised on 3 February 2015, was an excellent occasion to open a dialogue with the newly appointed Commissioner. Ms Bulc, in office for less than three months, welcomed ETF's offer to learn about the priorities European transport unions have identified for this mandate and beyond.

Commissioner Bulc stated: "Involving and consulting all stakeholders will remain one of the European Commission's corner stones in developing European policy, and that will be no different for transport. I very much welcome ETF's initiative to exchange views on the dossiers at hand and raise with me the trade unions' concerns and I look forward to continuing the dialogue."

Mrs Bulc further informed the ETF delegation of the decision taken together with Commissioner Marianne Thyssen, in charge with Employment, Social Affairs, Skills and Labour Mobility, to organise on 4 June 2015 a major Conference on working conditions in transport.

ETF President, Lars Lindgren, and ETF General Secretary Eduardo Chagas opened the meeting with outlining the ETF work programme and highlighting a number of general issues the ETF and its members are monitoring closely with concern.

**ETF President Lars Lindgren:** *"The transport sector is offering employment to a substantial number of workers in Europe and contributes significantly to the European economic development. Operating in a global market brings many challenges and we as a European trade union federation have the responsibility to monitor any consequences it could have on the social and working conditions of the workers we represent. For that reason we have raised with the Commissioner, among other issues, the lack of transparency demonstrated in the negotiations on the Transatlantic Trade and Investment Agreement with the USA and reiterated the ETF position calling for the suspension of the negotiations and the renegotiation of the EU mandate."*

The Commissioner's agenda allowed talking about the different sectors represented by the ETF. The responsible political secretaries gave a brief overview of the most important dossiers currently being dealt with in their sectors. Among others, views were exchanged on social dumping in transport, particularly in the road and aviation sectors, EU ports policy and infringement procedures, the exclusion of seafarers from social Directives and the 4th Railway Package.

**ETF General Secretary Eduardo Chagas** concluded *"This first meeting with the new Commissioner for transport and her cabinet helps setting out a path towards a fruitful cooperation in which the workers' interests are regarded as a priority. The ETF has a tradition of including all dimensions, social, environmental and economic, in its work and we are confident the Commissioner will dedicate the required attention to the workers' point of view in improving the European transport policy."*

### ETF meets Commissioner Thyssen to address social issues in transport



On Monday 4 May European Commissioner for Employment, Social Affairs, Skills and Labour Mobility Marianne Thyssen welcomed an ETF delegation to listen to the sector's concerns with regard to social dumping and European social dialogue. Accompanied by her experts on legal affairs and social dialogue, the Commissioner was very receptive for the issues raised by ETF and reached out for a close cooperation in dossiers that concern the European transport sector.

Together with ETF political secretaries responsible for the different sectors the ETF represents, ETF General Secretary Eduardo Chagas expressed his gratitude for the Commission's numerous public addresses about social dumping and making its eradication as one of its main priorities and about the importance it gives to European social dialogue. However, he questioned the veracity of the Commission's words given the recent reduction in human and financial resources dedicated to support European social dialogue, the delay that the social partners' agreements have been encountering in the Commission services and the lack of a resolute approach so far to tackle social dumping practices in the European economy. The ETF Political Secretaries complemented the General Secretary's speech by giving sector specific examples of social dumping practices and unresolved issues and concerns with regard to working conditions and social rights.

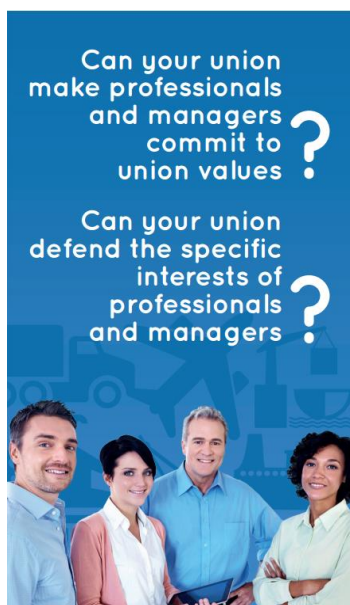
### Commissioner announces a social legislation package

European Commissioner Thyssen first of all congratulated the ETF with its good results achieved via European social dialogue in terms of social partners' agreements and acknowledged the ETF takes a lot of responsibility on its shoulders. She further confirmed the recent cuts in resources but emphasised that the current European Commission has a different and more positive attitude towards social partners and their dialogue compared to the previous team: "We are aware of the importance of showing respect to the social partners' agreements and the work done by the social partners and I will do whatever I can to facilitate this", Commissioner Thyssen commented. She further announced that a social legislation package is being developed and due to be ready by the end of this year: "It will focus on jobs, growth and fairness, the key priorities of this Commission, and include more inspections, better enforcement and fairer rules." Commissioner Thyssen concluded with asking the ETF to send in any information, proposals and remarks it may have regarding social dumping practices and social legislation and promised to follow up on the issues raised by the ETF delegation during the meeting.

## 4. Projects in focus

### How to organise Professional & Managerial Staff (P&MS)?

The final publications of the TRAN-MAPS project, a leaflet and guidelines on how to unionise P&MS have been published on the ETF website in English, French, German, Danish and Bulgarian. A Russian version of these publications is currently being finalised. [The leaflet](#) aims to raise trade unions' awareness of the need to recruit and organise P&MS. It points out the need to develop a national definition of P&MS, describes briefly the issues P&MS face, why it is important to organise this target group and what unions can do to make professionals and managers commit to union values.



[The brochure](#) is compiled of discussion papers used in the TRAN-MAPS project activities and elaborates on the different issues of P&MS for which the unions need to develop strategies and services in order to better address them and attract professionals and managers to the unions. It deals, for example, with working time and workload, criminalisation of P&MS, Corporate Social Responsibility (CSR) and the specific target groups within the group of P&MS, namely women workers and young graduates. Currently only the English versions of the project products are available online, but the Bulgarian, Danish, German, French and Russian versions will be made available shortly.

The project has been organised in cooperation with EUROCADRES and ETF affiliates HK Trafik & Jernbane (Denmark) and Oficialismar (Portugal). In the context of a seminar, two workshops and a final conference, the publications have been developed and fine-tuned with input from ETF affiliates. The ETF will use the project outcomes to further improve its organising strategies towards P&MS and encourage its affiliates to do likewise.

## 5. Sections in brief

### Inland Waterways

#### Ruud Touwen newly-appointed River Cruise Organiser

Ruud Touwen, former seafarer and marine engineer and ITF inspector since 1980, has taken over Werner Kiepe's role as River Cruise Organiser. During the river cruise season he will make a tour with the special ETF/ITF mobile office camper and reach out to employees in the river cruise industry. While visiting cruise ships along the Rhine, Mosel, Danube and other main cruising rivers in Europe, he will answer questions from crewmembers about e.g. salary, working hours, overtime and harassment on board the ships. Ruud is part of a team of national unions, concerned about the sectors' working conditions, which will help him out on his campaign.



## **Social Partners welcome adoption Council Directive on working time**

The European Barge Union (EBU), the European Skippers Organisation (ESO) and the ETF welcome the adoption of the Commission's proposal for a Council Directive implementing the European Social Partners' Agreement (SPA). That agreement has been concluded on 15 February 2012 and arranges certain aspects of the organisation of working time in Inland Waterway Transport (IWT).

On 11 December 2014, the Employment and Social Affairs Council adopted the Commission's proposal, thereby taking a significant step towards realising harmonised working and living conditions in this international transport sector. The SPA answers to the needs of all sides of the industry: freight, passengers, tourism, annual and seasonal work. It is the result of intense negotiations and demonstrates the importance of European Social Dialogue in providing the necessary social conditions for a sector working in a complex reality, such as: a vessel owned by a German company, registered in Malta, crewed with contracts from a Swiss company under the laws of Cyprus, sailing in Belgium and the Netherlands.

It also brings legal certainty and introduces a tailor-made framework that meets the needs of the sector. It will contribute significantly to the attractiveness of the work on more than 14,000 vessels in European IWT. The IWT Social Partners express their thanks to all who contributed to this success, especially to the European Parliament which expressed its unanimous opinion in favour of transposing the agreement into a Council Directive on 23 October 2014.

## **Section develops strategy to organise women**

According to the data collected by the Secretariat, ETF affiliates have declared that 3.7% of the inland waterways section's membership is female. This corresponds with only 409 women and demonstrates the need for an organising strategy specifically targeting female crewmembers. It is known that working in the sector is not always that attractive for women, since it is often hard to combine with a normal family life and requires being away from home for a long period of time. However, many women are being employed in the hotel, restaurant and catering side of the river cruise sector but often in precarious circumstances and with seasonal contracts.

The Section plans to analyse how to make jobs more attractive for women and to define a strategy for improving the working atmosphere and working conditions by means of negotiations at European level to obtain a framework agreement that defines clear targets. Installing quota for employing women in the sector, the Section aims at 30% of female employment, and executing a thorough research to obtain a clear picture of the situation has also been proposed as one of the actions.

## **Course manual for Inland Navigation Education and Training**

The Section is partner in a European funded project together with the STC-Group, Maritieme Academie Harlingen, SchiffersBerufskolleg Rhein, Edinna and BDS which aims at establishing a Course Manual for Inland Navigation Education and Training under the Lifelong Learning Programme Leonardo da Vinci in 2012. Course manuals form an integral part of the Standards of Training and Certification for Inland Navigation Education and Training (STCIN), which facilitates the individual inland waterway education and training institutes to implement the standards concerning the professional competences as laid down in the Platina Tables of Competences into their education and training system. On 29 April 2015 during the project's final conference the first course manual was presented.

## **New legal framework for recognition and harmonisation of professional qualifications**

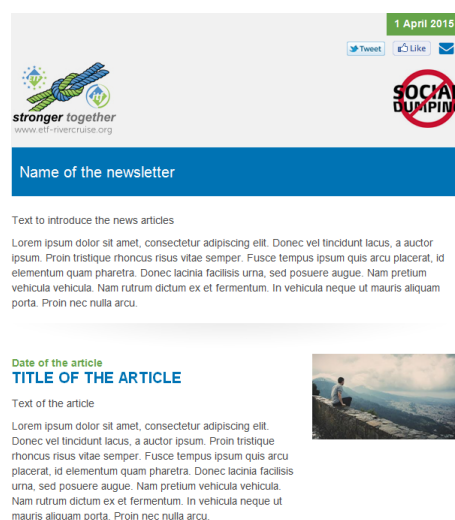
Since in January 2015 the European Commission's internal Impact Assessment board advised against the adoption of a new legal framework for the recognition and harmonisation of professional qualifications in inland waterways transport, all sector stakeholders met in Rotterdam at the

beginning of April. The social partners (ETF, EBU, ESO) together with the European Platform for Training and Education institutes for Inland Navigation Edinna, and Aquapol, the European controlling and enforcement authorities, sent out a joint letter to all those concerned urging the European Commission to change its view and adopt the legal framework as the current patchwork arrangement is quite clearly no longer fit for purpose. It hampers the attractiveness of the profession and makes the sector vulnerable to illegal practices that threaten the level playing field.

The non-adoption of the framework will hinder the future developments of the sector in terms of labour mobility, persistent vacancies and skills mismatches. The full potential of inland waterways transport can only be brought about if a skilled and trained workforce is available to ensure that the sector can take on its role as a sustainable and safe transport mode. The negative advice on behalf of the European Commission is quite surprising since its Communication 'Towards quality inland waterways transport – NAIADES II' (2013) refers to a review of the framework on the harmonisation and modernisation of professional qualifications in the sector and indicates that sectoral legislation on this matter is the most appropriate way to address the problems of the incoherent legal situation with which the sector is confronted today. The draft framework has been developed under the co-presidency of both DG Move and the CCNR (Rhine Commission) in close cooperation with all other River Commissions and national authorities. The signatory parties are committed to continue this process and call upon the Commission to come forward without delay with its legislative proposal as announced in the NAIADES communication. They further call upon the European Parliament and the Council to give full priority to this important initiative for a transport sector that is of strategic importance to the EU's social and economic development.

### Newly designed River cruise Newsletter

The River cruise campaign team will from now on communicate with its supporters via a newly designed newsletter. This fits in the Secretariat's aim to further improve its communications and inform people on regular basis about actions, reports, disputes and victories. All subscribers will have the possibility to share its content via social media and email. If you are interested to subscribe to this newsletter, please send an email to [rivercruise@etf-europe.org](mailto:rivercruise@etf-europe.org).



## Maritime Transport

### Towards the end of the social exclusions of seafarers

The European Parliament (EP), the Council of the EU and the European Commission (EC) have taken a major step towards a final agreement on the exclusion dossier, with the adoption on 6 May 2015 of a trilogue agreement based on the ETF-ECSA agreement.

Although EU labour law generally applies to all workers in all sectors, based on the particular nature of maritime transport Member States were allowed to exempt seafarers from certain Directives. This situation opened the way to a differentiation of treatment of seafarers compared to their land-based counterparts, which was repeatedly denounced by the ETF. Therefore, when the European Commission issued in November 2013 a legislative proposal which aimed at reviewing five directives from the scope of which seafarers could be excluded up to now, ETF and ECSA came up with a joint agreement which was endorsed by both the EP and the Council as the basis for discussion on the Commission's proposal. The final vote at the EP should take place before the summer break.

### In focus: MEPs welcome Social Partners' Agreement on Directive for seafarers

On Tuesday 2 December 2014, the ETF and ECSA took part in a mini-hearing at the European Parliament on invitation of the rapporteur to exchange views with all relevant stakeholders on the Commission proposal for a directive on seafarers. At that occasion, they presented their recently achieved SPA on the issue of exclusion of seafarers to the members of the EMPL Committee. Their contribution was very much welcomed and MEPs committed to give it their full attention and support in preparation of the draft report on the matter.



### Shipping industry calls EU governments to take urgent action to prevent thousands of lives are lost in the Mediterranean



European and global operators of merchant ships have joined forces with seafarers' unions in a [joint letter](#) to leaders of all 28 EU Member States. They warn for the humanitarian crisis in the Mediterranean Sea which is spiralling out of control, with a serious risk of further catastrophic loss of life unless EU Member States respond with greater urgency.

Since 2014, thousands of people have been attempting the dangerous sea crossing to Europe in overcrowded boats not fit for purpose; many thousands of people have already lost their lives in doing so. The shipowner groups and unions call on all EU Member States to give immediate priority to increasing resources for Search and Rescue (SAR) operations in the Mediterranean, in particular in view of the very large number of potentially dangerous rescues now being conducted by merchant ships, a situation which is becoming untenable. Merchant ships rescued around 40,000 people last year and this number is predicted to increase dramatically.

The shipping industry fully accepts its legal responsibility to rescue anyone in distress at sea, but argues it is unacceptable that the international community is increasingly relying on merchant ships and their crews to undertake more and more large-scale rescues. Single ships have had to rescue as many as 500 people at a time, creating serious risks to the health and welfare of seafarers who should not be expected to deal with such situations. As the situation gets worse the shipping industry believes there must be a commensurate increase in financial and human resources for SAR operations, shared by all EU Member States, to address this major humanitarian crisis.

The shipping industry also suggests that the EU and the international community need to provide refugees and migrants with alternative means of finding safety, without risking their lives by crossing the Mediterranean in unseaworthy boats. The shipowners' representatives and unions are therefore requesting that this issue should be added, as a matter of real urgency, to the agenda of the European Council and relevant meetings of EU Ministers. The joint call for action is being followed-up with EU governments at national level by Europe's national shipowners' associations and seafarers' unions.

## ETF rings the alarm bell on CETA with Canadian Ambassador to the EU

On 18 February 2015, a delegation led by ETF General Secretary Eduardo Chagas met with Mr David Plunkett, the Canadian Ambassador to the European Union to raise concerns about the EU-Canada Comprehensive Economic Trade Agreement (CETA). During a two hour-long discussion the union delegation, which included representatives from the Belgian affiliated organisations ACV and BTB, drew the Ambassador's attention on a number of provisions contained in CETA which risks jeopardising jobs and regulations on both sides of the Atlantic.

The meeting gave the ETF the opportunity to cast a critical eye on the ability of the EU-Canada free trade agreement to realise the many expectations raised in terms of job creation. The ETF fears that the business-oriented strategy that guided the negotiations is not only going after the alleged barriers to trade but also after the trade-union and social rights. Proofs of that are the creation of the



Investor-State Dispute Settlement (ISDS) and “regulatory cooperation mechanisms” which would seriously limit national governments sovereignty and the democratic scrutiny of economic policy.

In addition, ETF asked for the exclusion of a specific chapter on maritime transport services which would threaten domestic cabotage arrangements in Canada. Instead of deconstructing these arrangements, it should be the European lawmakers' duty of care to look at providing similar measures in Europe to protect EU-based seafaring jobs and the EU maritime know-how, said the ETF. After Mr Plunkett committed to relay the ETF concerns to the Canadian government authorities, the ETF concluded by reiterating its solidarity towards the Canadian Maritime and Supply Chain Coalition that was formed in response to the detrimental effects that CETA will have on the Canadian maritime industry and the rest of the logistic chain.

## Review of the EU Maritime strategy: make the human element the centre of the policy review

In its answer to the public consultation on the Mid Term Review of the EU Maritime Transport Strategy, the ETF Maritime Transport Section has put the inclusion of the human element at the core of its contribution. This consultation, launched by the European Commission at the beginning of this year, aims at collecting stakeholders' views on the priority areas for the EU and its Member States when defining future actions and initiatives in the framework of the EU maritime policy.



The ETF contribution particularly focused on the need to improve the situation as regards the human element in shipping and the need to develop a progressive EU framework which ensures more and better jobs at sea for EU-domiciled seafarers. The ETF is of the opinion that improving the competitiveness of the EU shipping industry must translate into job creation and training opportunities for EU-domiciled seafarers. In its response the ETF has put forward a number of proposals, such as the need to revive an EU-wide manning directive that creates the conditions for a

level playing field in intra-community trade and the need to review the State Aid Guidelines to strengthen the link between the granting of state aid and the employment of EU-domiciled seafarers.

Following the public consultation, a report will be made publicly available on the Commission's website.

You can download an Executive Summary of the ETF answer on the [ETF website](#). The full ETF response is available upon request via [etf@etf-europe.org](mailto:etf@etf-europe.org).

### **MTS Manifesto: how to make the sector a generator of wealth and EU-based jobs?**

Following last year's EU elections the Section has produced a document with 10 proposals for European policy makers to make tomorrow's maritime transport sector a generator of wealth and jobs in Shipping for EU resident seafarers.

The Section's Manifesto on a Social Agenda for Quality Shipping in Europe aims to put forward concrete solutions for the challenges faced in the sector. Among other proposals, the document suggests to set up an EU-wide campaign to promote employment in the sector and to ensure standards on quality training, education and certification remain high. The paper also addresses the environmental footprint of the sector, the loopholes in State aid to maritime transport and the criminalisation of seafarers, amongst other important issues.

The Manifesto is an excellent tool to be used by Section members when approaching policy makers on national and European level to address key issues and bring forward concrete proposals to tackle them. It demonstrates the Section's commitment to raise its voice to preserve and boost the employment of EU-domiciled seafarers.

### **ETF and ECSA call for providing seafarers guidance on Ebola virus**



The European Social Partners, ETF and ECSA, agreed on the need of drawing shipping companies' and seafarers' attention to the risks from the Ebola virus and call for providing relevant guidance to stay safe when going into ports of affected countries. In a [joint declaration](#), issued in January this year, the employers' and workers' organisations ask all relevant maritime stakeholders to take their share of responsibility to ensure that seafarers' health and safety is sufficiently protected.

The ETF and ECSA acknowledge the right of individual States to adopt own national measures but remind them of their obligations to ensure immediate medical support and advice. In the declaration the social partners recommend individual States not to refuse the entry of ships in their ports when confronted with a possible Ebola case, as any person on board who shows signs of Ebola infection will need urgent medical attention. The Social Partners attach to their declaration the International Guidelines provided by the International Chamber of Shipping (ICS), the International Maritime Employers' Council (IMEC) and the International Transport Workers' Federation (ITF), which they fully endorse.

## **Dockers**

### **European Parliament's debate on PSR heads in the right direction**

On 5 May 2015 the EP TRAN Committee resumed its work on the proposed Regulation on market access to port services and financial transparency of ports (PSR). The meeting was attended by an

ETF delegation which included union officials and workers in cargo handling and other port services from Belgium, France, Germany and the UK.

The German S&D rapporteur Knut Fleckenstein opened the debate by stating his intention to make the chapter on market access evolving into a text tackling working conditions in ports. In his speech he acknowledged the support of Transport Commissioner Bulc for taking a pragmatic approach and to concentrate on financial transparency.

It is for the first time in years the intention of a fair approach to EU ports policy was expressed. Worsening of working conditions and casualisation of labour are a reality for the sector and the legislator needs to tackle the social consequences of the changes that affect maritime transport and port operations. The ETF members attended the debate at the European Parliament to show their full support for Mr Fleckenstein's intention to include a meaningful social dimension in the regulation. The ETF was pleased to hear that many MEPs from different political groups could support this approach and it is clear that only a limited number of MEPs are advocating the worrying idea of a third port package, which would include liberalisation of cargo handling. As in the past, this idea would meet ETF's strongest and firmest opposition.

### ETF Tug conference marks beginning of trade unions' cooperation in the sector



On 11 March 2015 ETF affiliates representing workers in tug operations discussed the impact of global maritime business model shifts on towage operations at a Tug conference in Antwerp. The representatives expressed, among others, their strong concerns over initiatives encouraging tug boat operators to make use of flags of convenience. The participants also confirmed at the conference their rejection of the Port Service Regulation. The proposed regulation would worsen the situation and impose a purely theoretical market model without any added social value.

Chair of the conference, Richard Crease commented that towage operations require the maximum of skills and competences and are an essential service for ports and maritime safety and security. Discussions on the further opening of the competition must therefore coincide with tackling practices that initiate a downward spiral in terms of social and working conditions. In a joint declaration resulting from the conference, the ETF and its affiliates commit to seeking a meaningful dialogue with the European Tugowners' Association to safeguard the future of the European tug industry. You can download the full declaration on the [ETF website](#).

### Lashing campaign launched

At the initiative of ETF/ITF European dockworkers unions, a global campaign on lashing was launched on the occasion of the latest ITF maritime meetings, held in Perth, Australia.

The policy of European dockworkers' unions is that lashing and unlashings are an integral part of dockwork, and this is because these are extremely dangerous operations which have to be performed by trained dockers. What is more, in the current context of growing automation, dockworkers' unions want to avoid as much as possible job losses, and lashing is one of the operations that cannot be automated. There are a growing number of cases, especially on feeder

ships and ferries, where seafarers lash and unlash cargo. ETF dockers had already agreed to take a coordinated approach and link the various national campaigns. As this is a global issue which has to be tackled jointly by dockers' and seafarers' unions, it was decided to take the campaign to a global level. Seafarers' collective agreements clearly state that dockwork should only be performed by dockworkers. According to the ETF Dockers' Section this campaign will take mutual solidarity between dockers and seafarers to a further step, and its success will benefit both groups of workers.

### Social partners express common vision on social dialogue

In a meeting of the EU-level Sectoral Social Dialogue Committee for ports, held in Brussels on 12 December 2014, social partners adopted a [statement](#) on their vision of social dialogue in the sector. With this declaration, ETF, IDC, FEPORT and ESPO's delegations to the SSDC wish to confirm their commitment to social dialogue and their readiness to contribute, through their dialogue, to the improvement of working conditions and to the enhancement of the competitiveness of EU ports. At the same time, social partners require from the Commission to take note of their commitments and requests and to respect the ongoing social dialogue processes.

At the European Sectoral Social Dialogue meeting for ports on 3 March 2015, the social partners adopted their Work Programme for 2015-2016, which deals with, among others, further defining the scope of the social dialogue, safety issues, fumigation of containers and handling of hazardous cargo, training and qualifications and gender issues.

### Affiliates' news

#### **Solidarność' organisers banned from Poland's fastest growing port terminal**

In March of this year union organisers of ETF affiliate Solidarność were banned from the largest container terminal in Poland, DCT Gdansk, after a protest held by 30 dockers at the CEO's office over the termination of a union leader's employment contract.



Despite that union membership at the port is approaching 50%, management failed to address union concerns over a number of important issues including pay, contracts, meaningful negotiation, consultation and holidays. Rather than dealing openly with Solidarność, the company brought in a legal firm to handle negotiations with the union over a collective bargaining agreement. A legal complaint was submitted by Solidarność following the non-renewal of the employment contract to former union chairman Michał Pijanowski. ETF General Secretary met the union leaders on his visit to Gdansk in March 2015, and raised the situation in DCT when addressing the Baltic Transport Conference. More information about the situation at DCT Gdansk is available on the ETF website in [English](#) and [Polish](#).

#### **FNV Havens rallies for employment in port of Rotterdam**

On 17 December 2014 FNV Havens organised an action to protest against the impact of developments in the container sector at the port of Rotterdam. Dockers from across Europe backed their campaign by joining the rally; the ETF Dockers Section adopted at its meeting on 11 December a supporting statement. FNV Havens reached out to build a dialogue with the employers, the port authority and the local administration on the effects that the imminent opening of the terminals in Maasvlakte II will have on employment. The union stated that the local government and the port authority ignored warnings and refused to discuss social consequences of the expansion of the port

with automated terminals, which increases the port's capacity but also reduces the need for employees with an estimated loss of more than 800 jobs in the container sector.

### **Infringement procedures risk undermining port labour schemes**

On 11 December 2014 the European Court of Justice (ECJ) issued its ruling on the infringement procedure against Spain on certain aspects of port labour organisation. Following rumours about the port administration's reform plan which would allegedly dismantle the existing scheme, and the consequent condemnation of this proposal by the unions, negotiations are being held at the moment to find a shared solution. Belgian port social partners are also holding negotiations with the Ministry of Labour in order to modernise the current port law and try to avoid any conflict with European legislation.

### **ETF members contribute to S&D seminar on port labour**



On 13 March 2015, ETF affiliates in the port sector from Germany, Italy, Slovenia and Croatia gathered in Koper, Slovenia to attend a seminar organised by the Socialists and Democrats group (S&D) in the European Parliament at the initiative of MEPs Fleckenstein, De Monte, Picula and Fajon.

The meeting aimed at discussing working conditions, labour organisation and the possible contribution at EU level to the improvement of the current social situation in the ports of Trieste, Koper and Rijeka. Besides the geographical proximity, the unions in the three ports share concerns on precarious jobs and casual labour, subcontracting and health and safety hazards. The seminar prompted a closer cooperation amongst the unions and raised awareness of the four MEPs and of the S&D group on the need to act and tackle such crucial issues from an EU perspective.

## **Fisheries**

### **Social partners push for social Common Fisheries Policy**

Employers' representatives Europêche and Cogeca together with the ETF met on 26 November 2014 with key players from United Nations agencies to address the need to transpose into EU law basic social conditions for fishermen. Representatives from, among others, FAO (Food and Agriculture Organisation) and IMO (International Maritime Organisation) discussed with the European Social Partners possible ways to implement at EU level various pieces of legislation which are currently missing from EU law, creating an uneven level playing field for EU fishermen.

For the sector, the most pressing legislation to be adopted at EU level is the IMO International Convention on Standards of Training, Certification and Watchkeeping for Fishing Vessel Personnel, the FAO Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries in the context of Food-Security and Poverty Eradication and the ILO Work in Fishing Convention. The European social partners insist on the prompt implementation of standards and guidelines contained in these International Conventions into EU law, which will lead to decent working and living conditions, job attractiveness, free movement of workers, development of professional training and improve fisheries governance, promote and contribute to global food security.

Since it concerns the safety of human life, it is paramount that the European Union's fisheries policies are being put in line with international social standards and guidelines. The social partners state that social sustainability can only be at the core of the Common Fisheries Policy when it transforms fishing activities into a competitive, safe and attractive source of employment that enables a fair standard of

living for those who depend on it. It should encompass conservation measures, integrate measures complying with international standards on safety at sea, and include those concerning training and certification of fishers and decent living and working conditions on board fishing vessels.

### **Social partners take action to implement their work programme**

ETF and Europêche have launched an EU co-financed action to implement four of their work priorities, namely: the possible contribution of the European Maritime and Fisheries Fund (EMFF) to the promotion of social dialogue and the improvement of working conditions in the sector; the promotion of the ratification of ILO Convention 188 by EU member states; the publication of a multilingual glossary for safety and navigation; a survey on the applicability of EU social legislation to self-employed fishermen. The project is expected to be finalised by May 2016.

### **Social Partners' position on fishing opportunities in the Atlantic and North Sea**

At the plenary meeting of the European Sectoral Social Dialogue Committee on 26 November 2014, the European Social Partners for Fisheries adopted a joint position on the Commission proposal on fishing opportunities for 2015 in the Atlantic and the North Sea (Com(2014)670). The Commission proposal fixes fishing opportunities available in Union waters and to Union vessels and in certain non-Union waters for certain fish stocks and groups of fish stocks.

This regulation has direct socio-economic impact on the sector; the social partners therefore issued a position paper to highlight important considerations in view of the Commission proposal. The social partners are well aware of the importance to fix fishing opportunities and express their full support to contribute to more sustainable fisheries management of the stocks. However, it comes with many challenges that, when not properly addressed, may cause grave disturbance of the socio-economic situation in the sector. *"It is in the best interests of the EU Institutions to ensure the survival of the fishing industry and their rapid adaptability to the new changes which is essential to maintain the entire chain of fisheries production"*, the social partners state in their joint opinion. You can download the text on the [ETF website](#).

### **Philippines workers' human rights violating giant in spotlight of annual fair**

On 20 April European trade unions expressed their regret to see human rights violating giant Citra Mina/Philfresh featuring in the world's largest seafood trade fair. They called on the EU to ensure that preferential trade schemes with the Philippines do not demise international labour standards.

Ahead of the inauguration of the SeaFoodExpo in Brussels, EFFAT (the European Federation of Food, Agriculture and Tourism Trade Unions) and the ETF voiced their regret on the appearance of the Philippine company CitraMina/Philfresh in the largest world sea food trade platform. As second largest exporter of tuna, with record sales in Europe, Asia and North America, this hugely profitable Group is sadly renowned of its standing human rights violations and for the plight of its workers.

Triggered by continuous precarious employment contracts, poor health and safety conditions and retaliations to the workers, congressional hearings into abuses and illegal practices by Citra Mina started in March 2015 in the Philippines' House of Representatives. As the largest market for sea food and fisheries products, the EU has a responsibility to face these violations of rights and to prevent that the Generalized System of Preferences (GSP+) between the EU and the Philippines does not entail the demise of international labour standards.

In a joint Press Release EFFAT and ETF welcome the efforts of the industry to address social issues in the sea food sector during the 5th European Tuna conference that took place in Brussels on 20 April, one day before the Seafood Expo. However, the European workers' organisations demand respect for Citra Mina workers' human and social rights and recommend the EU to ensure that the

Philippines and all sea food supplying countries develop fair industrial relations for the production of fish and sea food products. They also urge the tuna industry in the Philippines to maintain its GSP+ status by embracing a sustainable approach that incorporates social and labour sustainability. In the release they further call on the EU, as main trade partner, to trace the imported food and not to allow products from contested origin to appear on the shelves of European supermarkets.

## Road Transport

### ETF welcomes rejection of European Commission's list of infringements for Road transport



In its plenary meeting on 17 December, the European Parliament has rejected the European Commission's list on categorisation of infringements for road. The list is of key importance for the sector since it leads to prohibiting access to the Community market of those hauliers who repeatedly and systematically commit infringements against a number of EU legal acts such as the driving and rest time rules or the rules concerning the maximum weights and dimensions of commercial vehicles. ETF objected the list in its current form,

mainly because it failed to include illegal cabotage and infringements to social and labour rules applicable to road transport. The European Parliament vote confirms that the list fails to address the major problems the sector faces today: modern slavery, living and working conditions, distortions of the domestic road transport and labour markets.

### Taxis - For innovation and a level playing field



In a [joint opinion](#) issued on 11 December, the European road transport Social Partners, IRU and ETF, representing employers and employees in the taxis and hire cars with driver sector, called upon European institutions and relevant national and local competent authorities, to apply social and tax rules, legislation and working conditions to taxis and hire cars with drivers thus ensuring a level playing field for all mobility service providers.

In the joint opinion, IRU and ETF request the European Commission to consider, as a first step, proposing an access to the profession regime for taxis and hire cars with driver in Europe, taking into account the sector's specific operational and service environment.

### ETF demands rightful application of German minimum law to road transport

Following the adoption of the minimum wage in Germany, the ETF published a [statement](#) pointing out that pay and conditions of any given Member State apply to any professional driver performing his work in and from its territory insofar as all the conditions set forth by the Posting of Workers Directive (Directive 96/71/EC) and the Rome I Regulation (Regulation (EC) No 593/2008) are met. In support to its statement, the ETF circulated a more [detailed analysis](#) on the topic based on EU legislation and jurisprudence.

The ETF analysis highlights that there is no provision excluding road transport from the scope of the Posting of Workers Directive and the Rome I Regulation, the two main EU legal frames relevant for

the case. The ETF points out that the application of the national minimum wage to road transport is a requirement of the EU legislation, rather than a controversial and arbitrary decision of a Member State. Thus, the ETF welcomes the recent commitment of Germany and France to enforce this requirement. Professional drivers must not be discriminated on basis of their nationality.



On 25 March, an ETF delegation attended an action that was prompted by an oral question addressed by the European Parliament to the European Commission on the application of the German minimum wage in the transport sector. Joining a large group of MEPs, the delegation flagged up the urgent need to enforce and respect all Community

rules, including the Posting of Workers directive and Rome I Regulation in road transport in Europe. The ETF delegation consisted of trade union representatives from Belgium, Bulgaria, Czech Republic, Estonia, France, Lithuania, the Netherlands, Poland and Romania. The union activists took the opportunity to talk with members of the European Parliament and present evidence illustrating the critical working and living conditions of truck drivers in Europe.

### ETF and Euro Contrôle Route enter formal cooperation

On 4 March, President of the ETF Road transport section, Roberto Parillo, and Euro Contrôle Route (ECR) general delegate Gerard Schipper signed a [declaration of intent](#) that will see both organisations working together for improved, fairly applicable, enforceable rules.



The two organisations committed to a [work plan](#). By working together the organisations strive to improve standards of regulatory compliance, enhance road safety and work towards innovative ways of enforcement for both enforcement officers and transport workers through training and education.

### ETF Road Transport Section launches a working group on enforcement solutions

In February 2015 the ETF Road Section decided to develop a Section document to consist of a list of enforcement solutions for the existing EU legislation applicable to road transport, solutions aimed to clamp down on non-compliance with road transport legislation as a primary source of the social and labour problems confronting the sector. Part of this initiative, the ETF has set up an ad-hoc working group which met for the first time on 26 February. The Euro Contrôle Route (ECR) participated as experts. This was the first opportunity to explore what is realistic from the point of view of enforcement as well as how technology-based solutions can be used for better enforcement, as means to compensate the chronic lack of enforcement capacity at the level of the Member States. Following the working group meeting, the ETF Secretariat will have further meetings with digital tachograph manufacturers and will visit some Member States in order to discuss practical enforcement instruments used locally.

The document will then be presented to the policy makers, and particularly to the European Commission, as Commissioner Bulc did point out in a number of occasions that she wants to take the transport industry into a new modern, digitalised era. The ETF Road Transport Section hopes to fully contribute along this line. Spreading best enforcement practice will be an added value in this process.

## Social dialogue

In November 2014, at the sectoral social dialogue plenary meeting, the ETF and the IRU adopted their work programme for the period 2015 – 2016. Among priorities, illegal work, shortage of drivers and social partner negotiations on a social code aimed at focusing on fair competition and social conditions in the sector.

At its sectoral social dialogue working group meeting in April 2015, ETF and IRU had an exchange of views with the DG MOVE head of unit for land transport and with his counterpart from DG EMPL Labour Law unit on both procedure and content of a social code. Currently, the social partners are working on a list of topics that may be subject to negotiations. Within the frame of the same meeting, the social partners made a first step into tackling drivers' shortage. The German vehicle inspection company DEKRA presented a study on "The human factor in transport and logistics markets", looking into trends and developments regarding the driver's profession in Germany. ETF and IRU consider addressing this topic by means of an EU funded project to be launched towards the end of 2016.

## Other Section news

### CLOSER

After the preparation phase comprising a fact finding on training needs of drivers, companies and control authorities with regard to enforcement, the CLOSER project partners are now ready to test the training materials together with the three target groups. These materials will aim at developing the competences of these groups in the context of enforcement of the cabotage rules, cargo securing and driving and rest time provisions. Several workshops will be organised in 2015 with the involvement of the ETF, among other project partners. A project flyer and an animation video will disseminate information about the project, its objectives and outputs.

### ETF – ETUI training course on "Applicable labour law to mobile personnel in road transport"

In cooperation with the ETUI Education Department, the ETF organised a joint course on "Applicable labour law to mobile personnel in road transport", held in Brussels on 25 - 26 March. The aim of the course was to get the Section members acquainted with the Posting of Workers Directive (Directive 96/71/EC), the Enforcement Directive of Posting of Workers (Directive 2014/67/EU) and the Rome I Regulation (Regulation (EC) No 593/2008), and their application to non-resident professional drivers. The training course brought together 20 participants from Belgium, Bulgaria, Czech Republic, Denmark, Estonia, France, Italy, Lithuania, the Netherlands, Poland and Romania. ITF also took part in the course. Among the speakers were representatives of the European Commission, the Ministry of Transport from France and the ETUC.

### Ex-post evaluation of the road package and the sectoral social legislation

Late 2014, the European Commission launched an ex-post evaluation of the road package and of the social legislation specific to road transport (driving and rest time rules and working time). The evaluation will feed into the road package to be proposed by the European Commission in September 2016. The consultancy company conducting the evaluation attended the ETF Road Transport Section meeting and organised interviews with the Secretariat and with Section members. In coordination with the Secretariat, many Section members responded to the questionnaire launched as part of the process.

## ETF addresses the EP hearing on The Road Haulage Market and its Social Dimension

On 5 May 2015, Roberto Parrillo, Section President addressed the TRAN Committee of the European Parliament with a presentation on working and living conditions of professional truck drivers. Part of the presentation focused on the applicable labour law on mobile personnel in road transport. Other speakers of the panel were: the ECR (European organisation for road inspectorates), the IRU and CLECAT.

## Railways

### News from the 4th Railway Package

The Latvian Council Presidency published in January and in April 2015 two compromise proposals on the so-called Political Pillar - the PSO Regulation for public passenger transport and the so-called governance directive on the independency of rail infrastructure managers and integrated railway companies. ETF rejected both compromise proposals on the PSO Regulation since direct award of rail public transport services is still not guaranteed in all EU Member States and the compromise proposals do not include any improvement of the protection of workers and the transfer of staff within competitive tender procedures. However, also the Council of Transport Ministers did not approve the compromise proposals and a new proposal is expected during the Luxembourg Council Presidency, starting on 1 July 2015. The Section is preparing for actions in October 2015.

Trilogue negotiations between the European Parliament, the Council and the Commission on the Technical Pillar of the 4th Railway Package are ongoing but expected to be finished in June. The ETF requests on provisions for checks and enforcement of driving and rest time for locomotive drivers and the introduction of a “no blame” or “just culture” in the railway sector are still under discussion.



### Increasing share of women working in the rail sector

On 2 February 2015, the ETF and the Community of European Railway and Infrastructure Companies (CER) published their second annual report on the development of women employment in the rail sector in Europe. The results show that the average share of women working in the rail is increasing and currently stands at around 20%.

The differences between countries remain high with Lithuania employing the biggest share of women. As already highlighted in previous reports, the average of women employment in the rail sector is higher in the Eastern European countries compared to the rest of Europe.

According to the report, the share of women among on board personnel (30.6%) is most considerable, followed by the fields of traffic management (20.3%) and company management (19%) as well as engineering (17.2%). The share of women undergoing vocational training within the railway companies lies at 23.4 %.

Flexible working time, reduced working time and sabbaticals are highlighted as the most popular measures to improve the work-life balance of railway employees. Popular measures to promote the employment and career development of women are initiatives such as improving health and hygienic conditions, awareness raising measures for Human Resources departments and managerial staff as

well as a review of recruitment procedures. Out of the participating companies, every fifth company has a dedicated equal opportunities department or unit.

More and more companies are taking part in this annual survey. Together with the slight increase of the average rate of women employment in rail, it shows that railway companies are committed to make this sector an even more attractive area for women to work in. But there is still much room for improvement. In that context, the CER/ETF 2007 Joint Recommendations and the WIR 2010 Report contain valuable suggestions.

### **Social Partners' project promotes employment and quality of work**

On 6 March 2015 the kick off meeting took place of the EU-funded social partners' project called "Promoting employment and the quality of work in the European rail sector". The demographic change in European countries and the difficulties faced by railway companies to recruit and retain new staff has led to this joint social partners' initiative.

The project will focus on recruitment and retention, working conditions and corporate culture. The retention problems are in particular eminent among young workers, workers for typical operational railway professions, engineers and managerial positions. To define a recruitment strategy, the project will investigate the image of railway companies as employers, analyse the need for new personnel in European railway companies and the needs of railway workers and job seekers. The problems in the sector, however, differ from country to country. For that reason, the participation of representatives from a variety of countries in the project's steering committee is essential when defining a strategy applicable at European level.

### **Other Section news**

#### **Joint project on social dialogue in Western Balkans**

The social partners' EU-funded project called "Social dialogue in the rail sector in Western Balkan Countries" ran from December 2013 until December 2014 and aimed to reinforce the impact and visibility of European social dialogue outcomes in the railway sector in the Western Balkan countries. The measures identified in the project will help strengthening the capacity of social partners in the targeted countries to establish or foster a national social dialogue and to benefit from the European social dialogue. The project report and a report on the country visits have been made available on the [ETF website](#) in English, German, Croatian, Serbian and Macedonian.

#### **ETF meets with new ERA Executive Director**

Josef Doppelbauer has been in office as the new ERA Executive Director since January 2015. On 11 March 2015, an ETF delegation met him for the first time to discuss joint interests. At this occasion, Mr Doppelbauer spoke in favour of the ETF proposal to introduce a "just culture" in the rail sector and to improve the safety performance. The ETF further insisted on the establishment of a horizontal working group on health and safety at work composed of occupational safety and health experts from the trade union and employers sides.

#### **ETUI training on ERA**

In cooperation with the ETUI, the European Trade Union Institute, the ETF will organise this year a 2,5 days seminar on the European Railway Agency and on how to work in the Agency's working groups as trade union expert. Union members interested to attend this training and to become member of the pool of union experts for future working groups are invited to send an email to [etf@etf-europe.org](mailto:etf@etf-europe.org).

## Urban Public Transport

### ETUFs demand high standards on HS for urban bus drivers



At the occasion of the ETF Urban Public Transport Committee meeting on 21 April 2015 in Brussels, the ETF and IndustriAll European Trade Union have issued a [joint declaration](#), calling for high

standards for the urban bus drivers' workplace.

#### Standards to protect workers' health and safety

Both European Trade Union Federations, representing respectively the bus drivers and the workers manufacturing urban buses in Europe, agree that the standards should be set at European level and cover at least the areas of ergonomics, comfort, safe driving and driver's security and safety. Setting such high quality standards at European level would also promote the European bus manufacturing industry.

#### High-tech industry requires high quality standardisation

Better working conditions for urban bus drivers lead to more efficient, safe, punctual, frequent, comfortable and "green" services to passengers and citizens. The advantage of having such standards goes beyond the group of workers directly concerned. All other relevant actors in the sector, companies, manufacturers and public authorities, would benefit by lowering costs, maintaining a high value-added production in Europe and providing better services.

The European bus production is a strongly export-oriented and highly R&D-intensive industry. The signatory parties therefore stressed that having high standards for the driver's cabin could also be an incentive to keep high-quality and high-tech-production of urban buses in Europe, together with the necessary know-how and jobs. High health & safety standards and a dynamic industrial policy go hand in hand as they contribute to the permanent upgrading of products and production processes, and thus to the strengthening of Europe's industrial base.

#### Adoption of a statement on sustainable urban mobility

As a trade union contribution to the European Parliament's own initiative report, the Urban Public Transport Committee adopted a statement on "Sustainable urban mobility – for quality public transport". The ETF calls for a political commitment to promote urban public transport and for an EU target to double the use of collective public transport. It insists that the right for mobility is a citizen's right and that quality public transport needs quality working conditions. You can find the statement on the [ETF website](#).

#### Joint ETF/UITP project on development of working conditions

In the frame of the Urban Public Transport working group's work programme, set-up within the Social Dialogue Committee for road transport, the social partners have introduced a joint EU-funded project to address the issues of working conditions of urban public transport workers. It aims to collect the required information to engage in a dialogue at European level on how to ensure good quality services and quality working conditions.

The first workshop is scheduled on 23-24 June 2015 in Sofia, Bulgaria, and will deal with the European urban public transport market, its main players and the industrial relations in the sector.

On 12-13 November a second workshop will take place in Paris, France, to talk about employment, working conditions, outsourcing and sub-contracting and on 27-28 January 2016 the third workshop in Frankfurt, Germany, has “competent authorities” as main topic. The project will be closed with a final conference that aims to come to a joint social partners’ opinion or joint recommendations on social conditions in European urban public transport companies.

### **Establishment of an own European Social Dialogue Committee**

On 9 February the social partners have sent a joint formal request for the establishment of a full European Social Dialogue Committee (ESDC) for the urban public transport sector. This was followed by a letter from the Commission which acknowledges the arguments put in the request. However, given the Commission’s budget cuts also demonstrated by recent reductions in the number of Social Dialogue Committees’ meetings, the Commission put forward some objections to the request arguing, among others, that it would create overlaps with the ESDC for Rail and Road. In April the social partners met with DG EMPL officers and a second meeting with CER, IRU and CEEP has been scheduled.

## **Civil Aviation**

### **Campaign against social dumping and for quality jobs in European aviation**

The Section has embarked on a campaign to fight social dumping in the European aviation sector. Conscious of the challenges social dumping is posing, the Section has adopted 12 proposals to fight social dumping and flags of convenience in European aviation. These proposals include concrete policy answers and legislative proposals for the EU decision-makers and legislators. With the view to support the implementation of these proposals, the Section decided in November 2014 to launch a campaign against social dumping and for quality jobs in European aviation which will now be part of the wider campaign Fair Transport Europe.



The liberalisation of air transport in the early 1990's has brought benefits to the travelling public in terms of democratisation, cheaper air fares and diversified offer. But who pays the price and what is the amplitude of this phenomenon? Jobs in aviation that used to be prestigious and high-quality are disappearing and being outsourced or replaced by cheaper work. This development can be attributed to the liberalisation of the industry without social regulation, which leads to social dumping: airlines are facing fierce competition, the profit margins are lower than in any other industries and employers are looking for ways to cut costs in order to remain competitive. While some costs, such as fuel or aircraft ownership, are to a certain degree fixed, airlines believe that labour costs can be pushed down in a never-ending spiral. Some of them have also discovered "flags of convenience" as one of the vehicles to pursue further cost cutting, a way of putting social dumping into practice.

A first leaflet has been produced for distribution at the EU Institutions targeting MEPs, Commission officers, the EU Transport Ministers and attachés, EU stakeholders and social partners, etc. It explains the problems the sector faces in terms of social dumping and flags of convenience and presents the 12 aforementioned proposals. The Secretariat has presented the campaign at numerous occasions, eg in the European Parliament, the European Economic and Social Committee, the European Civil Aviation Conference Forum or the European Air Law Association.

### Commission announces the "Aviation package"

As part of its work programme, the European Commission has announced an "aviation package" to be presented by the end of 2015. It should consist of both legislative and non-legislative initiatives dealing with current problems of European aviation. The Section is currently preparing a position paper with the aim to strengthen the social dimension of this document, namely in terms of outsourcing, subcontracting, atypical employment, coordination of social security and the role of social dialogue.

### ETF statement on the withdrawal of the ground handling regulation

In December 2014, the ground staff members of the ETF noted the withdrawal of the proposal for a new Ground Handling Regulation by the Commission. This measure has been announced as part of the Commission work programme.

If adopted, this proposal would introduce unnecessary further liberalisation of the ground handling activities at European airports. As a consequence of the previous Directive 96/67/EC, ground handling has been already opened up for competition and the ETF sees no need for imposing even more liberalisation that would inevitably lead to job losses, no binding social protection, lower wages and deterioration of working conditions.

The ETF regrets that, once again, it is a missed opportunity to give social rights to the workers and recognises the fundamental role of the collective agreements. As a reminder, the ETF organised two important demonstrations to obtain binding social protection of workers in case of call for tenders or partial loss of activities. The ETF hopes that the Commission will take up binding initiatives in this field in the near future.

### Low Fare Airlines

#### Court orders Wizz Air to reinstate dismissed union leader

On 19 March 2015, Romania's Ilfov court ordered the reinstatement of an unfairly dismissed trade union leader at low cost airline Wizz Air. According to the court decision the dismissal of the president of Sindicatul Aerolimit, the cabin crew union at Wizz Air's base in Bucharest, was illegal and the company has to reinstate him. In addition, Wizz Air is liable to pay compensation equal to his salary.



In the summer of 2014, a few cabin crew members decided to set up a trade union to defend the rights of their colleagues at the base in Bucharest (Romania). One month after founding the union its president, Mircea Constantin, was fired on disciplinary grounds. The vice president and secretary of the trade union were suspended from flight duties, with the company claiming that their union involvement made them a safety hazard. Management pressure grew and the Wizz Air CEO stated that he would not accept any kind of union in his company. Many workers began to fear they would lose their jobs, and came under severe pressure from an anti-union campaign arranged by Wizz Air, to send emails renouncing union membership. The whole story culminated on 4 November 2014 with the termination of 19 contracts of



Union members.

Despite campaigning by the ETF and ITF together with the European Trade Union Confederation (ETUC), which included a LabourStart campaign that gathered nearly 10,000 signatures worldwide, Wizz Air refused to reinstate the dismissed workers. Now the decision of the Romanian court has forced the company to respect the law and in particular, the protection of trade union leaders.

#### **Agreement between pilots, Parat and Norwegian**

On 2 February negotiations broke down between Parat/Norwegian Pilot Union and the Federation of Norwegian Aviation Industries (NHO Luftfart)/Norwegian Air Norway AS concerning the revision of the shared agreement for the pilots in Norway, Sweden and Denmark. Following this failure, the respective parties were summoned for mediation on 26 and 27 February. But since the mediation also failed, 70 of Parat's approximately 700 members at Norwegian Air Norway AS (NAN) went on strike on Saturday 28 February. On Tuesday 12 March, an agreement was reached in the negotiations between the Norwegian Pilot Union and Norwegian Air, which ended the lengthy strike. The union achieved legal and financial guarantees, common career opportunities across different corporate structures and equal agreements for all pilots in Scandinavia. The agreement signed ensures that employees have the necessary loyalty to a collective agreement through clear corporate affiliation. Through this agreement Norwegian also recognises the right to organisation and negotiations and provides guarantees for permanent positions on bases outside Scandinavia as well.

#### **US Department of Transport decides on NAI**

The application of Norwegian Air International for a US foreign air carrier permit has been left in abeyance for over a year now. In a [joint declaration](#), signed on 24 November 2014, trade union organisations representing transport workers from the USA and Europe urged the respective governments to reject the flag of convenience scheme that Norwegian Air International (NAI) is setting up. The signatory parties called on the EU-US Joint Committee to take the actions needed to promote positive growth, the creation of middle class airline jobs, and insisted on the strong enforcement of safety and security rules and the so-called 'social clause' (Article 17bis of the US Air Transport Agreement or ATA).

The opposition on both sides of the Atlantic has been huge. John A. Logan, professor and director of Labor and Employment Studies at San Francisco State University, published an article under an unequivocal title "DOT should reject Norwegian Air's foreign air carrier application." It summarises the main arguments why NAI should not be approved to fly under EU-US open skies agreement, as it would "likely spell disaster for American aviation workers, carriers and consumers." The same is of course valid for the European side. Thanks to the unions both in the United States and in Europe all decision-makers are now aware of the possible risks. Granting the foreign air carrier permit to NAI would mean a precedent which would begin a race to the bottom, because other airlines would be faced with unfair competition based on unrealistic labour costs. The ETF will do the utmost to push the European Commission to stop supporting NAI and instead to re-establish good relations with the United States.

#### **ETUC fears Low Fares Airlines induces race to the bottom**

In coordination with the ETF, the ETUC adopted at its Executive Committee meeting on 10 March a [declaration](#) on low fares airlines in which the Confederation expresses its concern that these companies undermine collective bargaining. The declaration refers to recent disputes in Norway and Denmark demonstrating those companies' opposition and actions to undermine the fundamental right of workers to negotiate and agree on working conditions and wages with their employer. The European Trade Union Confederation calls for imminent better and adapted regulation of the European airline sector to stop the race to the bottom.

### Joint ATM partners' work on Just Culture



On 13 February 2015, six organisations known as the ATM partners (ETF, ATCEUC, CANSO, IFATCA, IFATSEA and IFAIMA) met to start working on the implementation of Just Culture in ATM organisations across Europe. They have decided to collaborate to provide a strong ATM wide input for drafting the European Commission's new Just Culture model policy. This policy is about to be created as a result of the new Occurrence Reporting regulation which enters into force in November 2015. The Commission is seeking views from organisations across the sector to help writing

the policy, which can then be adopted by organisations in member states. The ETF hopes that the collective knowledge and experience of the six organisations will ensure that Just Culture can be created in organisations to enhance safety. There is a series of workshops and meetings planned over the next months prior to the announcement of the policy at a high level conference in October.

### Single European Sky 2+

On 3 December the Transport, Telecommunications and Energy Council adopted at its meeting a general approach to SES2+. The ETF has been supportive to the overall idea of a Single European Sky (SES) from the very beginning of the process. However, it has been opposing the use of SES as an instrument of unnecessary further liberalisation of ATM services with negative social consequences for workers. Along these lines, the ETF welcomes that the EU Transport Ministers have taken on board its key concerns in terms of unbundling of the so-called 'support services', structural separation of supervisory authorities and air navigation service providers and role of social dialogue in consultations.

However, the legislative process has not finished yet and the ETF calls on the Council to remain firm and defend its position in the upcoming triologue with the European Commission and Parliament. Unfortunately, some of the other stakeholders continue to use misleading arguments to push for more liberalisation, such as biased comparison of ATM costs between Europe and the United States. ETF is of the opinion that the liberalisation of the support services is optional. Otherwise, there is a high risk that the ATM workers will lose confidence in the whole SES process. The ETF remains committed to a safe, effective and socially responsible Single European Sky. To achieve this, it is ready to cooperate with the EU legislators and other stakeholders.

The legislative process has come to a standstill now, officially due to the pending issue of Gibraltar between Spain and the United Kingdom.

### ETF-ETUI seminar on monitoring and influencing the EU decision-making process



20 Section representatives met on 23–25 March to attend a training about the EU decision-making process organised jointly by the ETF and the European Trade Union Institute (ETUI). The programme included sessions on the EU institutions, ordinary legislative procedure, delegated acts and the European Aviation Safety Agency. As a result of the workshop, the group will develop a methodology that can be used in the

future. At the same time, the joint work helps to build contacts across the different occupational groups inside the Section.

The workshop follows a request expressed at the ETF conference in Catania in June 2014. Lobbying often has a negative connotation, but the reality shows that EU decision-makers have to be influenced to counteract initiatives that go against workers' interests. The training also helped to improve the Section members' expertise in European matters to defend workers in a better way.

## EU co-funded projects

The ETF is currently running two projects to help the ATM Social Dialogue work programme and to train aircrew on the new Flight Time Limitations Regulation.

### 1st ETF sub-regional training on the new FTL

On 21 April, the first of four training sessions took place on the new Flight Time Limitations framework that will come into effect in February 2016. Colleagues from Bulgaria, Croatia, Germany, France, Croatia, Iceland, Latvia, Poland, Romania, Slovenia and Switzerland gathered in Warsaw to get acquainted with the new regulation. The training consists of lectures on the contents of the regulation, fatigue risk management systems, derogations/deviations, scientific background of FTL, etc. At the end, participants will be able to interact with their operators and national aviation authorities to ensure proper implementation of the new rules.



### High-level conference on atypical aircrew employment



On 11 and 12 February 2015 a two-day conference took place in Paris examining the issue of atypical employment in the framework of a European Civil Aviation Social Partners' project. On this occasion, the Ghent University has published a [study](#). An ETF delegation of 15 participants attended the conference and three ETF speakers intervened on different subjects: Anu Hietala (SLSY, Finland) on outsourcing in Finnair, Michael Collins (Unionen, Sweden) on loopholes and grey zones in European legislation and ETF Political Secretary François Ballesterio intervened on the future employment

forms & solutions. At the end of the conference, the Social Partners adopted a joint statement in which they commit to "take the necessary steps to actively engage with the various EU Institutions and with the national authorities to define, as a matter of urgency, a European aviation strategy with clear global objectives, priorities and deadlines."

## European Works' Councils

### ETF monitors respect of workers' rights in FedEx' proposed take-over of TNT Express

On 7 April FedEx and TNT Express announced in [a joint press release](#) that the two companies reached a conditional agreement on a recommended all-cash public offer. In other words, FedEx is prepared to take over TNT Express and receives the unanimous support from TNT Express' Executive Board and Supervisory Board.

While both companies hail the benefits of this acquisition for customers and shareholders, the ETF urges that employees of both companies equally gain in



terms of social rights and working conditions. The joint FedEx – TNT press release highlights that the employees of the two companies “share a commitment to serving customers and delivering value for shareholders and supporting communities they live and work in”. Furthermore, FedEx commits “to respect existing work councils’, trade unions’ and employee rights and benefits (including pension rights)” and to avoid any significant redundancies.

However, mindful of the precarious situation of the TNT business, concerns among trade unions and works councils are high. The ETF will therefore closely monitor the take-over to ensure that FedEx and TNT employees are involved in all stages of the process. Labour, information and consultation rights of employees from the two companies have to be fully respected. A first employee representatives’ meeting under the coordination of the ETF will most than likely take place the first half of May.

### ETF – ETUI training course for EWCs

On 4 – 6 February 2015 the European Trade Union Institute (ETUI) organised a training course in Vienna, Austria, together with the ETF on “Improving trade union coordination of EWCs in the transport sector”.

The training course had numerous objectives, namely to improve trade union coordination of EWCs in the transport sector, to support networking between members from different EWCs, to assess the practice of EWCs in the transport sector and to explore ways of confronting restructuring, mergers and acquisitions. It also dealt with confidentiality issues and how to deal with them. To conclude, the training offered a good opportunity to identify priorities for a more efficient cooperation and to develop a work programme. 24 participants from nine countries and from EWCs such as CEVA Logistics, Deutsche Bahn, DP DHL, DSV Logistics, FedEx, Keolis, Kuhne+Nagel, LSG Skycheffs, OBB, TNT Express, Transdev, UPS, WFS exchanged views and learned more about how to best act in cases of restructuring and how to deal with confidentiality. This training course is part of a long lasting cooperation between the ETUI and the ETF, resulting in annual joint activities for EWCs in transport.

### ETUFs project on workers involvement in companies’ future

In 2014, Syndex, an organisation specialised in assisting employee representatives, started a project entitled **“Working together for European recovery: workers involvement in companies’ future as a cornerstone”** for which the ETF is project partner, along with EPSU, IndustriAll and UNI Europa. The project is developed on two main pillars, one dedicated to unionised workers’ representatives interested to set up EWCs and the second to EWC members as such. Two of the main project workshops already took place, both with the participation of the transport delegation coordinated by the ETF. The project will end in October 2016.

### European Commission study on the effectiveness of EWCs in transport

In its long-term strategy for transport published in 2011, the European Commission committed to “ensure employee involvement, in particular through European Works’ Councils, in transnational companies in the sector” (see the text of the [White Paper for transport](#), page 20). Thus, early 2015 the European Commission launched a project on the effectiveness of EWCs in transport.

ICF Consulting Services was contracted to carry out the study and in doing so, they will interview in the months to come employers’ and employee organisations, EWCs and managements of multinational companies. The ETF is fully involved in the process by providing contacts of unionised EWC members and facilitating interviews with EWCs from multinationals such as DP DHL, Kuhne+Nagel, SNCF.

While coordinating the participation of EWC members in interviews and survey preceding the compilation of the study, the ETF stressed vis-à-vis the EWCs the importance of giving visibility at

European level to experiences – whether positive or less so – to a number of issues. Among others, the respect of information and consultation rights, the implementation of EWC agreements and of the requirements of Directive 2009/38/EC, the EWC effective involvement in business reorganisation processes (restructuring, etc.) and the quality of the dialogue between EWCs and company managements.

Once completed, the study will be presented along with recommendations for the improvement of the EWC effectiveness at an EWC conference scheduled for this autumn.

## Gender Equality

### Women transport workers keep gender equality on top of union agenda



The ETF Women's Committee gathered in Brussels on the 4 and 5 March 2015 to take stock of the ongoing gender activities at the ETF level and to plan the future work. Ahead of the International Women's Day on 8 March, the Committee welcomed the determination showed by women transport workers across Europe in getting gender on top of their trade unions' agenda. The [ETF Women's Committee stated](#) that ETF member organisations need to do more to get the industry meet women's needs. There is a huge need of training among rank and file women unionists, but also among union leaders. They have to give a better visibility to issues that impact working lives of women transport workers in an industry where workplace culture is still very much male-centred.

### **ETF gender training package – 3rd training module on OSH for women transport workers**

The Women's Committee will develop the 3<sup>rd</sup> module of the ETF gender training package on health and safety for women at work. The ETF has contracted the EVA Academy for this task and a first outline of the module was already discussed at the Women's Committee meeting. The final draft version of the training module is expected by mid-October 2015 so that the module can be finalised and published before the end of the year.

This module will be a valuable addition to the existing ETF training modules on empowerment and on the gender dimension in collective bargaining.

### **Violence against women at the work place**

The Women's Committee also took stock of the ETF call for posters centred on a clear 'no!' to workplace violence, which was launched on the [ETF website](#) on 25 November 2014. As only three affiliates had submitted posters, the Women's Committee decided to relaunch the poster campaign and to create a dedicated page on the ETF website. For this purpose a survey will be launched to collect ideas and to achieve an overview of the topic.

### **Mid-term Women's Conference, spring 2016**

The ETF Women's Committee plans to organise its mid-term conference in spring 2016. It is an opportunity to bring together female union activists and leaders to further plan actions meant to make transport a better workplace for all its employees, irrespective of their gender.

## **ETF Youth Committee**

### **First ETUFs Youth Conference on organising young workers**

On 14 and 15 May 2015 the first youth conference organised by six European Trade Union Federations (ETUFs) took place in Dubrovnik, Croatia. About 150 young trade union leaders, activists and workers participated in workshops to exchange best practices and innovative approaches for the recruitment and integration of young workers and to prepare policy recommendations for trade unions at national level.



The conference was organised in the frame of an EU-funded project entitled "Empowering the integration of younger workers in the European Metal, Transport, Food, Services, Construction and Wood" and is being carried out by EFBWW, EFFAT, EPSU, ETF, IndustriAll and UniEuropa. The project aims to support the efforts of national trade unions to better attract and integrate young workers into their structures and involve them in their decision making processes. This first project activity will be followed by four regional seminars to disseminate the outcomes of the European Youth Conference, namely an organising manual that collects best practices and background information on the challenges trade unions face when organising young workers. The ETF Secretariat and the Co-

Chairs of the ETF Youth Committee are part of the project's Steering Group to provide input and expertise for carrying out the project activities.

### Youth Committee concretises its action plans

The last ETF Youth Committee meeting on 26-27 March 2015 was dedicated to concretising the action plans in view of the ETF Youth Work Programme's implementation. By means of several working groups the Committee provided feedback on the existing plans and brainstormed on additional actions to ensure an effective realisation of the objectives defined in the work programme.

The ETF Youth work programme is very ambitious, dealing with the topics European crisis, climate change, gender equality and an ETF youth campaign. Given the limited budget available, the committee members needed to be very inventive in order to achieve the most with only restricted resources. The Committee also dedicated an amount of time to discuss its communication; a website by and for the ETF youth is being developed and the Committee agreed on a text presenting the ETF Youth Committee and its works to be included in the ETF presentation brochure.

### ETUFs call on President Juncker to demonstrate commitment to youth employment

The ETUC and the six European Trade Union Federations who power the Back 2 our Future campaign have joined forces in calling the European Commission to show genuine commitment in tackling the youth employment crisis in Europe.



In a [joint letter](#) sent to European Commission's President Jean-Claude Juncker and Commissioner for Employment and Social Affairs Marianne Thyssen, the European trade union movement brings into memory the worrying figures of youth unemployment in Europe and the enormous difference between the annual cost for setting up an effective tool to reverse this situation, 21 billion euro, and the actual budget reserved by the Commission so far, namely 6 billion euro over a 7-year period.

Even though the signatory parties welcome the commitment expressed by the Commission President at several occasions, they are also becoming impatient to see words translated into effective deeds. They invited the President and Commissioner to meet with the ETUFs' and ETUC's youth officers to openly discuss the dire reality faced by young workers and job seekers on the ground in an attempt to facilitate and speed up the process of developing an effective youth employment policy in Europe.

## 6. Members & Partners

### International trade union movement calls for transparency in aid distribution for refugees in Turkey



Following the report of Kenan Öztürk (TUMTIS), Turkish regional representative in the ETF Executive Committee, on the situation of Kurdish refugees fleeing from the barbaric violence of the Islamic State (IS) in Iraq and Syria, ETF's governing body decided to accept the request for setting up an international delegation for a fact finding mission to the Turkish-Syrian border. The mission delivered a gloomy picture of the circumstances in which local authorities have to organise support for the refugees arriving in Turkey. At a

press conference organised nearby Kobanî, a Syrian city that was recently under siege by IS troops, delegates from the Turkish and international trade union movement called for fair and transparent distribution of the financial aid provided by the international community and administered by the Turkish government.

Hosted by ETF affiliates BTS and TUMTIS and with the support of the Turkish confederations DISK and KESK, representatives from ITUC, ITF, ETF and ETF affiliate RMT visited in December 2014 refugee camps and met with authorities in the concerned region. In the talks with refugees and municipalities that coordinate the local support, set up camps and host refugees in their community, it became clear that international aid provided by for example the EU and managed by the Turkish government is not equally accessible for all refugees and in particular those with Kurdish backgrounds. Mayors and representatives from the municipalities in the Kurdish region along the Turkish-Syrian border testified that they do not receive any financial resources from the central government. All help currently provided, as for example tents, clothes, food, water and electricity, has been set up with the sole support from the local communities; Turkish trade unions are assisting with, among others, medical and educational assistance.

With the winter season entering the region, the need for winter proof tents, heating, warm water, blankets and clothes is becoming extremely urgent, while the municipalities lack the necessary resources. The ETF committed to investigate all possibilities for collecting financial contributions among its affiliates at the earliest convenience and to urge other international trade union organisations to do likewise.

ETF General Secretary Eduardo Chagas commented: “Given the dimension of the humanitarian crises, the trade union movement will not be able to resolve all needs, but solidarity contributions could give the example and help to address some basic needs.”

In the coming weeks a report on the fact finding mission will be produced, which will serve as lever when meeting with the European institutions in an appeal for more transparency on how the aid provided so far has been spent and distributed by the Turkish government.

You can view a selection of pictures taken during the mission [here](#).

### **Fighting TTIP and CETA**

Following the Executive Committee adoption of a position paper calling for the immediate suspension of the TTIP negotiations, the Secretariat continues to raise awareness for the negatives consequences those trade talks would bring to workers to the benefit of businesses. The message is passed in public interventions namely with the European institutions and meetings with the affiliates.

On 9 December 2014 the GS attended a seminar promoted by the GUE/NL in the European Parliament against TTIP and 3 March 2015 he addressed a meeting of the S&D group in the EP regarding the ISDS mechanism in trade agreements.

On 4 February the ETF President and the General Secretary met with the Cabinet of Cecilia Malmström, European Commissioner for Trade. They have presented the ETF position on the negotiations of trade agreements with Canada and the United States. It was astonishing that they heard from the Commission officials that the Regulatory Cooperation mechanism would not limit the right of Member States to legislate as in case some proposed legislation is seen as being harmful for businesses, the States can always pay the corresponding compensation.

On 18 February the GS and P. Alfonso accompanied a delegation of ETF Belgian affiliates who met the Canadian Ambassador in Belgium to express their rejection of the CETA agreement and in particular the inclusion of a specific chapter on shipping. This action was taken in the frame of the ETF call for affiliates to show solidarity with the Canadian Maritime and Supply Chain Coalition in their pledge for the exclusion of maritime transport from the agreement.

### GS addresses affiliates' congresses

The **FNCTTFEL** (Luxembourg) held its 65<sup>th</sup> Congress and E. Chagas and S. Trier represented the ETF on the occasion when Guy Greivelding stepped down as President of the Federation being replaced by Jean-Claude Thümmel. G. Greivelding will continue to ensure his responsibility as Chair of the ETF Railway Section until the next ETF Congress.

E. Chagas and S. Trier also represented the ETF in the celebration of the 110th Anniversary of the **Trade Union of Railwaymen and Transport Construction Workers of Russia**, in Moscow on 16 April. In addition to addressing the main event, this visit was also an opportunity to meet with a number of transport trade unions from the CIS countries.

On the same dates, the **Fédération Nationale des Syndicats de Transports – CGT**, had its 52<sup>nd</sup> Congress and a message from the ETF was read to the delegates. Jérôme Vérité was re-elected for a new mandate.

**ver.di** organised on 5 and 6 May, in Berlin, its Transport Conference ahead of the Congress that will take place in September. The GS presented the main activities and priorities of the ETF to the delegates. Christine Behle was nominated for a new mandate. The formal vote will take place at the Congress.

The **Trade Union of Hungarian Railwaymen's** Congress took place on 15 and 16 May in Budapest. The GS addressed the Congress and took the opportunity to also discuss with several affiliates from Eastern Europe possible ways for future cooperation. Zoltan Papp stepped down as President of the union which elected as new President János Melger, former Vice-President. Zoltan will continue to secure the union's representation in the ETF Management and Executive Committees.

The GS was also invited to address the Congress of **FECTRANS**, the transport and communications' workers federation of CGTP-IN, which took place on 21 March in Lisbon. A couple of members of this Federation are affiliated to the ETF and conversations will continue in view of further cooperation.

### Presidency of the European Union

Meetings have been organised with the Latvian Transport Minister (holding the Presidency of the Council of Transport Ministers in the first semester of 2015) on 19 February and with the Luxembourg Transport Minister (responsible for the second half of 2015) on 27 April. These have been opportunities to present the ETF work priorities and the positions on some of the legislative proposals currently being discussed.

On 3 March the GS represented the ETF in a "breakfast meeting" organised jointly by the Luxembourg and the Dutch transport ministers where they welcomed some 20 representatives from European organisations with an interest in the transport policy. This innovative initiative was called to hear from the stakeholders their opinion on the most pressing issues that should be dealt with under the respective presidencies.

## Transport Week in Poland

E. Chagas participated in a round table organised in the context of the Transport Week, in Gdansk, on 19 March. The debate was centred on the issue of transport sustainability, innovation and effectiveness. His interventions focused naturally on the human element and on working conditions.

## 7. E-Publications

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- [ETF Inland Waterways: European Social Partners welcome Inland Waterway Transport Council Directive on working time](#)
- [ETF Maritime Transport: Executive Summary - ETF response to the Public consultation on the Mid-term review of the EU Maritime Transport Strategy](#)
- [ETF Maritime Transport: Shipping Industry General Letter to EU Heads of State](#)
- [ETF Maritime Transport: EBOLA Final Joint Declaration 19.01.2015](#)
- [ETF Maritime Transport: MTS Position Paper on TTIP](#)
- [ETF Maritime Transport: ETF MTS Statement on CETA](#)
- [ETF Civil Aviation: Joint Declaration of U.S. and European Transportation Unions](#)
- [ETF Civil Aviation: The story of Norwegian: history and current challenges](#)
- [ETF Railways: Newsletter 06 29 01 2015](#)
- [ETF Railways: WIR Annual Report 2014](#)
- [ETF Railways: Social dialogue in Western Balkan Countries in EN, DE, CRO, SRB, MK](#)
- [ETF Urban Public Transport: Industriall ETF common declaration](#)
- [ETF Urban Public Transport: Position paper on “Sustainable urban mobility”](#)
- [ETF Road Transport: ETF IRU Taxis Statement in EN and FR](#)
- [ETF Road Transport: ETF statement on minimum wage in Germany in EN and DE](#)
- [ETF Road Transport: ETF note on minimum wage and German provisions EN, FR, RO, CZ, PL and DE](#)
- [ETF Road Transport: Signed declaration of intent between ECR and ETF](#)
- [ETF Road Transport: ECR-ETF work programme 2014-2015](#)
- [ETF Fisheries: Philippines workers human rights violating giant in spotlight of annual fair](#)
- [ETF Fisheries: Research report CFP: Employment, collective bargaining and the quality of industrial relations in the field of fisheries and aquaculture](#)
- [ETF Fisheries: SSDC position paper fishing opportunities 2015](#)
- [ETF Fisheries: European Social Partners continue to push for a truly social Common Fisheries Policy aligned with International standards](#)
- [ETF Dockers: ESPO-FEPORT-IDC and ETF Draft Joint Statement on Social Dialogue - Final signed version](#)
- [ETF Dockers: ETF Declaration on the container sector in the Port of Rotterdam](#)
- [ETF Dockers: Seafarer and docker union leaders warn European Commission over Euro ports plans](#)
- [ETF Youth Committee: Joint ETUFs letter to European Commission – 12 May 2015](#)
- [ETF P&MS: TRAN-MAPS brochure and leaflet in EN, FR, DE, DK, BG](#)

## 8. Up next

DATE	AGENDA ITEM	LOCATION
<b>May</b>		
26	ETF Civil Aviation: Cabin Crew Committee, Ground Staff Committee and Air Traffic Management Steering Committee meetings	Brussels
27	ETF Civil Aviation: Section meeting	Brussels
27	ETF Railways: Locomotive Drivers' Advisory Group	Brussels
28	European Sectoral Social Dialogue Committee Plenary meeting for Civil Aviation	Brussels
<b>June</b>		
2	ETF Inland Waterways: CBRB Conference on crewing	Gorkem
2	ETF Road Transport: Meeting with UK road transport enforcement agency DVSA / Ashford & Dover	TBC
3	ETF Railways: Section meeting	Brussels
3-4	200th Anniversary CCNR	Rotterdam
4	European Commission High-Level Conference "A social agenda for transport"	Brussels
9	Nautilus International Annual meeting	Basel
9	ETF Maritime Transport: Baltic Committee	Riga
11-12	ETF Workshop on Transnational negotiations and ETF Work Programme	Sesimbra
15-18	ETF Civil Aviation: FTL Training Session 2	Helsinki
16	Nautilus International Symposium maritime labour market	Amsterdam
17	European Sectoral Social Dialogue Committee Plenary meeting for Railways	Brussels
17-18	ETF-ECR conference on enforcement	Amsterdam
17-18	ETUC Executive Committee meeting	Brussels

18	European Sectoral Social Dialogue Committee meeting for Fisheries	Brussels (TBC)
19	European Sectoral Social Dialogue Committee meeting for Ports	Brussels
19	EWC-ETUC seminar	Amsterdam
19	ETF Inland Waterways – Naiades Implementation meeting	Brussels
23-24	ETF Urban Public Transport: Project Workshop 1	Sofia (TBC)
25	ETF Maritime Transport: Steering Committee meeting	Brussels
25-26	ITF Conference against Flags of Convenience	London
26	Fisheries Social Partners' project steering group meeting	Brussels
26	ETF Maritime Transport: Annual meeting	Brussels
30	ETF Inland Waterways: Section Steering Committee meeting	Brussels
30 June – 3 July	ETF Civil Aviation: FTL Training Session 3	Athens
July		
1	ETF Inland Waterways: Social Dialogue Working Group on Crewing	Strasbourg
1-2	ETF Railways: Project Workshop 1	Spain (TBC)
2-3	ETF Inland Waterways: CASS meeting	Strasbourg
10	ETF Dockers' Steering Committee	Oslo
August		
3	ETF Inland Waterways – Social Dialogue Working Group on Crewing	TBC
September		
TBC	ETF Road Transport: Workshop on applicable law for mobile personnel in road transport	Brussels
3	ETF Inland Waterways: Common Expert Group on Professional Qualifications	Strasbourg

8-9	TTIET Final Conference	Brussels
8-11	ETF Civil Aviation: FTL Training Session 4	Amsterdam
16	LDAC Seminar on CFP external dimension	Las Palmas
16	ETF Civil Aviation: Steering Committee meeting	Brussels
16-18	ETF Inland Waterways: Seminar	Prague
17	ETF Civil Aviation: Cabin Crew Committee meeting	Brussels
18	ETF Civil Aviation: Ground Staff Committee meeting	Brussels
22-23	ETF Road Transport Section meeting	Brussels
25	European Sectoral Social Dialogue Committee meeting for Urban Public Transport	Brussels (TBC)
28-29	ETF Inland Waterways: LNG Fuel Forum	Stockholm
28 Sept. – 2 October	ETUC Congress	Paris
30 Sept. – 1 October	ETF Railways: Project Workshop 2	Poland (TBC)
<b>October</b>		
5-6	ETF Civil Aviation: Air Traffic Management Social Dialogue Support Workshop 1	Dublin
8	European Sectoral Social Dialogue Committee meeting for Fisheries	Brussels
9	European Sectoral Social Dialogue Committee for Railways	Brussels (TBC)
12-13	ETF Women's Committee meeting	Berlin
15-16	ETF Tug Conference	Brussels
20-21	Syndex EWC meeting	Paris
21	ITF Management Committee meeting	Chenay
22-23	ITF Executive Board meeting	Chenay
23	Sectoral Social Dialogue Committee meeting for Ports	Brussels
27	ETF Railways: On-board Personnel Advisory Group	Brussels

<b>28-29</b>	<b>ETUC Executive Committee meeting</b>	<b>Brussels</b>
<b>November</b>		
<b>4</b>	<b>ETF Railways: Locomotive Drivers' Advisory Group</b>	<b>Brussels</b>
<b>4-5</b>	<b>ETF Railways: Project Workshop 3</b>	<b>London (TBC)</b>
<b>12-13</b>	<b>ETF Urban Public Transport: Project Workshop 2</b>	<b>Paris</b>
<b>17-18</b>	<b>ETF Railways: Section meeting</b>	<b>Brussels</b>
<b>23</b>	<b>ETF Civil Aviation: Steering Committee meeting</b>	<b>Brussels</b>
<b>24</b>	<b>ETF Civil Aviation: Cabin Crew Committee, Ground Staff Committee, Air Traffic Management Committee meetings</b>	<b>Brussels</b>
<b>25</b>	<b>ETF Civil Aviation Section meeting</b>	<b>Brussels</b>
<b>25</b>	<b>ETF Management Committee meeting</b>	<b>Brussels</b>
<b>26-27</b>	<b>ETF Executive Committee meeting</b>	<b>Brussels</b>

**Note:** the dates shown above are indicative only. The relevant ETF section or department will issue the invitations in due time.

## 9. ETF Bodies

The following information relates to the ETF Governing Bodies, as resulted from elections at the 3<sup>rd</sup> Ordinary Congress held in May 2009 and subsequent replacements.

### President

Lars <b>Lindgren</b>	Svenska Transportarbetareförbundet, <i>Sweden</i>
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### Vice-Presidents

Alexander <b>Kirchner</b>	EVG, <i>Germany</i>
Ekaterina <b>Yordanova</b>	FTTUB, <i>Bulgaria</i>

### General Secretary

Eduardo <b>Chagas</b>	European Transport Workers' Federation (ETF)
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## MANAGEMENT COMMITTEE

Lars <b>Lindgren</b>	Svenska Transportarbetareförbundet, <i>Sweden</i>
Alexander <b>Kirchner</b>	EVG, <i>Germany</i>
Ekaterina <b>Yordanova</b>	FTTUB, <i>Bulgaria</i>
Collette <b>Parsons</b>	Unite the Union, <i>Great Britain</i>
Sara <b>Tripodi</b>	FILT CGIL, <i>Italy</i>
Jan <b>Villadsen</b>	3F, <i>Denmark</i>
Zoltan <b>Papp</b>	VSZ, <i>Hungary</i>
<i>Vacant</i>	<i>na</i>
Stephen <b>Cotton</b>	International Transport Workers' Federation (ITF)
Eduardo <b>Chagas</b>	European Transport Workers' Federation (ETF)

## EXECUTIVE COMMITTEE

### ▪ SUB-REGIONAL GROUPS

#### Austria, Germany, Luxembourg, Switzerland

Roman <b>Hebenstreit</b>	Vida, <i>Austria</i>
Christine <b>Behle</b>	ver.di, <i>Germany</i>
Alexander <b>Kirchner</b>	EVG, <i>Germany</i>
Jean-Claude <b>Thümmel</b>	FNCTTFEL, <i>Luxembourg</i>
Giorgio <b>Tuti</b>	SEV, <i>Switzerland</i>

#### Denmark, Finland, Iceland, Norway, Sweden

Jan <b>Villadsen</b>	3F, <i>Denmark</i>
Henrik <b>Horup</b>	DJF, <i>Denmark</i>
Arto <b>Sorvali</b>	AKT, <i>Finland</i>
Roger <b>Hansen</b>	Norwegian Transport Workers' Union, <i>Norway</i>
Tomas <b>Abrahamsson</b>	SEKO, <i>Sweden</i>

**Belgium, France, Netherlands**

Frank <b>Moreels</b>	BTB, <i>Belgium</i>
Katrien <b>Verwimp</b>	ACV-CSC Transcom, <i>Belgium</i>
Jacques <b>Eliez</b>	CGT, <i>France</i>
Minke <b>Jansma</b>	FNV Bondgenoten, <i>the Netherlands</i>
André <b>Milan</b>	FGTE-CFDT, <i>France</i>

**Cyprus, Greece, Italy, Malta**

Pantelis <b>Stavrou</b>	Federation of Transport, Petroleum and Agriculture Workers, <i>Cyprus</i>
John <b>Halas</b>	PNO, <i>Greece</i>
Giovanni <b>Luciano</b>	FIT-CISL, <i>Italy</i>
Franco <b>Nasso</b>	FILT-CGIL, <i>Italy</i>

**Czech Republic, Hungary, Poland, Slovakia**

Luboš <b>Pomajbík</b>	Transport Workers' Union, <i>Czech Republic</i>
Jacek <b>Cegielski</b>	National Maritime Section NSZZ Solidarnosc, <i>Poland</i>
Zoltan <b>Papp</b>	VSZ, <i>Hungary</i>

**Great Britain and Ireland**

Robert <b>Morton</b>	Unite the Union, <i>Great Britain</i>
Steve <b>Todd</b>	RMT, <i>Great Britain</i>
Owen <b>Reidy</b>	Services, Industrial, Professional and Technical Union (SIPTU), <i>Ireland</i>

**Spain and Portugal**

Miguel Angel <b>Cilleros</b>	TCM-UGT, <i>Spain</i>
Francisco <b>Javier Jiménez Martin*</b>	FSC-CC.OO, <i>Spain</i>
Nuno <b>Prates</b>	SNPVAC, <i>Portugal</i>

**Romania, Bulgaria, Turkey**

Ion <b>Radoi</b>	ATU, <i>Romania</i>
Kenan <b>Öztürk</b>	TUMTIS, <i>Turkey</i>
Maria <b>Petrova Kostova</b>	FTTUB, <i>Bulgaria</i>

**Latvia, Lithuania, Estonia**

Igors <b>Pavlovs</b>	Latvian Seafarers' Union of Merchant Fleet (LSUMF), <i>Latvia</i>
Juri <b>Lember</b>	EMSA, <i>Estonia</i>

**Albania, Bosnia-Herzegovina, Croatia, Montenegro, Slovenia, FYROMacedonia, Serbia**

Predrag <b>Brazzoduro</b>	Seafarers' Union of Croatia, <i>Croatia</i>
Zlatko <b>Ratej</b>	SSSLO, <i>Slovenia</i>

**Georgia, Ukraine, Russia**

Yuri <b>Sukhorukov</b>	Seafarers' Union of Russia, <i>Russia</i>
Vadym <b>Bubnyak*</b>	Trade Union of Railway Workers and Transport Constructors, <i>Ukraine</i>

▪ **EX OFFICIO MEMBERS OF THE EXECUTIVE COMMITTEE****Section Presidents****Inland Waterways**

Nick <b>Bramley</b>	NAUTILUS International, <i>Switzerland</i>
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**Dockers**

Terje <b>Samuelsen</b>	NTF, <i>Norway</i>
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**Fisheries**

Juan Manuel <b>Trujillo</b>	FSC-CC.OO, <i>Spain</i>
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**Seafarers**

Agis <b>Tselentis</b>	Pan-Hellenic Seamen's Fed (PNO), <i>Greece</i>
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**Road**

Roberto <b>Parrillo</b>	ACV-CSC Transcom, <i>Belgium</i>
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**Railways**

Guy <b>Greivelding</b>	FNCTTFEL, <i>Luxembourg</i>
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**Civil Aviation**

Enrique <b>Carmona</b>	FSC-CC.OO, <i>Spain</i>
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**President of the Women's Committee**

Collette <b>Parsons</b>	Unite the Union, <i>Great Britain</i>
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**Co-Chairs of the Youth Committee**

Byron <b>McGinley</b>	Unite the Union, <i>Great Britain</i>
Sara <b>Tripodi</b>	FILT-CGIL, <i>Italy</i>

**▪ WOMEN REPRESENTATIVES IN THE EXECUTIVE COMMITTEE**

Monique <b>Verbeek</b>	BTB, <i>Belgium</i>
Ekaterina <b>Yordanova</b>	FTTUB, <i>Bulgaria</i>
Katarina <b>Mindum</b>	Railway Workers' Union, <i>Croatia</i>
Satu <b>Silta</b>	FSU, <i>Finland</i>
Valérie <b>Latron</b>	FGTE-CFDT, <i>France</i>
Helga <b>Petersen</b>	EVG, <i>Germany</i>
Vacant	Vacant
Elena <b>Rodriguez Viota</b>	TCM-UGT, <i>Spain</i>

## ▪ YOUTH REPRESENTATIVES IN THE EXECUTIVE COMMITTEE

Pieter <b>Mechele</b>	ACV-CSC TRANSCOM, <i>Belgium</i>
Sara <b>Tripodi (Co-Chair)</b>	FILT-CGIL, <i>Italy</i>
Byron <b>McGinley (Co-Chair)</b>	Unite the Union, <i>Great Britain</i>
Libertad <b>Alcocer</b>	FSC-CC.OO, <i>Spain</i>

## LAY AUDITORS

Patrick <b>Hurel</b>	FO-FETS, <i>France</i>
Georges <b>Eeckhout</b>	BTB-UBOT, <i>Belgium</i>
Antoine <b>Gevaert</b>	CGSLB, <i>Belgium</i>
Kirsti <b>Hauge</b>	Norwegian Seafarers' Union, <i>Norway</i>
Hubert <b>Hollerich</b>	ÖGB-L, <i>Luxembourg</i>

\*Subject to confirmation by the ETF Executive Committee





Next issue of the **Report from the General Secretary**: Autumn 2015

Your comments and input are welcome!

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