



# REPORT FROM THE GENERAL SECRETARY

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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

### FAIR TRANSPORT EUROPE



At a moment when we are about to reach 100.000 signatures in support for fair transport in Europe, the ETF and its affiliates must renew their commitment in this necessary fight for equal

treatment for all European transport workers.

Minimum one million signatures are required for a European Citizens' Initiative (ECI) to become valid and effective as an instrument that forces the European Commission to take action in order to safeguard the principle of equal pay and equal working conditions in the European labour market, whichever country you come from. Many affiliates are working hard, some gain great successes with sending direct emails to all members or by collecting signatures at large union events and in public areas. But many more affiliates need to step up their efforts and demonstrate their commitment to the campaign's cause and contribute to the signature collection by at least achieving their minimum national targets.

We cannot waste the political momentum that has been created in the past months. Social dumping is now on the political agenda of the European institutions and several national governments. At national level we have welcomed the public support from a number of ministers for transport and for social affairs. At the same time the ETF has engaged constructively with the European Commission and the European Parliament via meetings with Commissioners and MEPs, alliances have been built.

The Fair Transport Europe campaign has also proven to be a great vehicle to develop new tools and strengthen our existing networks stretching out across Europe. Social media pages have been created in more than a dozen countries in promotion of the campaign and the collection of signatures, in Denmark it

has delivered more than one third of the total number of the Danish signatures. The campaign's central Facebook page has more than 12,000 followers, an instrument offering the ETF access to an extensive network of people sympathising with our objectives.

Let it be clear that with the deadline of the ECI, mid-September 2016, the campaign for fair transport in Europe is far from over. Regardless if the ETF and its affiliates succeed with collecting one million signatures, the reason for launching the Fair Transport Europe campaign will not have disappeared. Our fight for improving living and working conditions for all transport workers we represent continues and goes far beyond the borders of the European Commission's administrative rules.

But by then we will be able to count on a vast number of European citizens that have been made aware of the sometimes terrible conditions in which transport workers live and work. European citizens from the EU-28 and beyond that have raised their voice to denounce unfair competition and demanded from national and European decision makers to end such practices immediately.

**Eduardo Chagas**  
**ETF General Secretary**

"In the end, we will remember not the words of our enemies, but the silence of our friends."  
Martin Luther King Jr. (1929-1968)

## Table of content

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<b>TABLE OF CONTENT .....</b>	<b>3</b>
<b>1. ABOUT THE SECRETARIAT.....</b>	<b>3</b>
<b>2. NEWS FROM THE EXECUTIVE COMMITTEE.....</b>	<b>4</b>
<b>3. IN THE SPOTLIGHT .....</b>	<b>5</b>
<b>4. SECTIONS IN BRIEF .....</b>	<b>6</b>
<b>Inland Waterways.....</b>	<b>6</b>
<b>Maritime Transport.....</b>	<b>7</b>
<b>Dockers.....</b>	<b>10</b>
<b>Fisheries .....</b>	<b>12</b>
<b>Road Transport.....</b>	<b>13</b>
<b>Railways .....</b>	<b>17</b>
<b>Civil Aviation.....</b>	<b>22</b>
<b>European Works' Councils .....</b>	<b>26</b>
<b>Gender Equality.....</b>	<b>26</b>
<b>ETF Youth Committee .....</b>	<b>27</b>
<b>5. MEMBERS &amp; PARTNERS .....</b>	<b>29</b>
<b>6. E-PUBLICATIONS .....</b>	<b>30</b>
<b>7. UP NEXT.....</b>	<b>31</b>
<b>8. ETF BODIES .....</b>	<b>34</b>

## 1. About the secretariat

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### Marion Dhaille replaces Celien Vandecapelle at the ETF Secretariat



The ETF Team has the pleasure to welcome Marion Dhaille at the ETF administrative secretariat in replacement of Celien Vandecapelle who has started a project with her family in March this year. First of all, the ETF wants to thank Celien for all the good work she has done in the ETF secretariat over the past years, she will be sorely missed. We wish her all the best with her family business, which will be running smoothly without any doubt based on the experience we have with her and her organisational skills. Secondly, the team looks forward to cooperate with Marion who, despite her young age, has built up extensive experiences in public relations and business management. We are confident she will fit well in the ETF secretariat and would welcome a long and fruitful cooperation with her.

### New assistants for Maritime Transport, Fisheries and Dockers' Sections



In October this year the assistant for the Maritime Transport, Fisheries and Dockers' Section, Rémi Gelmini, left the ETF Secretariat in search for a new challenge. In the meantime the ETF Secretariat has recruited two new assistants to support the aforementioned Sections. Lotte Ockerman has started in April this year as the assistant for the Maritime Transport Section and in May Sammy Deburggraeve has joined the ETF team as the assistant for the Fisheries and Dockers' Section. The ETF Secretariat is happy to have them both on board and is convinced they are a real asset to the Secretariat.



### Benjamin Wodrich joins Fair Transport Europe Campaign Secretariat

The ETF Secretariat has welcomed Benjamin Wodrich who has joined the dedicated campaign secretariat since February and will stay until 15 October. This position is funded by the Swedish Transport Workers' Union and SEKO. As the campaign assistant Benjamin will assist Mads Hvid in serving as one of the key contact person for all issues related to the Fair Transport Europe campaign and liaise with the National Points of Contact appointed by the ETF affiliates to assist in their work to launch the campaign on national level. The campaign secretariat meets every fortnight to organise and manage the political and communications tracks on European level and to keep track of and assist with its deployment on national level. The campaign secretariat is composed of ETF staff and consultants of Konsentio, a Danish consultancy company specialised in European affairs and campaigning. For all questions regarding the practical implementation of the Fair Transport Europe campaign, Benjamin can be contacted via [campaignsecretariat@etf-europe.org](mailto:campaignsecretariat@etf-europe.org).



## 2. News from the Executive Committee

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### New members of the ETF Executive Committee

On 8 October 2015, the ETF was informed by FGTE-CFDT that André Milan resigned from his position as General Secretary. As his replacement in the Executive Committee his union proposed the newly elected General Secretary, Edgar Stemer who attended the last ETF Executive Committee meeting in February 2016 and presented himself. He was warmly welcomed by the EC as new member. FEETS-FO also informed the Secretariat that Patrick Hurel would be replaced by Sylvain Papillaud from FO Cheminots as member of the ETF Lay Auditors. He as well received the acceptance from the EC.

### EC discusses negotiations on Trade in Services Agreement (TiSA)

On the invitation of the ETF Executive Committee Tanja Bucek from ETF affiliate ver.di, who has been dealing with the TiSA dossier very closely, explained in the meeting the state of play with the TiSA negotiations. A possible Trade in Services Agreement would have hard consequences for the workers ETF represents. According to the European Commission TiSA “is a trade agreement currently being negotiated by 23 members of the World Trade Organisation (WTO), including the EU. Together, the participating countries account for 70% of world trade in services. (...) It aims at opening up markets and improving rules in areas such as licensing, financial services, telecoms, e-commerce, maritime transport, and professionals moving abroad temporarily to provide services.”

The possible agreement will apply in principal to all sectors and modes of supply, with clauses that will freeze any level of liberalisation for future generations and imposing a strict regime on domestic regulation. Pushed by a coalition of so-called ‘Really Good Friends of Services’ including the US and the EU it is aiming at “comprehensive market access, modern and flexible rules as well as the highest level of regulatory coherence”.

Ms Bucek emphasised that transport plays a crucial role in it all. She also mentioned the secrecy surrounding the negotiations and that only due to Wikileaks the public has gained some insights. She stressed the need for a European approach involving the ETF, since the EU is one of the negotiating parties. The European Parliament’s resolution on the topic contains some good but also worrying elements; the balance inside the EP can easily shift with regard to binding votes on amendments. She concluded with referring to the ETUC position paper and warned it does not contain a reference to transport. The EC decided to continue closely monitoring the situation in cooperation with the Friedrich Ebert Stiftung and ITF.

### ETF 2017 Congress takes place in Barcelona

At the last ETF Executive Committee meeting in February 2016 the structure and possible locations for the ETF 2017 Congress were proposed. The EC gave the MC the mandate to continue with and decide on the required Congress preparations. On 7 April the ETF Management Committee convened again and fixed the final dates and location.





Congress has been scheduled from Wednesday 24 to Friday 26 May 2017 at the Hotel Crowne Plaza Barcelona Fira Center. On Sunday 21 May the Management Committee will prepare the Executive Committee meeting of Monday 22 May. The ETF Young Workers Conference is envisaged for the afternoon of that same day and will run until the morning of the next day, Tuesday 23 May, followed by the ETF Women's Conference. In the late afternoon of Friday 26 May the newly elected Executive Committee will conclude the Congress programme.

The ETF Management Committee also endorsed the Congress theme, namely 'Fair Transport for Europe – Social Justice, Solidarity, Unity'. It was also decided to keep the model used for the ETF 2013 Congress regarding the structure and working methodology of the ETF Work Programme and its implementation. Champions for each chapter were confirmed: Alexander Kirchner will take up the responsibilities for the chapter on Transport policy and sustainable transport, Javier Jiménez will take over the chapter on Labour and trade union rights, Robert Morton continues working on Organising globally, Ekaterina Yordanova will prepare the chapter on Training and education – capacity building and Jan Villadsen will contribute to the chapter Cross-border representation and coordination.

### 3. In the spotlight

#### ETF affiliates develop national action plans in the Fair Transport Europe seminar



From 8 to 10 March the ETF organised a seminar on how to run the Fair Transport Europe campaign on national level. National Points of Contact from all participating countries were invited to Sesimbra, Portugal, to learn about the EU decision making process and share experiences about implementing the campaign in their country. Pablo Sanchez, organiser of the successful ECI Right2Water campaign

which was run by EPSU, gave as expert input and suggestions on the national action plans that the NPoCs further developed in the course of the seminar. All campaigners were very active in putting together ideas to collect signatures for the campaign, identified actions and dates in the coming months and sought ways to cooperate with other unions and organisations in their countries.

Until September next year, at least one million valid signatures need to be collected from European citizens who join the ETF in calling on the Commission to put an end to the race to the bottom in the working and living conditions for transport workers across Europe. Hopes are high that the Commission considers this initiative as a chance to engage with the trade unions to make real improvements in the working conditions for the millions of European transport workers. It will encourage the European Commission to take concrete action, such as drafting new legislation or closing loopholes in existing rules.

Via [www.fairtransporteurope.eu](http://www.fairtransporteurope.eu) European citizens can sign the petition online, thereby expressing their support for equal working conditions for all workers across Europe and the need for quality services and safety for passengers and workers. Online updates on the Fair Transport Europe Initiative can be found on [Facebook](#), [Twitter](#) and [Instagram](#). You can also follow the campaign progress on nationally developed communication channels, campaign websites and Facebook pages set up by the ETF affiliates in [Croatia](#), [Denmark](#), [Estonia](#), [Finland](#), [Germany and Austria](#), [Hungary](#), [Lithuania](#), [Poland](#), [Romania](#), [Slovakia](#), [Spain](#) and [Sweden](#).

## 4. Sections in brief

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### Inland Waterways

#### River cruise passengers join campaign for better jobs



ETF successfully kicked off its 2016 campaign to win better jobs in the European river cruise industry by urging passengers in Amsterdam to lend their support to crew and put pressure on employers.

It also presented on 4 April a [manifesto](#) calling for a net minimum wage of € 800, legal individual contracts and improved social conditions.

Unions say that fast growth and increased competition in the cruise sector have led to greater cost cutting, with fewer crew serving more passengers, overcrowded crew cabins, more stressful work and longer hours. They accuse the industry of social dumping, with wages for the same work varying by nationality.

Representatives from Nautilus International in the Netherlands and Switzerland, ver.di in Germany and ACV-Transcom in Belgium took part in the launch. Intensive action continued throughout the week in Amsterdam, Antwerp, Avignon, Basel, Cologne, Norway, Prague and Ruse.

Unions reported a positive response from holidaymakers to their suggestions that they could ask ship managers about conditions on board, request a visit to crew accommodation and enquire about pay, insurance and employment. It was also an excellent occasion to disseminate the latest rivercruise [brochure](#) and a [leaflet](#) informing crew members about their social rights and the importance of joining a union.

In an [open letter](#) handed out to passengers, **Nick Bramley** – president of the ETF/ITF inland waterways section – said: *“Whilst you are enjoying your stay on board, the people who serve your meals and clean your cabins often struggle to make ends meet. Salaries can be so low, and working conditions so bad, that even after nine months of consecutive hard work with working days of up to 14 hours, they still have to rely on your tips to bring some money back home to their families at the end of the season.”*

The ETF initiated negotiations for a collective agreement with the European trade association IG River Cruise. Following an initial positive response from some employers, IG River Cruise has withdrawn from talks due to the opposition of leading companies. The ETF has now embarked on a project to conclude agreements with individual companies or groups of companies.

## Commission pursues professional qualifications in Inland Navigation

On Thursday 18 February 2016 the European Commission adopted a proposal for a Directive on the recognition of professional qualifications in inland navigation, which was very much welcomed by ETF. It aims to facilitate labour mobility in the sector, to enhance its attractiveness and to put an end to illegal practices that threaten the level playing field.

For many years the sector has been facing persistent labour shortages and the demographic forecast provides a worsening situation in this area. The sector no longer attracts new and young workers. This has been one of the major obstacles for making full use of the sector's potential and its strategic and sustainable importance to the EU's social and economic development. European social partners addressed the harmonisation of professional qualifications and competencies within the first Platina project that afterwards was picked up by the European Commission in order to modernise inland navigation professions. It is another important building block on the way to a modern and standardised sector offering quality training and employment.

Once adopted by the European Parliament and Council expected by the end of this year, the Directive will replace Directives 91/672/EEC and 96/50/EC that deal with the recognition and harmonisation of national boat masters' certificates for the carriage of goods and passengers by inland waterway. The European social partners always considered the existing arrangement as a patchwork that hampers the attractiveness of the profession hindering the development of the sector.

ETF will continue to monitor the further legislative process to avoid the proposal gets watered down and to ensure a Directive will be put in place that makes skilled and trained workforce available and allows the sector to take up its role as a sustainable and safe transport mode.

## Maritime Transport

### ETF campaigns for quality EU shipping

On 21 October 2015, the ETF and S&D Group co-hosted the seminar called "Ensuring a future for European seafarers", which addressed the continuous deterioration of European-based seafaring jobs. At that occasion the S&D Group committed to call for urgent actions based on the proposals made by the ETF. Building on the success of that seminar, the Section agreed to convene a high-level meeting involving MEPs and interested shipping Ministers to seek support for the ETF campaign and proposals formulated in its [Manifesto on Quality Shipping](#).





In its manifesto ETF has identified 10 measures to make tomorrow's maritime transport a generator of wealth and employment for EU citizens. To obtain quality shipping in Europe unfair competition needs to be prevented and the practice of flags of convenience to be addressed. EU shipping companies have to be stimulated to register under EU national flags. To avoid a race to the bottom a similar approach as the US Jones Act should be put in place, regulating all intra-EU shipping and establishing requirements for seafarers' social and employment conditions. At the same time the Directive on manning conditions, an area in which the Commission is currently completely inactive, requires a revamp to ensure that employment conditions on-board a ship operating between different EU Member States are those of the country applying the most favourable standards. Closing the loopholes in State aid to maritime transport, by conditioning the granting of aid and tax reliefs to jobs and training for EU domiciled seafarers, should be the third incentive for employing EU seafarers.

The envisaged high-level meeting will be organised in the margins of a Council of Transport Ministers offering the European Parliament an opportunity to seek cooperation with governments and gain support from the other co-legislator. ETF affiliates will be invited to lobby their respective Ministers urging them to take ownership and give a new impetus to the ETF campaign.

### **Mid-term review of the EU maritime transport strategy**

Further to a Commission public consultation – to which the Section actively contributed in the form of an individual submission as well as a joint submission together with ECSA – a staff working document will be produced and the Commission will provide the Council with an implementation report confined in scope to identifying the points needing improvement and preparing the ground for a Commission Communication (not a proper package though) to be unveiled in 2017.

It should be noted that the Commission has made progress in the policy assessment and the identification of areas where further work was needed. Five areas have been identified: (1) maritime safety and security; (2) digitalisation and more efficient waterborne transport; (3) environmental performance, sustainability and decarbonisation; (4) competitiveness-related issues; and (5) maritime skills: raising the profile of seafarers and the maritime professions.

However, to the Section's disappointment, it has become clear that the mid-term review has been conceived as a stocktaking exercise sorely lacking in ambition. Against this background, the Section has been considering the best way to following up on its submission and imposing its own agenda, in particular regarding the fifth area identified by the Commission on maritime skills.

Beside, ETF and ECSA have committed to follow up on their own submission to push their joint agenda vis-à-vis the Commission. The Secretariats have therefore organised a high-level meeting with Fotis Karamitsos, DG MOVE Acting Deputy Director-General, to discuss joint priorities. The European Shipping Week (ESW) to be organised by ECSA in February next year was identified as another opportunity to promote the joint ETF-ECSA agenda.

### **Prestige case: the criminalisation of seafarers continues**

The judgement by the Provincial Court of La Coruña, Galicia, clearing both the Master of the Prestige, Captain Apostolos Mangouras and the Chief Engineer of their criminal responsibility, has been overturned by the Spanish Supreme Court. It thereby sentenced the 81 year old captain to prison, convicting him of gross negligence for his decisions during the voyage and his actions as events unfolded. In a joint statement the European Social Partners ETF and ECSA express their extreme concern about seafarers being used as easy scapegoats to shift all responsibilities for possible environmental damages.

In 2002 the oil tanker Prestige sank before the Galician coast with a large oil spill as a consequence and the pollution of Spanish, French and Portuguese coasts. It is considered to be one of the largest environmental disasters in the history of the concerned countries. The Provincial Court of La Coruña judged that the captain of the Prestige was innocent and bravely fulfilled his professional duty in an attempt to save the ship and prevent damages to the environment. It was under pressure from the Spanish authorities that the Master was forced to undertake actions which resulted in damaging the tanker while remaining out at sea in dreadful conditions before it broke in two and sank off the coast. The Social Partners refuse to accept that seafarers have to pay such heavy prices while Maritime Authorities are being exempted from any liability.

It once again illustrates that criminalisation of seafarers is a widespread tendency which seriously damages the sector's image as a place for employment. The Social Partners fear that such a ruling will impact negatively on the attractiveness of a seafaring career. At a time when ETF and ECSA, jointly with the European Commission, aim to promote the European maritime profession the Supreme Court's judgement sends entirely the wrong signal. It criminalises seafarers with no evidence and makes a strong case for securing the supervision and implementation of the IMO-ILO Guidelines on fair treatment of seafarers in the event of a maritime accident. New EU guidelines on places of refuge have been developed jointly with the shipping industry and aim to avoid a repetition of the mistakes made during the Prestige and MSC Flaminia incidents. In their joint declaration the Social Partners declare their full support for Captain Mangouras and the defending party. ETF and ECSA are ready to publically demonstrate their solidarity and remain determined to stand firm against the trend in criminalisation of seafarers.

### European Social Partners call for guidance on dealing with Zika virus

In a joint declaration, concluded in the framework of the Sectoral Social Dialogue Committee meeting, ETF and ECSA draw attention to the risks related to the Zika virus for crews onboard ships and express the need for guidance to protect them when calling at ports in affected countries. They fully welcome and recommend the International Guidelines provided to shipping companies and seafarers by the ITF and the UK Chamber of Shipping which lay out precautionary measures and inform about health risks and symptoms.

The Social Partners call on all relevant maritime stakeholders, in particular Member States, international organisations, ship-owners and crew members, to take the necessary precautions to ensure seafarers' health and safety and provide shipmasters with the required information and resources to comply with the international guidelines. In that regard they refer to the information provided by the [ITF](#), [WHO](#) and [EU SHIPSAN](#). Both ETF and ECSA committed to encourage their membership to widely disseminate the available information and guidelines and call upon EU Member States to support the work carried out to combat the Zika virus in the infected areas.



### ETF and ECSA EU-funded project

The European Social Partners for maritime transport have embarked in a joint project including three different pillars. First, ETF and ECSA have started negotiations on a proposal for a Social Partners' Agreement (SPA) amending Directive 2009/13/EC to accord with the amendments of 2014 to the Maritime Labour Convention, 2006. These negotiations have been proceeding well and the drafting committee has recently finalised its work. The Commission has been invited to provide a legal

analysis of the draft text to allow progress on the conclusion of a final agreement. It is expected that ETF and ECSA will eventually submit their Agreement for adoption by both the Council and the Parliament on the basis of Art. 155 of the TFEU.

In addition to the above-mentioned pillar, ETF and ECSA have started work on carrying out an analysis of relevance to the shipping industry whose aim is chiefly twofold: on the one hand, identifying the existing EU funds in the field of apprenticeship and training (second pillar of the project) and on the other hand, identifying and compiling the existing EU legislation on as well as best practices with regard to health and safety (third pillar). The conclusions on these two pillars should be available by the end of 2016.

### **Representativeness Study**

The MTS has been actively involved in the making of a study carried out by the European Foundation for the Improvement of Living and Working Conditions (Eurofound) and aimed at assessing the representativeness of both the social partners and their respective membership in order to secure the highest quality of the information obtained by the Commission's consultant. The study has been successfully completed and it should be noted that according to Eurofound the representativeness of both the ETF and the ECSA are recognised as being undisputed.

### **Baltic Committee well attended by regional affiliates**

On 27-28 April the Baltic Committee meeting took place in Klaipeda, Lithuania, and was attended by 50 participants from unions coming from countries bordering the Baltic Sea. The attendees evaluated the inspections executed in 2015 as a success. The unions were able to inspect several vessels and receive back pay for seafarers. Generally speaking the unions reported on a very good cooperation with the port state control agents. The transposition of the MLC 2006 into EU law via the implementation of the Directive on flag state responsibilities and the Directive on Port State Control was considered to be effective and useful.

Discussions took place on the Fair Transport Europe campaign and how to boost it, on the ITF/ETF lashing campaign and how to facilitate communication between Dockers and Seafarers. The meeting was also an occasion to prepare the traditional Week of Action, envisaged for 5 to 9 September 2016, and to update the participants on the latest works of the Dockers' and Maritime Transport Sections. Polish participants reported on trade union actions they have organised and the CBA concluded with DCT Gdansk. They expressed gratitude for the help received from the ITF and ETF in this matter.

## **Dockers**

### **EP rejects attempt to impose liberalisation of port services**

On 8 March 2016 the European Parliament (EP) Plenary adopted the Fleckenstein report on the Commission's proposal on "Market access to port services and financial transparency for ports". The report is the result of compromises amongst the major political groups in the EP, reached through very lengthy and complex negotiations. Three-way talks between the European Parliament, the Commission and the Council are due to start soon in order to find a compromise amongst the three institutions.

ETF supported Mr Fleckenstein's report since it is a substantial improvement of the Commission's proposal. For the third time the EP has rejected attempts to impose liberalisation of port services. The hidden danger to prevent the right to strike has been removed and amongst the minimum requirements several of the ETF demands have been included. Article 10 has been strengthened and the role of social dialogue has been acknowledged.

The EP text tackles several crucial problems faced in European ports: automation, social dumping, challenges to labour schemes, precarious work and safety are all elements that the MEPs decided to mention in the report.

However, the process is far from being finalised and a tough political battle lies ahead in trilogue. Commissioner Bulc has stated on many occasions her support for improving the social dimension of the proposal and ETF expects her words to be followed by concrete results.



### ETF concerned on impact of mega-ships

At a stakeholder conference organised by FEPORT in December 2015 ETF voiced concerns on the impact of the dramatic and speedy changes in the maritime and port industries. At the event on “Why does an efficient logistics chain require close dialogue”, ETF subscribed the need for a fair and meaningful dialogue to tackle the impact for port workers. Vessels’ size is growing, cargo volume is not increasing and ships are leaving the ports partly loaded.

ETF referred to the case of the North Range ports, and in particular of Rotterdam, where automation is introduced without a preliminary dialogue with the workers. Port capacity has been increased but volumes are not growing. It is unclear how operators can recoup their investments while they are not entitled to state aid. Port employers are forced to cut costs, job security and working conditions are being put at risk and workers will most likely pay the highest contribution. ETF already started a dialogue with FEPORT, but it is imperative that discussions are also being taken at the level of maritime clusters involving all concerned parties.

### Affiliates’ news

#### Solidarność signs CBA with DCT Gdansk after 3-year dispute

Polish ETF affiliate Solidarność has signed on 20 April 2016, a collective bargaining agreement (CBA) with Deepwater Container Terminal (DCT) Gdansk. This settles a long lasting dispute between the port and its workforce including complaints from the union over victimisation and harassment by the employer and the firing of union leaders.

The agreement follows demonstrations at DCT Gdansk and in other European countries with support from the European and global trade union community. The CBA, valid until 31 March 2019, covers pay rates, hours of work, holidays and general conditions for 600 workers at the fast-growing new terminal in northern Poland. The port seeks to become the main gateway to Russia and central Europe and opens next year a second terminal providing jobs for 1,500 workers.



ETF is hopeful now that dockers there can have better standards that are consistent with those in neighbouring countries. This settlement also sends an important message to all port owners; ETF will



not let them get away with trying to drive down pay and conditions by building new ports and employing cheap labour.

### Industrial action at Port of Rotterdam

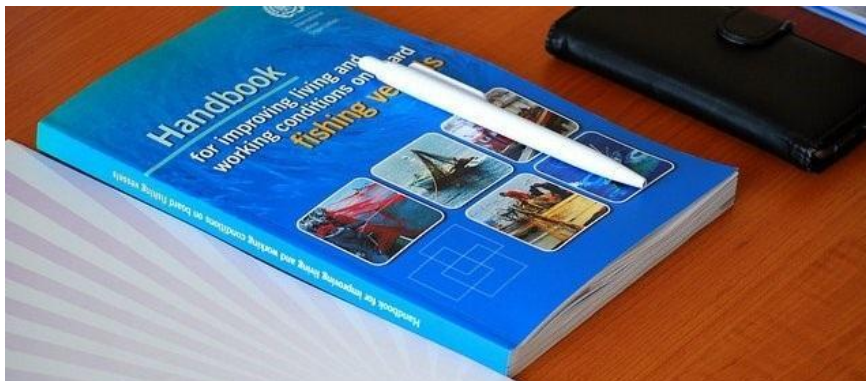
Dutch ETF affiliates FNV Havens and CNV Vakmensen have mobilised their members after the failure of negotiations between the unions, the port authority and the employers. The employers and port authority left the negotiating table where discussions were being held with the unions on the financial contribution the port of Rotterdam is expected to pay to compensate the social consequences of automation and overcapacity in the container sector.

Unions have warned for many years about the dangers of expansion and automation plans, with 800 people risking to lose their job, but the port authority refused to engage in a meaningful dialogue. In January the unions organised industrial actions at the port; both the APMT and ECT terminals were affected for a 24-hour period. The union demands guarantee of job security until at least 2022 for all employees who had a permanent job on 1 January 2015. An international delegation composed of representatives from BTB, ver.di, CGT, ETF and ITF joined the action and expressed their solidarity.



## Fisheries

### SPA finally presented to the Council



Almost three years after submitting the Social Partners' Agreement (SPA) on implementing the ILO Work in Fishing Convention C188, the European Commission (EC) presented on 29 April 2016 the agreement before the Council of the EU. The European Social

Partners (SP) for Fisheries, Europêche and ETF, have warmly welcomed this step but regret the considerable delay with implementing the SPA that ensures a high level of protection for fishermen in all aspects of their work. The SP call upon all EU Member States to support the proposal for a Council Directive and urge them to ratify ILO Convention 188.

SPAs are a crucial tool for an EU with the ambition to take the lead in setting social standards on a global level. The ETF therefore calls for a swift adoption of a Council Directive implementing the agreement and eradicating unfair competition from those fleets that do not apply decent working conditions.

The Dutch Presidency of the EU expressed earlier in April the commitment to start working on the SPA as soon as possible. The transposition of the SPA into EU law would create a safer working environment and better working conditions for one of the most hazardous professions, reducing likewise the incentive for illegal fishing operations. It can set an example and help improving the situation of more than 30 million men and women working in the industry worldwide.

The SP recently signed a joint declaration to mobilise national and European decision makers and urge them to engage in a meaningful dialogue with employers and trade unions to lay the ground



work for a meaningful social dimension within the EU fisheries policies. The SP will now continue raising awareness among EU Member States about the importance of ratifying the ILO C188 and of supporting the adoption of the SPA so that it becomes an EU Directive.

### Global unions call on EU for action to protect seafood industry workers



With the support from ETF and EFFAT affiliates, the ITF and IUF, two global union federations representing millions of workers in transport, food, agricultural, hotel, restaurant and catering worldwide met with the European Commission relevant services in April to call for an expansion of legislation to protect fishers and workers employed in the production of seafood. The meeting coincided with the Brussels Seafood Expo Global, which brings together more than

2,000 fish and aquaculture companies.

The workers' representatives want to see concrete mechanisms developed for ensuring respect for labour rights by companies whose products are imported into the European Union. The current EU yellow card system only officially looks at a country's IUU (illegal, unreported and unregulated) fishing violations. Occasionally extreme labour violations are taken into account because it has been shown that these are linked with IUU fishing. The union delegation held a pledge to see the Commission adding all labour violations officially to their considerations of the seafood card system. A definitive start backed up by robust legislation must be made.

Barbaric human rights abuses in the fishing industry often have been brought to the public's attention through media exposure, but the abuses in many cases continue because the companies are under no real pressure to comply with international human rights standards. Effective mechanisms must urgently be developed to ensure that companies that export their products to the European Union respect the right of workers to form trade unions and to negotiate their conditions of employment.

A rally was also held outside the Expo venue to raise awareness among participants of the ongoing human rights abuses in the industry. The case of Citra Mina workers, sacked for trying to form a union in General Santos in the Philippines were particularly highlighted.

## Road Transport

### Future EC Road initiative: hope for social dimension?

On 19 April 2016, the European Commission organised the much-awaited Road transport conference offering social partners and other stakeholders to express their opinions on aspects of the future Road initiative. With the initiative the European Commission aims to revise parts of the



EU legal frame applicable to road haulage sector. The ETF participated with a delegation of 13 union representatives from Belgium, Germany, the Netherlands, Spain, Sweden and UK.

The opening addresses of Commissioner Bulc and MEP Michael Cramer, President of the European Parliament Transport Committee, produced hope that social aspects will remain at the core of the future Road initiative. Commissioner Bulc stressed that trade unions must be part of the process and that the proposal will also aim to improve the working and living conditions of professional drivers. Mr Cramer called for a much more sustainable road transport sector and expressed a strong commitment to address social dumping, unfair competition in the sector and the expanding letter-box company phenomenon.

Roberto Parrillo, Section President, addressed the conference focusing on the working and living conditions of professional drivers and on the labour law applicable to mobile personnel in road transport.

#### **Minimum changes of EU legislation, improved enforcement of current rules**

The overwhelming majority of speakers and participants were hugely in favour of improved enforcement of the current rules, with only minimum changes – if at all – to the current EU legal frame applicable to the sector. Most were of the opinion that rules such as cabotage and combined transport, weekly rest, application of the Posting of Workers Directive in the context of road transport need clarification, while criteria for company establishment must be tightened up.

#### **Need for better law enforcement to fight illegal practices**

Discrimination between workers based on nationality as regards employment, remuneration and other conditions of work and employment is forbidden by the European Treaty. The Rome I regulation and the Posting of Workers Directive were adopted to specifically prevent this type of discrimination. The ETF pleaded for the correct application and control of these Treaty and legal requirements in road transport. Weekly rest in the lorry should also be forbidden by law and cannot be part of the discussion. Two solid weeks of sleeping in a lorry cabin as allowed by the current rules, is beyond any acceptable rest conditions in modern Europe. The ETF once again drew attention to its set of proposals for better law enforcement in the haulage sector, as the answer to effectively fight illegal practices in road transport.

#### **An event leaving too much ‘up in the air’**

The ETF appreciated the Commissioner’s vision for transport, particularly as she placed workers in the centre of it. Also to be much appreciated were the open debates. The conference conclusions by Director-General Henrik Hololei were short in summing up most of the opinions expressed during the event and were rather weak. Eight months away from the launch of the road initiative no new elements were addressed, no clear date for the launch of consultation procedures was announced, no clear information on the consultation timeline and the topics subject to it. While the ETF and the IRU are preparing negotiations on a social code tackling aspects of weekly rest, regular return home and application of posting of workers to road transport, the European Commission did not make any remarks on a possible intention to link the consultation process for the road initiative to a potential social partner agreement.

#### **ETF – ETUI training workshop on “Anticipating changes in the EU road transport market”**

In cooperation with the ETUI Education Department, the ETF organised a joint training workshop on “Anticipating changes in the EU road transport market”, held in Brussels on 15-17 February 2016. The training course brought together 19 professional drivers and union representatives from Belgium, Bulgaria, Czech Republic, Estonia, France, Hungary, the Netherlands, Poland, Romania and the UK. Among the speakers were ETF General Secretary Eduardo Chagas as well as representatives from the European Commission, the French Ministry of Transport, the German counselling office for posted workers and Euro Contrôle Route (ECR, a group of European Transport Inspection Services).

The aim of the course was to get the participants acquainted with the EU legislation at stake in the frame of the upcoming road initiative by the European Commission, to get familiar with the ETF positions and policies regarding the aspects subject to revision, to understand the coordinating roles of the ETF and the national unions within the frame of the future road initiative campaign and to get some basic knowledge on communication means.



### **Members of the European Parliament meet professional drivers**

Following the ETUI-ETF workshop, on 17 February 2016, MEPs Michael Cramer and Ismail Ertug hosted a meeting at the European Parliament between an ETF group of professional drivers and Members of the European Parliament. The meeting, a so called 'reality-check' on drivers' poor working and living conditions, was attended by 27 MEPs from various political groups and proved to be an eye opener for quite a few of them. Some had been questioning in the past the existence of social dumping and illegal practices in road transport. As for the drivers from Central and Eastern Europe the meeting was a much awaited moment to share their experiences, regrettably unveiling the real face of social dumping. They finally made an appeal to be respected as professionals and humans. Further meetings of this kind are planned in the future.



### **New report unveils harsh reality of being a foreign truck driver in Denmark**

ETF Danish affiliate 3F has conducted a study in cooperation with Romanian and Bulgarian ETF affiliates and the Danish Transport and Logistics Association (DTL) and financially supported by the Danish Working Environment Authority, to investigate pay, working conditions and living standards of Bulgarian, Romanian and Macedonian lorry drivers operating in Denmark and Western Europe.

The report uncovers a situation of drivers being put under pressure to break rules and regulations related to driving and resting times. Some reported being forced to live in their lorries for at least seven weeks at a time while earning a third of the wage compared to e.g. Danish truck drivers.



225 Romanian, Bulgarian and Macedonian drivers were interviewed by the independent research company COWI in the week from 12 to 18 October 2015 with the aim to draw a clear picture of their working and living conditions. The conclusions were published in a [detailed report](#) and summarised



in a [booklet](#). The study offers a clear indication that Bulgarian, Romanian and Macedonian drivers are used for routine driving in Denmark and the rest of North-western Europe performing their work under their home country's pay and working conditions. These are very different from pay levels and collective agreement conditions in the Western-European countries where they actually work.

The survey clearly documents that the principle of equal pay for equal work is not applied in relation to the drivers working on the roads in Denmark and North-western Europe. The report speaks of both unfair competition and nationality-based discrimination in relation to the pay and working conditions of the drivers. The drivers who were subject to this study work on permanent basis in and from Denmark, having no activity in their country of origin. They must therefore be covered by the Danish pay and conditions.

### TRAN Committee votes on EP's social dumping report

On 7 April 2016, the TRAN Committee of the European Parliament voted on the social dumping report drafted by MEP Jens Nilsson. Thanks to the lobby activities of the ETF Secretariat and affiliates, the TRAN Committee adopted the following items with the support of all political groups in the majority of the cases:

- With regard to law enforcement in the sector, the TRAN Committee voted in favour of the consolidation of the list of infringements, access of enforcement agencies to ERRU (European Register of Road Transport Undertakings) data and a 'timely' introduction of the smart tachograph;
- The Committee expects the European Commission 'to consider' the creation of a European Road Transport Agency (ERTA);
- The European Commission should "assess" the introduction of "operator integrated files" in the national electronic registers;
- The report includes the application of the host country principle (habitual workplace) and the collective application of the Rome I principle to drivers conducting their activity outside of their country of origin;
- The Committee also wants to prohibit liberalisation of cabotage as long as the current law is not properly enforced;
- To conclude, it also asks for the revision of "combined transport" and application of social legislation to this type of transport

The Section considers the outcome as being acceptable but stresses the importance of stepping up its lobbying activities in view of the upcoming vote in the EMPL Committee, which is responsible for

the main opinion. It is to be expected that the Committee will vote on the report later in May or in June.

### **ETF passenger transport working group demands being consulted by the Commission**

The ETF passenger transport working group met for the first time on 13 January 2016 to discuss the future campaign on the road initiative in view of the European Commission's intention to liberalise the bus and coach market. The meeting started with country reports containing useful information about the organisation of domestic markets per Member State. A European Commission representative presented the current internal ex-post evaluation of Regulation (EC) No 1073/2009 and of the 12-day derogation. The Commission's intention is to identify areas where the two can be revised and amended. ETF was not consulted at all during the evaluation process and sent a formal letter to the European Commission urging to halt any report publication and involve the ETF.

A small ETF delegation met again with the Commission representative on 15 March 2015 to discuss more in depth a set of questions, whose answers will be included in the ongoing evaluation. The representative ensured that the evaluation is only part of a preliminary study on occasional passenger transport by bus and coach. The official consultation process will be launched by the Commission later this year, open to all stakeholders. The ETF passenger transport working group will meet in due time to further work on the topic.

### **Other Section news**

#### **Final conference of the CLOSER project**

At its final conference of the CLOSER project on 26 January 2016 in Brussels, the project consortium, consisting of AFT IFTIM, ECR, CORTE, IRU and ETF, presented the project results: harmonise the enforcement of EU road transport legislation by ensuring control officers across Europe master the same set of competencies in order to fulfil their duties and reach out to drivers and transport operators to make sure they are aware of their obligations and the control procedures they are subjected to. The project outcomes are available on the project [website](#).

#### **ETF agrees to enter formal negotiations with IRU on a social code**

At the Social Dialogue plenary meeting on 19 January 2016, the ETF and the IRU agreed to start negotiations on the social code. The topics under negotiation will be access by drivers to medical assistance during the exercise of their work, conditions at loading/unloading points, weekly rest, regular return to the country of origin, the social and labour law applicable to professional drivers working outside their country of origin and the language of labour contracts. The European Commission still needs to clarify its logistical support. The social code will be the main topic on the agenda of the next social dialogue meeting on 15 June 2016.

#### **ETF General Secretary to attend Symposium on EU Road Transport**

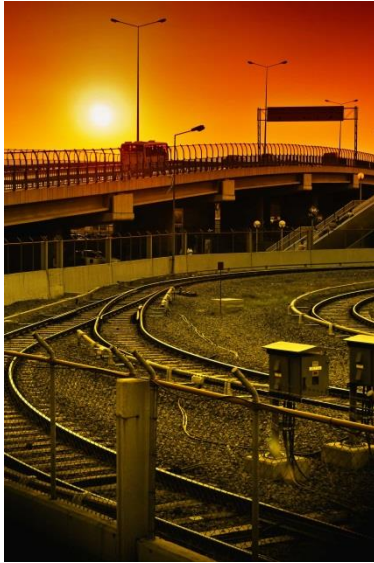
The European Commission will organise on 10 July, in Florence, an Executive Symposium on "EU Road Transport: Driving change for business and people". The ETF General Secretary will represent the Federation in this initiative which includes the discussion on how to "ensure a more effective and uniform enforcement of workers' rights".

## **Railways**

### **EP votes on 4th Railway Package technical pillar**

On 28 April 2016 the European Parliament voted on the technical pillar of the 4<sup>th</sup> Railway Package. The new railway safety directive requires railway companies to introduce a so-called 'just culture' (occurrence reporting) and expects National Safety Authorities to monitor in a correct manner the respect of locomotive drivers' driving and rest time. With the vote on the technical pillar the ideologically motivated delay of its approval finally came to an end.





The ETF regrets that the introduction of a digital recording device was not included in the legislation. However, the European Commission has a more solid legal basis to clarify the responsibility for such implementation, controls and possible sanctions. On the other hand there still exists a high need for improving railway interoperability and increase railway safety when implementing the new legislation on national level. The sector faces a lack of proper monitoring and enforcement of the existing rules on driving and rest time for locomotive drivers in an open competitive railway market with clear consequences for railway safety.

Being aware that railway safety depends much on the competence, presence and know-how of railway staff, ETF has always insisted on a culture in which workers feel free to report accidents, almost-accidents or risks without being blamed or exposed to possible individual punishments. ETF therefore warmly welcomes the introduction of the principle of a 'just culture' in the railway sector

making all actors in the sector responsible for its effective implementation.

Following the entry into force of the technical pillar, the European Railway Agency (ERA) will be responsible for additional important tasks such as issuing safety certificates and vehicle authorisation. In this respect a number of activities are already taking place at European level in preparation of such a transfer of tasks.

The Commission has created a specific 'RISC Working Group for the implementation of the 4<sup>th</sup> Railway Package Technical Pillar' to which for the first time the stakeholders - including the ETF - are invited. The Group is preparing, in consultation with the stakeholders, the legal texts necessary to practically transfer the tasks to the European Railway Agency (ERA). This WG has met on 28 October 2015 and on 11 February 2016. The next one is foreseen in June-July.

Besides that, the ERA is organising a number of workshops dedicated to specific topics to prepare their recommendations. The ETF will participate to the relevant workshops.

### **Trilogue negotiations on 4th Railway Package's political pillar come to an end**

The ETF rejects the compromise on the political pillar of the 4<sup>th</sup> Railway Package, which was agreed between the Council and the European Parliament delegations on 19 April 2016. It paves the way for more liberalisation of public passenger services by rail without improving the protection of working conditions and job security for workers concerned. It can thus be considered as an open invitation to social dumping.

The S&D Shadow Rapporteur on the PSO Regulation, Boguslaw Liberadzki, addressed the Railway Section meeting on the 20<sup>th</sup> of April to explain the outcome of the trilogue negotiations. The Railway Section is at this stage analysing the result of such negotiation and discussing railway unions' actions to be taken in the coming months.

## Final social partners' Conference of the joint project "Promoting employment and quality of work in the European rail sector"

The final conference of the ETF-CER joint project took place on 19 April 2016 in Brussels. Mr Onidi, Director DG MOVE European Mobility Network, and Member of the European Parliament Ismail Ertug (S&D, Germany) participated in the event.



The conference was also the occasion for the Chair and Vice-Chair of the European Social Dialogue Committee Matthias Rohrmann and Guy Greivelding to hand over to the European Commission and to the European Parliament representatives the "joint opinion of CER and ETF on social aspects and the protection of staff in competitive tendering of rail public transport services and in the case of change of railway operator" and the "Rail Freight Declaration".

A study was conducted in the context of this project to understand what are the strengths and the weaknesses of the sector as an employer and what are the challenges when it comes to attractiveness for recruiting and retaining workers.

The project showed that the situation differs from country to country but some trends can anyhow be identified and employment policies can be shaped accordingly. Job security has a high relevance for the attractiveness of the rail sector for all generations. Good working conditions, career opportunities, a positive working environment (railway family), a meaningful and sustainable occupation and the variety of employment opportunities are all factors that clearly play a role in giving an attractive image to the sector as a possible employer.

Due to the high average age in the sector more problems are expected in the future, even in countries in which there are no problems today. A concern from a trade union point of view is that understaffed departments increase work intensity and pressure to work overtime. This increases stress and jeopardises health and safety.



The last panel discussed experiences from other sectors. Stephen Schindler, from the European Federation of Building, and Wood Workers (EFBWW) stressed that good working conditions and the possibility for career developments are crucial to create attractiveness.

The project activities took place in the middle of the process to "relaunch" the European Social Dialogue of the railway sector and the project was an occasion to

stress how important it is to have a meaningful social dialogue at national and European level.

## Shift2Rail

Shift2Rail is a multiannual research programme put in place at EU level. It intends to develop and implement railway-related technology. It is a joint public-private undertaking set up in the framework of the objectives of the 2011 White Paper and in the Framework Programme for Research Innovation Horizon 2020.

The ETF is following the development of this joint undertaking and participated in the kick-off meeting of the Shift2Rail User Requirements Working Group on 15 April.

Two representatives from Shift2Rail presented the state of play of the joint undertaking to the Railway Section on the 20<sup>th</sup> of April.

## Advisory Groups

The last meetings of the Advisory Groups took place on the following dates:

- Maintenance Workers Advisory Group, 18 February, Brussels
- On-board Personnel Advisory Group: 6 April, Budapest
- Locomotive Drivers' Advisory Group: 7 April, Brussels

## Urban Public Transport

### European social partners promote sustainable urban mobility



On Monday 14 March 2016 ETF and the International Association of Public Transport (UITP) signed a [joint statement](#) to promote sustainable urban mobility in Europe and promote quality working conditions in the urban public transport sector.

In the joint statement the European social partners state that, among others, the development of urban public transport is essential to cope with the diverse challenges faced by

expanding urban areas where the vast majority of Europeans live. The public transport sector also contributes to the attractiveness of cities by attracting talents, building skills and offering job opportunities. Companies consider the quality of transport links as one of the most important factors for considering business locations in Europe.

The quality of public transport services is a crucial aspect to attract and retain users as well. In this regard, employees are an important factor contributing to the success of public transport operations. The quality of the working environment as well as motivated, well trained and rewarded staff represent essential elements for delivering quality services to the customers, which are at the heart of the process. To conclude, the statement also mentions that work intensification, congestion (health), safety (accidents) and security (aggression on public transport) are elements jeopardizing the working environment and thus the attractiveness of the sector including for young workers or women.

ETF and UITP therefore call upon the European institutions to take as a priority the development of sustainable urban mobility and to support the modal shift towards cleaner, more efficient, safer,



public mass transportation modes. Public transport should be an integral part of any urban development agenda and local authorities should be empowered to successfully carry out integrated urban strategies that cover public transportation but also housing, education, culture, tourism and employment policies. In that context, UITP and ETF strongly emphasise the responsibility of all levels of government, including the European level, to ensure quality in public transport and thus quality working conditions, the provision of appropriate financing as well as a close cooperation among employers, employees and trade unions to pursue and achieve common objectives.

### Social partners kick off follow-up project on women employment

ETF and UITP decided to carry out a project on the subject of women employment and gender policy in urban public transport companies. The project follows an earlier project, [WISE I](#), and runs from December 2015 until February 2017 aiming to collect and present information on developments of female employment since 2010 in the local public transport of bus, tram and metro systems.

For that reason a short questionnaire has been developed addressing ETF affiliates to collect some general information and a template for both UITP and ETF members to collect good practices. As project outcome it is envisaged to identify good practice examples introduced by companies and trade unions, existing barriers for employing women in the sector and an implementation guide containing practical procedures and instruments. A knowledge building conference will present and discuss all collected and identified measures.

### Final social partners' Conference on social conditions

On 31 May the European Social Partners for urban public transport organise a conference in Brussels to discuss the development and future prospects of social conditions in the sector. It is the closing event of a joint project called "Social Conditions in Urban Public Transport Companies in Europe". Main objective of the project is to gain necessary information to get engaged in a dialogue at European level on how to ensure good quality services and good quality working conditions in the context of the implementation of the Regulation 1370/2007 and related legislation affecting working conditions.

The project has delivered a description of how urban public transport is organised in the different Member States and how working and social conditions are determined on different levels for urban public transport workers in the countries. More specific, the development of social conditions in urban public transport for companies' personnel over the last ten years has been examined in several case studies. Focus has been the legal basis, collective




**FINAL CONFERENCE**

**SOCIAL CONDITIONS  
IN URBAN PUBLIC TRANSPORT  
COMPANIES IN EUROPE**

**31 MAY 2016**

**Brussels**



Andrew Nash



Europäische Akademie  
für Arbeitsmarktforschung und -berufshilfe

With financial support from the EU



agreements on different levels and other determining factors with the focal points employment, salaries, working conditions, and social dialogue. The conference will conclude with a panel discussion in which representatives of the Committee on Transport and Tourism will participate together with the Chair and Vice-Chair of the European Sectoral Social Dialogue Committee.

## Civil Aviation

### ETF response to the “Aviation strategy for Europe”

In December 2015 the European Commission presented its “Aviation Strategy for Europe” outlining actions to be taken in order to address both intra-EU challenges and global competition. ETF agrees with the Commission on the need to have a comprehensive strategy but opposes the document due to its hyper-liberal and market-oriented tone. In addition, the ETF is dissatisfied by the lack of binding legislative proposals and actions in the social field.

The Section adopted in response a set of proposals vis-à-vis the European institutions stressing the need for a holistic strategy which links growth, quality jobs, environment, development and a progressive social perspective. The ETF reply includes a set of concrete proposals regarding safety, security, fair competition, fair working conditions and social rights.



At a hearing dedicated to the Commission Strategy and hosted by the European Economic and Social Committee, the merits of the Commission’s approach were discussed in the presence of Commissioner Bulc and MEP Marinescu. At the event ETF Political Secretary for Civil Aviation François Ballesterro conveyed the ETF opinion that the Commission ignores the social dimension and only relies on business and market forces to decide upon the fate of the European aviation industry. It ignores social dumping and flags of

convenience practices, a growing reality in the sector. ETF emphasises the importance of European Social Dialogue in dealing with the upcoming challenges. It calls upon all stakeholders to establish a dialogue and defend a strategic aviation vision that includes references to, in particular, concerns about working conditions, employment, quality jobs and social rights. The full ETF response can be downloaded from the [ETF website](#).

### ETF/ITF call upon President Obama to stop unfair labour practices of NAI

The US Department of Transport (DOT) issued an order that would tentatively grant Norwegian Air International (NAI) a foreign air carrier permit, unless disapproved by the President of the United States Barack Obama. This decision threatens thousands of jobs and the ETF and ITF therefore called upon the US President and Secretary of Transportation Foxx to reverse the order.

NAI has been set up as an Irish subsidiary of Norway-based airline Norwegian Air Shuttle with the aim to circumvent strict Norwegian legislation relating to labour standards and immigration. The company had intended to use Hong Kong-based flight crew and Thailand-based cabin crew hired through an employment agency on the routes between the EU and the United States, on lower salaries and worse working conditions opening up to unfair competition. Additionally, security concerns had been raised with regard to a lack of background checks of aircrew coming from third countries.



Over the past two years, the ETF, the ITF and their affiliates worldwide have been campaigning against the permit that would allow NAI to operate between Europe and the United States under the current Air Transport Agreement. The EU has to legally address the flags of convenience model in aviation and the fair use of third-country workers on EU registered aircrafts and protect EU jobs and labour rights. Both the ETF and the ITF are ready to mobilise their affiliates in Europe and worldwide to reverse the decision of the US authorities and ensure compliance with the labour provisions of the current EU-US Air Transport Agreement.



### ETF opinion on the revision of the EASA Basic Regulation

As part of its Aviation Strategy of Europe, the European Commission has announced the proposal to repeal the Basic Regulation for common rules in the field of civil aviation safety, replacing the current Regulation (EC) No 216/2008<sup>1</sup>. As the only trade union body representing all categories of European aviation workers, ETF has participated in both consultations launched by the Commission and EASA, respectively.

To ETF, the role of EASA is paramount to cover the whole aviation safety chain including airlines, airports, independent ground handlers and air traffic management. Safety and security cannot be compromised because of excessive competitive pressure.

ETF is concerned that going too far towards a full performance-based approach would create issues; lack of maturity of certain operators, risk of inadequacy of NAA's to ensure compliance and oversight. Having a proportionate approach is needed by the industry but safety has to come first and any steps taken are to be balanced.

Contrary to what is written in the Staff Working Document accompanying the proposal, ETF does not see any concrete plan in the proposal to contribute to increasing employment.

While some of ETF's concerns – such as the inclusion of ground handling into the scope of EASA – were partly addressed in the proposal, it is regrettable that the text does not offer answers to a number of issues raised such as social, security and the environmental consequences of the EASA policies, etc. ETF remains, however, committed to enter into dialogue with all EU institutions, EASA and other stakeholders.

### ETF concerned about future of European Social Dialogue

Given the latest developments among the airline employers' associations at European level, ETF is concerned about the future of European Social Dialogue for civil aviation. Several airlines decided to leave the Association of European Airlines (AEA) which has been a long-standing social partner. In parallel, some airlines currently and previously represented by AEA, together with some low fares airlines decided to create Airlines for Europe (A4E), which explicitly excludes social affairs from its remit. The ETF is concerned that these developments could lead to a paralysis of social dialogue in aviation at EU level and will closely monitor the developments in view of preserving the key role social dialogue plays on European and national level.

<sup>1</sup> Proposal for a Regulation of the European Parliament and of the Council on common rules in the field of civil aviation and establishing a European Aviation Safety Agency, and repealing Regulation (EC) 216/2008 of the European Parliament and of the Council – 2015/0277 (COD)

## Toolbox to improve Social Dialogue in Air Traffic Management

# TOOLBOX FOR SUCCESSFUL SOCIAL DIALOGUE

IN AIR TRAFFIC MANAGEMENT



The European social partners in the Air Traffic Management domain have developed a toolbox for successful social dialogue. It will help to increase the quality of social dialogue and reduce the risk of conflicts.

The [toolbox](#) has been developed as a follow-up of the successful Venice Conference on the role of the EU Social Dialogue in the implementation of the Single European Sky. In the framework of an EU co-financed project, the social partners conducted an extensive survey addressed both to trade unions and Air Navigation Service Providers to identify and collect a list of best practices that facilitate an effective social dialogue. Based on the input provided by the respondents and subsequent discussions, a set of tools has been developed.

The social partners committed to promote the toolbox at statutory meetings of their associations, vis-à-vis their affiliated organisations, as well as towards the European Commission and the Parliament.

## ETF issues brochure on Remotely Operated Towers (ROT)

In response to the EASA's publications and decisions regarding the implementation of the remote tower concept and relevant requirements of air traffic controller licensing, the ETF has published a brochure outlining its position on the subject. The ETF opinion derives from, among others, its active involvement in the rulemaking activity and input received from ETF affiliates.



considered and the arising issues must be addressed.

It is important that regulators, Air Navigation Service Providers and staff ensure that where remote towers are deployed, this is done in a way that is safe, measured and with the appropriate consideration for staff. The technology is advancing rapidly and ahead of proper regulation. A consistent and considered effort is now required by all stakeholders to ensure the appropriate regulatory environment is created. The social consequences need to be properly

In general, the ETF is supportive of the concept, provided it is deployed taking into consideration the themes contained in the ETF brochure. However, the ETF absolutely rejects the concept of simultaneous operations, i.e. the operation of more than one airport at the same time by one person. The ETF will continue to engage with all stakeholders and take a leading role as Remote Tower technology becomes more widely introduced. The brochure can be downloaded on [the ETF-ATM website](#) or via the [ETF-ATM Facebook page](#).

### Sub-regional trainings on the new Flight Time Limitations

Approximately 40 representatives of ETF-affiliated unions organising cabin crew and pilots gathered at Unite Training Centre in Esher (UK) to discuss issues related to the implementation of the new Flight Time Limitation rules which came into effect on 18 February 2016. The workshop was part of an EU co-financed project.

Since last year, the Section has been organising sub-regional trainings in Poland, Finland, Greece, the Netherlands and recently in the UK on the subject. During four days of training the participants have received explanation about, among others, the new regulation, fatigue risk management systems, derogations/deviations and scientific backgrounds of the FTL. In total over 160 union representatives attended the events and were trained on interacting with their operators and national aviation



authorities to ensure proper implementation of the new rules. Besides internal ETF trainers, speakers from the UK Civil Aviation Authority and EasyJet were also invited to the training in Esher.

### Elwira Niemiec reinstated at LOT Polish Airlines

On 31 March 2016, the Court of Appeal has decided that Elwira Niemiec, the current Vice President of the Trade Union of Cabin and Flight Crew (ZZPPiL) had to be reinstated by LOT Polish Airlines. After a four-year juridical battle, the court ruled that the dismissal was unfair and the company is obliged to reinstate her under the same pay and working conditions.



Elwira has been dismissed already twice by LOT Polish Airlines with the pretext of serious misconduct. Shortly after she won the first court case, the company fired her again because of alleged competitor activities, criticising the employer, speaking to media without the consent of the company and infringement of personal rights of the employer. The court ruled that all of the allegations were unfounded. Together with her own

union, the ETF and ITF were supporting Elwira throughout the whole process and congratulate her for winning this important battle for safeguarding fundamental rights.



## European Works' Councils

### ETF/Syndex workshop on EWCs

On 25-26 May 2016, the ETF organises in cooperation with Syndex a workshop on European Works' Councils in transport called "Improving trade union coordination of EWCs in the transport sector". The activity will take place in Madrid and welcomes EWC members, company trade union representatives with interest to set up an EWC and trade union staff in charge with coordinating EWC work in their trade union.

The workshop will start with introductory sessions on social rights in Spain, trends on employment and sector development, market share and competition of companies, and ETF policy and activities with regard to EWCs. The participants will receive training on how to influence restructuring processes and how to improve the coordination between national and European information-consultation or participation bodies. The workshop will conclude with an exercise for the participants where they will be asked to develop a work programme in small working groups.

## Gender Equality

### Workplace violence: key reason for under-representation of women in transport

At the ETF Women's mid-term conference, held on 12-13 April 2016 in Bucharest, gender representatives pointed at workplace violence as one of the key reasons for the low rate of women employed in the industry. Only a few companies take the issue seriously and some even instruct their front desk staff to handle aggressive behaviour as part of the service.

There is no recent data on violence in transport at European level. An ILO report dated 2003 shows that 'In the European Union, the hotel, restaurant and entertainment sectors have the highest scores on all forms of violence, including physical violence and intimidation, followed by the transport sector, public services and other services.' That was 13 years ago, but one wonders whether anything has changed since. The 70 ETF female and male representatives that attended the conference did not believe it is the case.

The ETF Women's Committee will dedicate the months until the ETF Congress in May 2017 to address violence against women in the workplace. A training module for rank and file union members, as well as guidelines on a standard agreement for zero-tolerance company policy will stay at the core of the Committee's work. The conference was also an opportunity to discuss future priorities for the gender action plan 2017 – 2021. The following priorities were identified:

- Encourage implementation and development of leadership skills for women and men
- Campaigns to tackle
- Decent jobs for women, including aspects such as equal pay, work-life balance, job security, training and career progress
- Campaign to highlight the positive side of transport jobs

Almut Spittel from the EVA Academy presented the 3rd module of the ETF gender training package on "Occupational Health and Safety for Women". Participants were encouraged to make more use of the training package in their unions and workplaces.

The ETF mid-term Women's Conference has been organised in the context of the EU-funded project called "Inclusive and Fair Transport in Europe". The project aims to provide ETF members with additional tools for better dealing with the current challenges the transport sector is facing, among which the lack of attractiveness for women and young workers.

## European Commission organises women in transport conference



Source picture: [http://ec.europa.eu/transport/media/events/2016-04-21-women-in-transport\\_en.htm](http://ec.europa.eu/transport/media/events/2016-04-21-women-in-transport_en.htm)

On 21 April 2016, the European Commission organised a workshop about women transport workers in which the ETF participated with a delegation of four people. The event is part of a DG MOVE initiative under the direct coordination of Commissioner Bulc and started in September 2015. It aims to encourage women to join the transport industry.

It is an opportunity for the European Commission to engage in a truthful evaluation of aspects that prevent women to take up and keep jobs in transport. Thus improving labour and employment conditions will have to stay at the core of the policy maker's endeavour to improve female participation in transport sectors.

The Commission announced at the workshop it will launch a consultation procedure on women in transport in the coming month. At the Transport Council meeting in December 2016 a debate on women in transport will be held. For that reason immediate action is required and the ETF Secretariat together with several ETF Women's Committee members will meet with DG MOVE during the ETF Executive Committee on 19 May 2016. It has also planned to invite the European Commission for a visit to a workplace offering the opportunity to talk with women transport workers.



### New Women Representative to the ETF Executive Committee

Following the death of Adele Pellegrini (FILT-CGIL, Italy), the ETF Women's Committee elected Brigitta Paas (FNV, the Netherlands) during its meeting on 13 April 2016 as one of the women representatives to the ETF Executive Committee.

### ETF Women Twitter account

At the ETF Women's mid-term conference on 12-13 April in Bucharest, the ETF launched its new ETF Women twitter account. Follow us on

@ETF\_women.

## ETF Youth Committee

### New Committee members and Co-Chair elected

At its latest meeting on 3-4 May 2016 the ETF Youth Committee elected two new members and a new male Co-Chair to assist Sara Tripodi in her work as Co-Chair of the Committee. Kamil Butler from the Polish Seafarers' Union, who has been heavily involved in ETF Youth work since 2010, was elected in replacement of former Co-Chair Byron McGinley, Unite the Union, and received full confidence of the ETF Youth Committee members about his capacity to co-lead the ETF





Youth up to its next Youth Conference on 22-23 May 2017 in Barcelona, Spain. In the same meeting Artem Boev, Seafarers' Union of Russia, and Luka Mišić, Seafarers' Union of Croatia, were elected as new full members of the Committee after the resignation of Alexander Caesar, EVG, and Fabian Tosolini, FGTE-CFDT. Johnny Haavik, from the Norwegian ETF affiliate Industri Energi who withdrew his responsibilities in the ETF Youth Committee, has been replaced by Karl Ruben Gaaso from that same union. The ETF Youth Committee and Secretariat welcome the new members and congratulate Kamil for his election as Co-Chair.

### High participation rate of ETF Youth in ETUFs youth project activities

The project entitled "Empowering the integration of younger workers in the European Metal, Transport, Food, Services, Construction and Wood" is being carried out by EFBWW, EFFAT, EPSU, ETF, IndustriAll and UniEuropa with the financial support of the European Commission. 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.

On 14-15 May 2015 a European Youth Conference took place in Dubrovnik (Croatia), gathering around 150 young workers of which more than 20 people from the ETF Youth Committee and ETF Youth network. At this occasion the participants exchanged best practices and innovative approaches for the recruitment and integration of young workers. The Conference outcomes fed into the Guide on best practices, a manual for trade unions aiming to facilitate the recruitment of young workers to trade unions.



In the meantime two regional seminars have taken place in Madrid, Spain and Ostend, Belgium and one more is scheduled for 2-3 June in Prague, Czech Republic. At these occasions regional trade union youth representatives are invited to share experiences, present country reports with regard to union representation and involvement of youth in trade union structures and discuss best practices on communication, youth representation and recruitment. Members of the ETF Youth Committee and Youth network have registered in large numbers to these activities and their contributions in the workshops were highly appreciated. The overall aim of the regional seminars is to facilitate dissemination of the Guide on best practices of which a working document had been developed with input from the Conference; the final version of the guide will soon be made available on the ETF website.

## ETUC and ETUFs join forces for EU-project on youth employment

The ETF is currently involved in preparing a project proposal, in view of receiving EU funding, together with five other European Trade Union Federations and the ETUC. The new youth project, if approved by the European Commission, will start in November this year and partly be considered as a follow-up of the abovementioned ETUFs youth project on organising young workers that will have its last event, a regional seminar on 2-3 June in Prague. The ETUC-ETUFs project will focus on youth employment aiming to tackle from a double-sided approach the implementation of European youth employment policies at European and national level. It will conduct an in-depth analysis and quality evaluation of the potential tools European and national trade unions have at their disposal to promote youth employment at European, national and company level. ETUC will submit the project and be considered as the leading party, ETF together with EPSU, Uni Europa, EFBWW, IndustriAll and EFFAT will actively support its implementation.

## ETF Youth Committee calls upon your creativity for its new ETF Youth logo

The ETF Youth Committee has launched a contest in search for its new ETF Youth logo. The logo should reflect some key elements: youth, trade unions, transport and Europe. Do you want to see your design all over Europe on T-Shirts, baseball caps and other promo materials? Send your proposal to [etf@etf-europe.org](mailto:etf@etf-europe.org) before 1 July. The designer of the winning logo receives a nice prize!



## 5. Members & Partners

### ETF affiliates' activities

The ETF General Secretary attended on 2 February the Federal Council of FSC-CC.OO in Madrid. This was an opportunity to reinforce the call for the active participation of the union in the ECI campaign with a very positive response from the participants.

On 26 April the General Secretary represented the ETF at the official opening of the new meeting rooms of the Belgian affiliate SETCa. The considerable investment of the union in improving their meeting facilities in Brussels was recognised by all those present as a major step for a better service for the membership and in particular for the development of the union strategies.

### UNI Europa Congress

On 14 and 15 March the General Secretary attended the Congress of **UNI Europa**, which took place in Rome, Italy. In his presentation to the Congress he could extensively promote the European Citizens' Initiative calling on all UNI Europa affiliates to support the campaign.

## Conference on Social and Labour Rights

On 5 May the General Secretary attended in Vienna a preparatory meeting discussing the practicalities of a conference on Social and Labour Rights which is being promoted for the autumn of 2016 by a number of progressive organisations and platforms where the ETF integrates the Alter Summit assembly.

The main aim of the conference is to include workers' priorities into the alternative economic and political responses which are being brought forward from different sectors within the European political spectrum. More information on the Conference will be circulated in due time.

## 6. E-Publications

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- ETF: [Report from the General Secretary n. 12](#)
- ETF: [Report on free movement of labour in transport sector](#)
- ETF: [ETF Solidarity message following the terrorist attacks in Brussels](#)
- ETF Civil Aviation: [ETF response to the Aviation Strategy for Europe](#)
- ETF Civil Aviation: [Brochure ETF Toolbox](#)
- ETF Road Transport: [Report on the free movement of labour in the road transport sector](#)
- ETF Inland Waterways: [Rivercruise brochure](#)
- ETF Inland Waterways: [Open letter to river cruise passengers](#)
- ETF Inland Waterways: [ETF Rivercruise Manifesto in EN + CZ](#)
- ETF Inland Waterways: [Leaflet on security and rights for employees on Europe's Inland Waterways in EN + NL + DE + FR](#)
- ETF Railways: [ETF-CER Rail Freight Declaration](#)
- ETF Urban Public Transport: [Joint statement on sustainable urban mobility in EN + FR + DE](#)
- ETF Fisheries: [Joint Européche-ETF declaration on the ratification of the ILO Convention 188](#)
- ETF Fisheries: [Leaflet for the Seafood Expo in Brussels](#)
- ETF Maritime Transport: [Joint ETF-ECSA statement on the Prestige case](#)
- ETF Maritime Transport: [Joint ETF-ECSA statement on Zika virus](#)

## 7. Up next

DATE	AGENDA ITEM	LOCATION
<b>May</b>		
23	ETF Civil Aviation: Extraordinary CAS meeting on EASA Basic Regulation	Brussels
23-25	TRENDS seminar	Gdansk
24	ETF Maritime Transport: ETF-ECSA negotiating party - Amendments of 2014 to the MLC	Brussels
25	European Sectoral Social Dialogue Committee meeting for Maritime Transport	Brussels
26	Meeting with the Dutch Transport Minister	The Hague
26-27	ETF Dockers: Conference on Port Regulation	Catania
31	ETF Urban Public Transport: UITP/ETF UPT project final conference	Brussels
<b>June</b>		
1-3	ETF Fisheries: ESPO Conference	Dublin
2-3	ETUFs regional youth seminar	Prague
7	ETF Maritime Transport: Section Steering Committee meeting	Brussels
8	ETF Maritime Transport: Section meeting	Brussels
8-9	ETUC Executive Committee meeting	Brussels
14	ETF Civil Aviation: ATM, Cabin Crew, Ground Staff Committee meetings	Brussels
14-15	ETF Maritime Transport: Maritime Officers' Association's Congress	Stockholm
15	European Sectoral Social Dialogue Working Group for Road Transport	Brussels
15-16	European Sectoral Social Dialogue Committee meeting for Civil Aviation	Brussels



June		
16	European Sectoral Social Dialogue Committee meeting for Fisheries	Brussels
16	ETF Road Transport: Freight transport working group meeting	Brussels
20	Sectoral Social Dialogue Committee Working Group for Inland Waterways on social security	Rotterdam
22	ETF Inland Waterways: DINA Task Force meeting	Rotterdam
21-23	TRENDS seminar	Madrid
28	European Sectoral Social Dialogue Committee meeting for Ports	Brussels
28	ETF Maritime Transport: European Sustainable Shipping Forum Plenary meeting	Brussels
28	European Sectoral Social Dialogue Committee meeting for Railways	Brussels
29	ETF Railway Section Steering Committee meeting	Brussels
July		
5-6	ITF Inland Waterways Conference	Strasbourg
7-8	ETF Inland Waterways Seminar	Strasbourg
8	ETF Railways: Shift2Rail Working Group meeting	Brussels
10	ETF Road Transport: Executive Symposium “EU Road Transport – Driving change for business and people”	Florence
14-15	ETF/ITF Secretariats’ meeting	London
19-21	ITF Cruise Ship Task Force	Svalbard
September		
6-8	ETF Inland Waterways: CESNI Professional Qualifications	Ispra
7-8	ETF Road Transport Section meeting	Brussels
15	Urban Public Transport: WISE Steering Committee meeting 3	Brussels

September		
<b>Week of 19 (TBC)</b>	<b>TRENDS seminar</b>	<b>Dublin</b>
<b>19-23</b>	<b>ITF Maritime Round Table</b>	<b>Montreal</b>
<b>20</b>	<b>ETF Civil Aviation: Ground Staff Committee meeting</b>	<b>Brussels</b>
<b>21-22</b>	<b>ETF Civil Aviation: Cabin Crew Committee meeting</b>	<b>Brussels</b>
<b>27</b>	<b>European Sectoral Social Dialogue Committee meeting for Urban Public Transport</b>	<b>Brussels</b>
<b>28</b>	<b>ETF Management Committee meeting</b>	<b>Brussels</b>
<b>29-30</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.

## 8. 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 2013 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>
Vacant	
Francisco Javier <b>Jiménez Martin</b>	FSC-CC.OO, <i>Spain</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>
Lars <b>Johnsen*</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>
Alain <b>Sutour</b>	CGT Transports, <i>France</i>
Minke <b>Jansma</b>	FNV, <i>the Netherlands</i>
Edgar <b>Stemer</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>
Allessandro <b>Rocchi*</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>
Robert <b>Zlati*</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 Javier <b>Jiménez Martin</b>	FSC-CC.OO, <i>Spain</i>
Vacant	

**Romania, Bulgaria, Turkey**

Ion <b>Radoi</b>	ATU, <i>Romania</i>
Kenan <b>Öztürk</b>	TUMTIS, <i>Turkey</i>
Mila Nikolova*	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>Samuelson</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**

Kamil <b>Butler</b>	Polish Seafarers' Union, <i>Poland</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>
Brigitta <b>Paas</b>	FNV Bondgenoten, <i>The Netherlands</i>
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>
Kamil <b>Butler (Co-Chair)*</b>	Polish Seafarers' Union, <i>Poland</i>
Libertad <b>Alcocer</b>	FSC-CC.OO, <i>Spain</i>

### LAY AUDITORS

Sylvain <b>Papillaud</b>	FO-Cheminots, <i>France</i>
Georges <b>Eeckhout</b>	BTB-UBOT, <i>Belgium</i>
Marie <b>D'hont*</b>	ACLVB, <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 2016

Your comments and input are welcome!

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