



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



The ETF campaign for Fair Transport Europe has entered its third month and the ETF sponsored European Citizens' Initiative is now becoming visible with the higher involvement

of the ETF affiliates.

The fight against social dumping has now become a common goal not only for the trade union movement but for a number of policy makers as well. From the President of the European Commission, Jean-Claude Juncker, to the Commissioner responsible for Transport, Violeta Bulc, as well as for a number of Members of the European Parliament and other Commission officials, references to social dumping are no longer confronted with denial although it is still necessary that words are materialised into practical measures that revert the current situation.

The Secretariat has been heavily involved in promoting the Fair Transport Europe campaign and numerous activities mainly addressed to policy makers have taken place or will take place in the coming weeks. At the same time the Commission has planned a number of initiatives which can concur with the objectives the ETF has set in this campaign. The Labour Mobility Package, the Civil Aviation Package or the Road Package are some of the proposals the Commission has announced. Also the European Parliament has been dealing with a number of reports where the need to increase the fight against social dumping has been openly raised.

The ETF will continue its intervention, in particular towards the institutions, so that concrete measures are finally brought forward in order to remedy, once and for all, this unacceptable situation.

Refugees' crisis: security vs solidarity?

On a different note, at its meeting on 20 and 21 May 2015, the ETF Executive Committee unanimously approved a resolution calling on the European Council to take up its responsibilities in the Mediterranean migration and asylum crisis.

During the following months the situation has become even more dramatic with a wave of refugees escaping from the Syrian war adding up to the complex situation of those fleeing from Northern African countries.

To the lack of a coordinated and solidary response from the EU Member States, the shameful terrorist attacks in Paris on the 13th of November added an over-sensitive security dimension which has the potential of setting aside the solidarity principles that should illuminate the EU Member States' decisions and actions to assist those in need.

The face of terrorism, be it in Ankara, in Egypt, in Beirut or in Paris is the same and reclaims an international, determined response that put the interests of the people, not that of businesses, first.

The international community should learn with its past mistakes, where military interventions conducted a number of Arab countries to chaos, anarchy and the proliferation of fundamentalist groups, which feed themselves from the hopeless generation that neo-capitalism and austerity have generated in Western Europe.

The trade union movement must stay in the front line against populist and xenophobic positions over defenceless people who try to escape from war and give their families a safe shelter. To terror and intolerance, we respond with solidarity, freedom and justice.

Eduardo Chagas

ETF General Secretary

“Determine that the thing can and shall be done, and then we shall find the way.”
(Abraham Lincoln)

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1. About the secretariat

Fair transport Europe campaign secretariat



Following the Executive Committee's decision to promote the launch of a European Citizens' Initiative, the ETF Secretariat has welcomed Mads Hvid who has joined the dedicated campaign secretariat. As the campaign assistant Mads serves as the main contact person for all issues related to the Fair Transport Europe campaign and liaises 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 on a weekly basis to organise and manage the political and communications tracks on European level and 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, Mads can be contacted via m.hvid@etf-europe.org.

Assistant for Maritime Transport, Fisheries and Dockers' Sections



In October this year the assistant for the Maritime Transport, Fisheries and Dockers' Section, Rémi Gelmini, has left the ETF Secretariat in search for a new challenge. The ETF Secretariat wishes him a successful continuation of his professional career and is grateful for his valuable contributions over the past five years. The Secretariat has opened two vacancies, one for the position of Assistant to the Maritime Transport Section, and one for the position of Assistant to the Dockers' and Fisheries Sections. Deadline for sending in candidacies has been closed and the Secretariat is now in the process of evaluating the applications received.

Hideo Ikeda finishes his secondment at the ETF



On the 16th of May 2011, in cooperation with the ITF, the ETF Secretariat welcomed Hideo Ikeda, who was seconded by the Japanese Seamen's Union to the ETF. Following the election of Brother Yoji Fujisawa, President of the JSU, as 1st Vice-President of the ITF Seafarers' Section, his union looked for assistance so that Hideo Ikeda could be placed in Europe, notably in Brussels, with the aim of promoting the interests of seafarers worldwide and in particular strengthening the cooperation with ETF maritime affiliates. He was formally engaged as ETF International Maritime Affairs Coordinator, seconded by the JSU. Hideo has now finished his secondment and returned to Japan in the end of November after almost 5 years working in the ETF offices. The ETF Secretariat has enjoyed very much the cooperation with Hideo and appreciated his valuable contributions to the ETF work. He was foremost a very amicable colleague always willing to help out and assist where required and he will be solemnly missed. The ETF Secretariat wishes him all the best with his well-deserved retirement.

2. News from the Executive Committee

Exchange of views with DG for Transport and Mobility



In order to receive an update on the Commission's priorities and issues as for example working conditions in transport, the ETF Executive Committee invited Mr A. Machado, Director General for Transport and Mobility. He stated that social issues are very high on the Commission's agenda and that the European Commissioner for transport Mrs Bulc is very committed to achieve results in the social fields and to involve stakeholders. He touched upon the Commission's plan to continue working and implementing the pending files carried over from the previous Commission, including the 4th Railway

Package, Port services, the Directive on technical requirements on Inland Waterways and the revision on air passengers' rights.

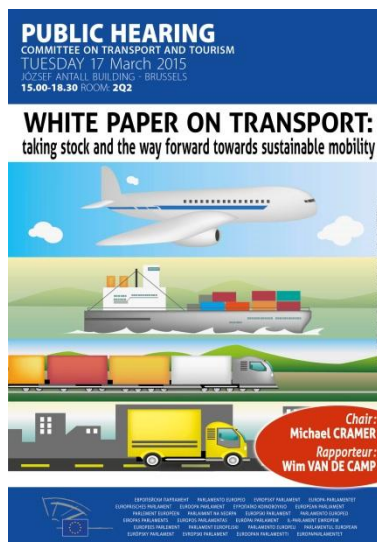
He continued with focusing on the new priorities, as for example the aviation package following the concerns about unfair international competition, employment conditions and environment. He also referred to the 2011 White Paper for transport, saying that this vision is being looked at in terms of what has been accomplished so far and what still needs to be accomplished or assessed. Next year the Commission will come up with initiatives for the road transport package, which will include legislative and non-legislative measures regarding social aspects, road infrastructure pricing, to ensure sustainable infrastructure, and market taxes. The Commission will give priority to the promotion of a culture of compliance, the investment in human capital and the revitalisation of social dialogue on transport issues. He concluded with reiterating the Commission's commitment to continue having a constructive cooperation and dialogue with the ETF and its members.

ETF position on the review of the White Paper for Transport

As mentioned by the DG for Transport and Mobility at the ETF Executive Committee meeting, the European Commission has started a review process of the 2011 White Paper. A number of initiatives are being taken by the European Parliament and the European Economic and Social Committee (EESC) about the process that will take place in the services of DG Move with the expectation of issuing a document next year.

The ETF has worked on the basis of its previous position paper and will further refine its views in the frame of the project on TRENDS that deals with the topic of sustainability in transport. When the ETF was invited to hearings in the EESC and the European Parliament Transport Committee, the focus was kept on social dumping. The review of the White Paper should have the objective to give more emphasis on social topics. The EP report is considered to be moderate and also refers to social dumping. All political groups from Eastern and Western Europe tabled amendments on this topic, which offers a good opportunity to define where the ETF position stands within the European Parliament.

On 12 November, the European Commission organised a "stakeholder event" to present the outcomes of the public consultation on the mid-term review of the White Paper. The ETF General Secretary represented the Federation and recalled the necessity to include a social pillar in the EU



transport policy. The Commission acknowledged that many of the responders to the consultation had highlighted the need to address the social dimension of transport and in particular to tackle problems linked with social dumping practices. However, the Commission concluded the event with reaffirming their intention not to revise the current policy, but rather to publish an implementation report in 2016.

Presidency of the EU

The Dutch Presidency of the EU, in cooperation with the forthcoming Slovakian and Maltese Presidencies, has organised an informal stakeholder event on 9 December in Brussels where representatives from the different transport administrations presented their priorities for the respective EU semesters and heard from the different stakeholders their major concerns and expectations. The General Secretary drew the Presidencies' attention to the need to address the social pillar within the transport policy.

New members of the Management and Executive Committee

At the last Executive Committee meeting in May 2015, the Trade Union of Railwaymen and Transport Construction Workers of Ukraine proposed Vadym Bubnyak, the newly elected President, to replace Vadym Tkachov. The Secretariat furthermore received the information from FSC-CCOO that Javier Jiménez Martín, the newly elected General Secretary, was proposed to join the ETF Management and Executive Committee in replacement of the sorrowful deceased Enrique Fossoul. The ETF Executive Committee welcomed both new members in the ETF Governing Bodies.

3. In the spotlight

ETF sponsors a European Citizens' Initiative for Fair Transport in Europe

On 28 September the ETF President Lars Lindgren and ETF General Secretary Eduardo Chagas have made the public presentation of the European Citizens' Initiative (ECI) called Fair Transport Europe at a press conference in Brussels. The ETF who supports this initiative has formulated seven concrete proposals for the European Commission to ensure fair working conditions for all workers in the European transport sector.



In the absence of proper EU regulation and/or its effective enforcement at national level, cross border inequalities in wages and working conditions are being exploited by unscrupulous employers - and lead to a downward spiral to the detriment of workers and *bona fide* companies. The ETF vision for the future of European Transport containing over 60 concrete proposals to achieve fair transport in Europe and covering all impacted ETF sectors can be downloaded on the [ETF website](#).

Earlier in September ETF affiliates met in Brussels to prepare the campaign's launch in their country. Representatives from France, Latvia, Lithuania, Belgium, Romania, Spain, Luxembourg, Denmark, Sweden, Germany, Austria and the UK discussed possible strategies to deploy the campaign at national level and adapt the tools developed by the central campaign secretariat to their national perspectives and realities.

Until September next year, at least one million 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 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.

High ETF representation at Commission's Conference on social agenda for transport

On 4 June 2015, the Commissioners for Transport Violetta Bulc and for Social Affairs Marianne Thyssen welcomed key stakeholders to the high-level conference on Social Agenda for Transport. The ETF delegation of over 40 participants and with four speakers at the different panels was one of the best represented organisations at the event.



In her opening speech, Commissioner Bulc stated that social dumping has no place in the EU. Chair of the EP TRAN Committee Michael Cramer clarified that the internal market is not the focus of the EU, but also the people living and working in the EU Member States. Commissioner Thyssen added there exists a high need to ensure that the free movement of workers goes hand in hand with fairness.

There was a broad consensus among the participants that the issues of social dumping and fair competition need to be addressed. The ETF is looking forward to the Commission demonstrating the commitments expressed at the conference. Even more in view of the Fair Transport Europe campaign and European Citizens' Initiative, where the ETF demands concrete measures to fight social dumping and ensure adequate social protection for workers in the upcoming legislative and policy proposals to be presented by the Commission at the end of 2015.

S&D MEPs stand together with ETF for an upwards social harmonisation of European 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. The sponsoring MEPs I. Thomas and L. Anderson recommended that, in the face of unbridled social dumping which turned European seafarers into an endangered species, time has come to establish a maritime space in which EU social legislation applies and where quality shipping is the rule in order to guarantee EU-based jobs and know-how.



Social dumping is unfortunately a phenomenon that has spread across all transport modes. TRAN Committee S&D coordinator I. Ertug sees the root for the problems in shipping lying within the absence of strong EU social legislation. He called on the European Commission together with the European Parliament and the Council to protect seafarers. Seafarers and the maritime know-how are being threatened by cut-throat competition, pulling social and wage conditions down, according to MEP I. Thomas.

At the seminar, along with MEPs, a number of key players – amongst them EU/national union representatives, national MP, academics, experts on maritime safety but also able seamen who are experiencing at first hand the devastating effects of deregulation – unveiled the inconvenient truth about work patterns in shipping which is taking place even in intra-community waters. The S&D Group committed to call for urgent actions based on the proposals made by the ETF in its [Manifesto on Quality Shipping](#).

The Chair of the Inquiry Commission on the Erika disaster, Georges Tourret, very much regretted that the EU has been incapable to create a genuine EU maritime space as intra-EU cabotage is still seen as international shipping. He stated that in European shipping first registers have never been so weak compared to Flags of Convenience and second registers that have consolidated and imposed the low cost crewing model.

Against this background, speakers proposed, among others:

- To close the loopholes in the granting of State aid for maritime transport, convinced that strong links between tax breaks and employment and training for EU-domiciled seafarers have to be established;
- To introduce a Jones Act suited to Europe. In this regard, MEP Guillaume Balas who is drafting an own-initiative report on social dumping in Europe, due for February 2016, urged the EU negotiators not to dismantle this federal law but urged the EU to get some inspiration from a law that protects national cabotage and states that cabotage can only be done by ships under American flag, built in the US, belonging to a US ship-owner and with American or American permanent resident workers on-board;
- To reintroduce the "Manning" directive proposal of 1998 with suitable adaptations, to regulate cabotage between Member States.
- To call on the Commission for collecting reliable and comparable data on the current state of play.



Finally, all participants pointed out on the need to safeguard the critical mass of European seafaring jobs to avoid losing the maritime know-how and the EU maritime cluster that demand seafaring expertise. The ETF advised the EU institutions to make use of the window of opportunity offered by the mid-term review of the EU maritime transport strategy until 2020.

4. Projects in focus

TRENDS prepares transport sector for changes

The European Commission accepted to co-fund an ETF project called “TRENDS – anticipating the impact of changes in transport on employment, working conditions, professions and skills”. The project’s main aim is to develop a strategy to anticipate to changes in the sector regarding economic developments, technological change, demographic change and climate change. These changes will all impact transport employment, working conditions, skills needs and will bring a shift in the transport professions.

The project will offer funds for analysing major developments and trends, which will be presented in four sub-regional conferences involving transport unions’ representatives from all transport modes coming from EU Member States and Candidate Countries. The seminars will serve as a forum to discuss pro-active union action and outcomes will feed into a trade union guide and action plan for anticipation, including information to initiate social dialogue. Additionally, the project findings will be discussed in a European networking seminar with European employers’ organisations, relevant NGOs and EU institutions with the objective to set up a network for fair and sustainable transport in the future. The preparatory Project Steering Committee meeting is scheduled in December where the full project agenda will be discussed and defined.

EU-project for Fair and Inclusive Transport in Europe

In May this year, the ETF Secretariat has submitted a project proposal for EU-funding called “FITE – Fair and Inclusive Transport in Europe” which was approved by the European Commission in August 2015. The project will run over a 21 months period and deal with the topic of social and labour rights, aiming to address the working conditions in the different transport sectors.

It will also address the challenge of attracting more women and young people to the transport professions with unemployment in Europe reaching unsustainable levels, particularly among the younger generation and at the same time an increase in the average age of the work force in transport due to the lack of capacity to attract new workers into the sector.

The project activities will help preparing a report that includes information on existing means for dealing with situations of non-compliance and abuses regarding existing (social) legislation; concrete case-scenarios where social dumping practices create an unfair competition with bona-fide companies, justifying the intervention from policy makers in order to ensure a proper level playing field; and a set of proposals which the ETF will be putting forward in the seven sectoral social dialogue committees it is part of regarding possible measures for repealing social dumping practices and increasing the participation of women in the sector and its attractiveness for young people.

To complement the expert’s work, two activities are foreseen with specific target groups (women and young people), country visits will be organised where local ETF affiliates will assist with documenting the report with concrete case-stories and regular reporting to the ETF Executive Committee is also foreseen for political guidance. The final report will be presented at the ETF Congress in May 2017.

5. Sections in brief

Inland Waterways

How to organise fair inland waterways transport?



From 16 to 18 September 2015, the 8th ETF Inland Waterways Transport (IWT) seminar took place in Prague, Czech Republic. Participants from several Member States and Switzerland discussed how to achieve fair IWT in Europe.

The sector faces many challenges, especially in the area of social security. Currently two coordination systems are in place within the EU side-by-side, one for the Rhine area and one for the non-Rhine area. The participants to the seminar expressed their preference for the Rhine coordination system which determines that only one system exists on board of a vessel, regardless the nationalities of the crewmembers. They asked for clear and transparent criteria in determining effective economic control which is the key factor of the Rhine system.

In order to further develop this environmental-friendly transport mode, fair social conditions have to be in place in order to enhance labour mobility and to attract new and young workers to the sector. ETF affiliates see a clear role for new technologies in creating fair conditions: a smart tachograph and an individual crewmembers' smart card (electronic service record book ESRB) can contribute to creating an accessible and controllable social environment. Harmonisation, e.g. of professional profiles, training and competencies, has also a key role in creating a fair IWT sector in Europe. Further, the establishment of a Fair Transport Mark, identifying the social quality of the company concerned, was also proposed by the seminar participants as a way of improving fairness in the sector.

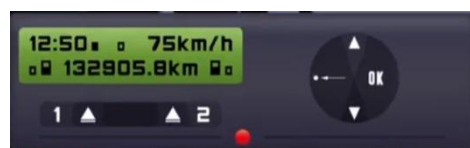
Creating legislation is one thing – but correct implementation and enforcement is crucial for its success. ETF affiliates demand more and better enforcement and controlling tools, even sanctions in case of non-compliance.

Finally the participants emphasised the importance of good infrastructure for the sector. IWT should remain within the European Commission's focus when it comes to financing tools for infrastructure as too many canals, freeways, bridges, locks and river port facilities are no longer fit for service.

The ETF IWT section organises a seminar for its members every year to discuss issues high on the Section's political agenda. More information can be found on the [ETF website](#).

Smart Tachograph

The European Commission is investigating the creation of financial tools for the European IWT sector, an initiative wholly supported by the ETF. Initially this discussion was tabled based on three pillars: economic, environmental and social. In the frame of the social pillar, the creation of a smart tachograph was introduced, a device that not only registered the sailing times of the vessel, but also the crewmembers' individual working and resting times.



In August 2015, the European Social Partners of the sector expressed in a joint position on future manning requirements a clear and solid commitment to develop improved controlling tools. They agreed to implement those simultaneously with a fundamentally revised crewing regulation. The ETF Secretariat was therefore more than surprised to learn that the social component has been left out of the project's scope, that the registration of individual workers' work and rest times is no longer considered essential. For that reason, the ETF Secretariat contacted DG MOVE to urge for the reintegration of the social element in the overall debate.

Other Section news

River Cruise Organiser

A new river cruise organiser was appointed from within the ITF inspectorate with effect from the 1st of May. Sadly, illness has intervened since the 1st of June and we only expect him to resume duties sometime after the 1st of December. This has led to very little progress being made with the international campaign, leaving all activities in the hands of the national affiliates.

CMINET Project finalised

CMINET or Course Manuals for Inland Navigation Education and Training project approved in under the "Leonardo Da Vinci"-programme, produced and presented its final outcome on 29 April 2015. The objective of Course Manuals, which form an integral part of the Standards of Training and Certification for Inland Navigation Education and Training (STCIN), have been produced to offer guidance and support with regard to the preparation, organisation and planning of effective teaching and training, and on the selection of appropriate methods of instruction, teaching materials and the evaluation of teaching and learning.

Legal Framework for the recognition and modernisation of professional qualifications

The draft proposal passed the impact assessment in June 2015. The European Commission will produce a first draft legal text by April 2016 and if all goes well the new legal instrument will be voted by the end of 2016. Implementation is however not to be envisaged before 2020.

IWT enters the European arena

After the adoption of the Working Time agreement at the end of 2014, and a new legal framework on recognition and modernisation of professional qualifications IWT is rapidly catching up with regard to European wide legislation. More European initiatives are in the pipelines such as a social security coordination system and crewing regulations.

Maritime Transport

Shipping sector receives Lloyd's List Global Award



At the prestigious Lloyd's List Global Awards, one of the world's oldest journals in the sector, the ETF, ITF, ECSA and the International Chamber of Shipping (ICS) received the Seafarer of the Year award. It was on 1 October 2015 that the event took place at which the sector was awarded for its efforts in rescuing migrants at

sea in the Mediterranean.

In 2014, the shipping industry rescued over 42,000 people at sea, while so far in 2015 more than 15,000 migrants were safely brought ashore by merchant vessels. Even though merchant ships and their crews are not expected nor equipped to conduct large scale rescue operations, they nevertheless play a crucial role in ensuring the human treatment of rescued migrants that search their way to Europe over sea.

Few months earlier, in April 2015, seafarers' unions joined forces with the European and global operators of merchant ships by sending a [joint letter](#) to warn leaders of all 28 EU Member States that the migrant crisis in the Mediterranean is spiralling out of control. They demanded urgent action from EU governments, namely by giving immediate priority to increasing resources for Search and Rescue operations. At the same time the shipping industry also suggested that the EU and the international community need to provide refugees and migrants with alternative means of finding safety, without risking their lives by crossing the Mediterranean in unseaworthy boats.

The ETF is of course grateful that the seafarers' dedication and commitment has been acknowledged by means of an international award. However, it also takes this opportunity to repeat its call for ensuring guidance to support masters and crews confronted with such unfamiliar tasks.

Joint Social Partners' vision on Commission's Mid-Term strategy review

On 22 May ETF and ECSA, the European Social Partners for Maritime Transport, presented their joint position paper on the social-related issues of the Commission's Mid-Term Maritime Strategy Review. It is the first time that the Social Partners have expressed a common vision on the future of the European Commission's maritime transport policy. Even though it was not an easy exercise, it clearly demonstrates the vitality and effectiveness of the dialogue existing at EU level between the Social Partners.

The Social Partners insist in their joint submission on the need to make the most of the mid-term review exercise in order to strengthen the attractiveness of the EU shipping industry, which is an important source of jobs, both onboard ships – for ratings and officers – and onshore (directly and indirectly). To that end, the EU should provide lifelong career prospects in the maritime industry and maritime clusters and facilitate career progression from rating to officer jobs as well as labour mobility in the maritime industries throughout Europe.

The Social Partners also put forward the need to ensure thorough enforcement of a number of international and European requirements, such as the international Convention on Standards of Training, Certification and Watchkeeping for Seafarers (STCW), and call for continuous improvements of the standards of the Maritime Labour Convention.

The joint position paper further underlines the need to provide an appropriate framework for the provision, improvement and adaptation of education and training for crews, for example by means of more state support for training and education, and through continued support for projects put forward by the Social Partners for Maritime Transport in their Sectoral Social Dialogue Committee.

The joint position paper will be an important contribution to the Commission's ongoing review of its 2009-2018 maritime strategy. This document complements the individual answers that both associations submitted in the framework of the public consultation on this exercise earlier this year.

A full copy of the joint ECSA/ETF position paper can be downloaded [here](#). It is important noting this joint paper does not exhaust the subject of the human element in shipping and the need to provide

the European maritime transport policy with a genuine social chapter. These latter aspects have been carefully analysed in the own ETF submission to the Commission's consultation.

EP takes Social Partners' Agreement for Maritime Transport on board

At its plenary session on 8 July 2015, the European Parliament adopted the agreement reached in trilogue with the Council of the EU in May on the European Commission's proposal for a Directive amending Directives 2008/94/EC, 2009/38/EC and 2002/14/EC of the European Parliament and of the Council, and Council Directives 98/59/EC and 2001/23/EC, as regards seafarers. It endorses the seafarers' right to protection, information and consultation and fair and just working conditions. This adoption follows the Social Partners' agreement reached between the ETF and ECSA in October 2014 and marks the end of a very long process that started eight years ago.

The joint Social Partners' agreement was presented to the European Parliament and the Council of the EU. Both institutions commended the social partners for having reached such a consensus on an important matter for the shipping industry in general and its seafarers in particular. Hence, the agreement was fully taken on board in the subsequent positions adopted by both EU Institutions.

Following this adoption, four EU Directives will soon also apply to the shipping industry, notably:

- Directive 2002/14/EC on information and consultation of employees in the EU
- Directive 2009/38/EC on the establishment of European Works' Councils for the purposes of informing and consulting employees,
- Directive 98/59/EC on collective redundancies, and
- Directive 2001/23 on the safeguarding of employees' rights in the event of a transfer of undertakings.

ECSA and ETF very much welcome the adoption of the triaogue agreement by the European Parliament's Plenary session and were grateful for the support received from all key players in the European Parliament and the Council of the EU.

Amendments to the MLC on the abandonment of seafarers and the shipowners' liability: start of the negotiations

The Social Partners, ETF and ECSA have expressed their intention to negotiate the transposition of the 2014 amendments to the MLC into EU law. The ETF and ECSA were pleased to see that the initial technical legal advice was fairly positive as to whether the 2014 MLC amendments were falling within the scope of Article 153 TFEU – and consequently could be open to negotiation.

The Social Partners have requested funding for the negotiating sessions through an EU-funded project. Recently, the Secretariats of both organisations have been informed by DG EMPL that the funding request has been approved, which means that ETF and ECSA can enter into negotiations with an expected start by the end of 2015.

Dockers

Social partners meet Commissioner for Transport

On 16 June 2015 the European Commissioner for Transport, Violeta Bulc, met with the European Social Partners (ESP), namely ETF, IDC, ESPO and FEPORT, to discuss the Commissioner's priorities and the Sectoral Social Dialogue Committee's priorities and expectations. The Committee aims at contributing to the sector's competitiveness while creating and retaining good jobs. They reminded

that amongst the issues under discussion in their Work Programme for 2015-2016 there are occupational health and safety issues, training and qualifications, and the promotion of female employment in the sector. However, the scope of the agenda will be widened on a step by step approach to include other topics of relevance for the sector.



At the meeting the ESP tabled issues that impact both the sector's competitiveness and social dimension. Among others the organisations mentioned the ever increasing size of ships, the competition from non-EU ports and the need to timely negotiate new working patterns and provide adequate training for technological innovation and minimise its social impact. They also brought under discussion the lack of adequate investments on hinterland infrastructures, which should be improved in order to cope with growing volumes, together with the removal of administrative barriers to the internal market. Also the impact of new energy landscapes and societal environmental pressure for the introduction of green technology cannot be underestimated. And the need to ensure good working conditions and good social partnership in all ports is of key importance for the ESP as well.

Commissioner Bulc commented that European ports are a dynamic environment and a huge source of employment in Europe and expressed her determination to be a fair companion for the social partners and to maintain close dialogue.

The ESP reiterated their commitment to further strengthen trust amongst them and to work towards an even closer cooperation with the European institutions. They will keep working on an ambitious work programme and agenda to achieve concrete results and reflect the evolution and dynamism of the port sector. Social partners also voiced their expectations and expressed their wish to be consulted by the European Commission upstream of initiatives regarding the port sector.

Additionally, the ESP requested more support to social dialogue, both politically and in terms of resources. Cross-sectoral cooperation amongst different committees on specific subjects would be more than welcome. The four organisations renewed their appeal to give priority to social dialogue as already declared in their [statement](#) from December 2014.

Other Section news

EP TRAN Committee about to vote Port Regulation report

Following the presentation of a report from rapporteur K. Fleckenstein (S&D, Germany) and the presentation of approximately 700 amendments, negotiations are being held within the European Parliament (EP) to find compromise amendments. A vote in the Transport Committee is expected to take place in December 2015, after which informal three-way negotiations between the EP, the Council and the Commission should take place. The ETF has first been lobbying for a rejection of the proposal, but due to the unlikelihood of a rejection from the TRAN Committee, amendments have been proposed to improve the social dimension and delete the market access provisions.

Automation WG

Following what has been decided at the Section meeting held in March 2015, the working group on automation met on 20 April 2015 to hold preliminary discussions and put forward some suggestions

for action. The working group proposed a motion for submission at the ITF FPCSG of May 2015, which resolved the establishment of a lashing campaign, as detailed below. Discussions on automation have also been launched in the Sectoral Social Dialogue Committee (SSDC). A meeting of the automation WG should be held at the beginning of 2016 in order to evaluate progresses, identify next steps and prepare the discussions in the SSDC.

Lashing campaign

The ETF and ITF Dockers' Sections are jointly working on a lashing campaign, which interlinks the campaigns being carried out by European affiliates. At the moment unions from Belgium, Finland, Germany, Norway, Sweden and the UK are involved. A steering group has been established with representatives from both Dockers' and Maritime Transport Sections as well as of the ITF inspectorate. The SG is now preparing the launch of both the campaign's industrial and political components.

High Level meeting between ETF and FEPORT

On 17 September 2015 ETF and FEPORT high level representatives have met in Hamburg on 15 September 2015 to exchange about evolutions in the European port sector and explore possible agreements and common positions about issues of interest for both organizations.

Affiliates' news

Estonian dockers' fight for voice at work

Workers at Transiidikeskuse AS Muuga, Tallinn, elected a union steward to represent their interests in negotiations with management. But the relationship between the parties deteriorated since management wrote to the EMSA refusing to recognise him. Not being legally-recognised means the steward misses out on crucial rights which benefit the union under Estonian law, such as the right to be informed and consulted over any workplace changes. 62% of dockers and tallymen in Tallinn are members of the union. They've taken steps to protect their legitimate right to representation but management just isn't willing to accept that. The ETF and ITF called upon its members to support the Estonian dockers by sending a [letter](#) to the managing director of the company calling for recognition of the workers' chosen union representative.



North range port unions strengthen relationship

Unions from Belgium, France, Germany, the Netherlands and the UK, representing the major seaports in the North range, met in August and agreed on a common strategy to cope with the current and future challenges affecting the workers they represent. They agreed to establish the North Range Port Unions' Coordination Board to work together on common collective targets, to develop a common approach to automation and to jointly counter the effects of overcapacity on port workers.

Seaports are facing numerous challenges from changes in container shipping and extra terminal capacity being built in many northern European ports. Already many terminal operators are functioning below full utilisation and fail to realise their investments in their new, state-of-the-art



terminals. Throughout the Range, ports are pushed into hefty competition, enticing shipping companies with ever-lower prices and higher discounts. Consequently further undermining the financial stability of terminal operators and endangering the working conditions of dockworkers. At the same time, automation leads to a staggering decline in employment. Some indicate that Rotterdam, with its high levels of automation, may lose up to 20% of the jobs in its port industry.

Discussions also focused on the global operator DP World, which is present in most of the major North Range ports. The unions noted that an agreement was only reached in DPW Rotterdam after a struggle, that difficulties continue with reaching a bargaining agreement in DPW London and agreed to support each other to overcome them.

Fisheries

Social Partners' project focuses on implementation of work programme

Social partners are carrying out an EU-funded project led by the ETF to implement four pillars of their working programme: promotion of ratification of ILO work in fishing Convention C188, drafting of a glossary for safe navigation of fishing vessels, the application of social legislation to self-employed fishermen and a study on the possibility offered by the European Maritime and Fisheries Fund to promote social dialogue and improve working conditions.

In the frame of this project, the European social partners in Fisheries, ETF and Europêche, organised a meeting in Madrid to prompt Spain to swiftly ratify the ILO Work in Fishing Convention C188. This landmark convention is applicable to all types of fishing vessels and seeks to provide minimum standards that protect fishers in all aspects of their work, in what is considered one of the most hazardous professions.

Delegates of the Sectoral Social Dialogue Committee for sea fisheries met with representatives of the Spanish administration as well as the ILO and emphasised the key role that Spain should play in paving the way towards the Convention's entry into force. Spain's ratification would not only be an achievement for the Spanish fishing sector, but also a very significant step forward at global level, in view of the significance of the Spanish fleet and its widespread presence.

The representatives of the Spanish social partners and national administration admitted that there are no substantial obstacles to the ratification and different solutions were proposed to overcome possible legal conflicts. During the meeting several speakers expressed their frustration at the blocking of the social partners' agreement which implements the Convention 188 into EU legislation.

ETF addresses abuses in Irish fishing sector

On 2 November the British newspaper The Guardian reported about employment of undocumented Ghanaian, Filipino, Egyptian and Indian fishers in breach of Irish Law. The newspaper revealed cases of abuse, among others sleep deprivation, inhuman hours and pay below the Irish minimum wage in the context of their investigation of undocumented migrants working illegally on prawn and whitefish trawlers operating from Ireland.

ETF General Secretary Eduardo Chagas addressed these abuses in letters to the Irish Minister for Agriculture, Food and the Marine, the European Commissioner for Environment, Maritime Affairs and Fisheries and the European Commissioner for Employment, Social Affairs, Skills and Labour Mobility. He pointed out that the Irish fishing sector disregarded and the European Commission failed to enforce the very general principles expressed in regulation 1380/2013, which provide instruments to fight against such abuses. The ETF General Secretary called on the Commission to establish a high-level task force to intervene on this issue and take the necessary measures to ensure that such activities are not tolerated in the EU.

European workshop tackles restricted work mobility of fishermen

In the frame of the European Maritime Day, the ETF, Europêche and the European Boating Industry organised on 29 May a workshop to discuss how to adequately address the problems faced by the European fishing and boating industries owing to the lack of recognition of qualifications of personnel on fishing and small commercial vessels. The workshop was supported by the European Commission and attended by MEP Sofia Ribeiro, representatives from the Commission and key maritime stakeholders.

The EU Sectoral Social Dialogue Committee for Fisheries (SSDC-F) works towards the enhancement and improvement of safety and vocational training, prevention of accidents at sea, workplace health and recognition of certificates. As for the latter, over the past few years and despite a single internal market and simplified administrative procedures to live and study anywhere in Europe, the European Social Partners (ESP) have repeatedly reported that fisheries professional qualifications are still not accepted across EU countries.

Over the past decade the SSDC-F has been advocating the transposition of the International Convention on Standards of Training, Certification and Watchkeeping for Fishing Vessel Personnel (STCW-F, 95) in Europe through an EU Directive, similar to what the EU has done for the shipping sector. This Convention is the first attempt to make standards of safety for crews of fishing vessels mandatory internationally, including basic safety training for all personnel regardless of the size of the fishing vessel. In this sense, it would not only improve safety at sea in fishing but also further enhance the free movement of fishermen through its own system for recognition of fishers' certificates of competence. However, this Convention is only useful if implemented through EU/national legislation.

Through this workshop representatives from both sectors highlighted the impact of the lack of recognition of qualifications on maritime employment, safety at sea, vocational training and nautical tourism and discussed possible solutions. The ESP particularly drew EU Member States' attention to the absolute need to enhance further safety at sea in the EU.

ETF and EFFAT issue joint reply to consultation on eco-label

The ETF and EFFAT, the European Federation for Food, Agriculture and Tourism, jointly replied on 28 July 2015 to the [public consultation](#) on the EU eco-label for fishery and aquaculture products. They propose a list of principles that should be included in any labelling system. Both organisations emphasise that social concerns, such as working conditions of those involved in catching, producing and processing fishery and aquaculture products, should be contained within the set of criteria for labelling systems. You can download the full text of the joint reply by clicking [here](#).

Road Transport

ETF proposes solutions to improve EU law enforcement



In autumn 2016 the European Commission will come up with a road package meant to revise certain aspects of the EU legislation applicable to the Sector. The ETF is of the opinion that the revision should target only a few legal provisions, making them clear and simpler to enforce. Apart from that, much more emphasis must be placed on enforcement. Thus, the ETF has launched concrete proposals to improve EU law enforcement in road transport based on existing practices and tools that only require minimum measures and adjustments.

The publication and an animation explaining the ETF proposals were presented on 29 September 2015 in an event bringing together EU Member States, European Commission services and partner organisations. On 13 October the ETF was welcomed by MEP Ismail Ertug to present its set of proposals to the European Parliament. All materials – an online video, as well as the ETF proposal and other reference documents - will soon be made available on the ETF website. Following the European Parliament event, the ETF has had meetings with various services of the European Commission and with key Members of the European Parliament TRAN Committee. The document was also presented at a seminar of the Eurocontrol Route (ECR), the European organisation bringing together enforcement agencies of the EU Member States.

ETF launches the second phase of the “weekly rest away from the lorry” campaign



The ETF participated in the ITF annual International Action Week by stressing again the importance for road transport operators to comply with the law and organise truck drivers' weekly rest away from the vehicle. The ETF Road transport section members contacted their national governments asking them to enforce, control and sanction according to this EU rule. The ETF launched an online questionnaire on the impact of rest conditions on road safety and occupational health and safety. More than 300 truck drivers have answered so far. In August this year, Solidarnosc ran a survey on rest conditions among 650 Polish drivers. None of those were given any possibility to spend their daily or weekly rest away from the lorry.

Only 12 out of the 650 drivers had a cabin equipped with air conditioning, which was disabled, even with 97% of the respondents declaring that the cabin temperature was between 39 and 45 degrees Celsius at the start of their rest time. More details can be found on the [ETF website](#).

The ETF participates at the EESC conference on social dumping in road transport

On 11 November, an ETF delegation participated in a conference hosted by the Luxembourg Presidency and organised by the European Economic and Social Committee (EESC). It focused on social dumping and its impact on the EU haulage market. On behalf of the ETF, Roberto Parrillo took part in one of the panel discussions. The ETF stressed once again on the need for better and smart law enforcement in the road sector. Road transport and its social dimension will be the main topic on

the Transport Council to be held on 10 December in Brussels, as a priority of the Luxembourg Presidency.

The ETF participates in the Commission's informal consultation on the road package

In autumn 2015, the European Commission opened an informal consultation phase on the content of the future road package, to be launched late 2016. The ETF participated in two informal seminars on two of the road package pillars: social legislation (working time, and driving and rest time rules), social dimension and the internal market. This was once again an opportunity for the ETF to stress on keeping the revision as minimal as possible, and stepping up law enforcement.

The ETF contributes substantially to the ETUC "letter-box" company project

The ETF is partner in a project coordinated by the European Trade Union Confederation, aimed to offer a better understanding on letter-box companies and their central role in social dumping and tax fraud. The ETF provided a number of cases of letter-box companies, as well as know-how concerning a possible EU legal framework to prevent this phenomenon. A mid-term conference was organised by the ETUC in Amsterdam, on 16 – 17 November. The ETF was represented by a large trade union delegation, among which union representatives from Poland and Bulgaria. One of the key aims of the ETF Road Section is to increase the involvement of our colleagues from the new EU Member States in all road transport activities.

The ETF continues discussions with the IRU on the "social code"

The 2011 White Paper on transport invites the European social partners from the road sector to engage in the negotiation of a social code to better address the problems faced by the sector. Discussions with the IRU, the European employers' organisation in the road sector, on a list of topics is drawing to a close. The European Commission still needs to bring clarifications with regard to the process, as well as regarding the way in which the outcome will be transposed and reflected in the EU law. The Social Code will be one of the main topics on the agenda of the European social dialogue plenary of the road sector.

Other Section news

European Social Partners renew call for level playing field for taxis

Following a joint statement issued last year, the European Social Partners (ESP) for Road Transport, IRU and ETF, have renewed their request towards the European Commission to urgently propose an EU-wide access to the professional regime for taxis and hire cars with driver in Europe, taking into account the sector's specific operational and service environment. In addition, both organisations call upon legislators to ensure that decisions taken by authorities or courts in relation to self-proclaimed "ride-sharing for-reward" transport platforms are fully implemented and enforced, and that existing legislation and regulations, including on working conditions, are respected. The ESP reiterated their resolve to cooperate with relevant authorities and mobility organisations to find urgent policy solutions, highlighting the challenges represented by transport services offered outside of the regulatory framework.

New chairs of the freight and passenger transport working groups

Following the retirement of Malene Volkers (ver.di, Germany) as chair of the freight transport working group and the resignation of Valeria Mizzau (FILT CGIL, Italy) as chair of the passenger transport working group, the Section has elected at its meeting on 22-23 September 2015 new chairs for both working groups. Ralph Werner (ver.di, Germany) was elected as the new chair of the freight transport working group, while Alain Sutour (FNST CGT, France) was elected as the new chair of the passenger transport working group. Tadeusz Kucharski (NSZZ "Solidarnosc", Poland) was co-opted to represent Central and Eastern Europe in the Steering Committee.

ETF ongoing project on organising truck drivers

FTTUB and ATU Romania, ETF affiliated organisations from Bulgaria and Romania, spent more than a week on a field visit covering a large number of parking areas on the Danish territory. The field visit was organised by the Danish trade union 3F. Trade union representatives had the opportunity to talk with and recruit Bulgarian and Romanian truck drivers. Almost 150 signatures were collected for the ECI campaign. This type of activities is built on the good cooperation developed during the ITF – ETF organising project that ran in 2014. On 24 November, the partners of the former project will meet in order to discuss further strategies to consolidate the union capacity in Bulgaria and Romania.

‘Training of trainers’ workshop within the frame of the CLOSER project

The CLOSER project aims to develop a set of competences for drivers, enforcement authorities and road transport operators on how to better comply with the EU rules applicable to road transport. Following the development of this common set of competences, a training of trainers workshop took place in Breda, the Netherlands, at the beginning of September, to test the project outcome. The ETF participated with a delegation at the testing session. A roadside check was held in conjunction with the workshop. The final conference of the CLOSER project will take place on 2 December and will aim to broadly disseminate the project results.

Railways

EU Transport Council decided on 4th Railway Package's political pillar



On 8 October 2015 the EU Transport Ministers met in Luxembourg with the intention to adopt a common approach on the political pillar of the 4th Railway Package. An ETF delegation organised a picket line in front of the building demanding freedom of choice of the organisation of rail public services and the social and employment protection of workers.

That day the EU Transport Council partly reinstalled the freedom of choice for the organisation of rail public transport services but failed to give more social protection for public transport workers exposed to social dumping threats in competitive tendering. The Council did not agree on an equal treatment of the direct award and competitive tendering, which usually result in the selection of the cheapest offer. Consequently, it decided to give priority to competition in rail public services and thus confirmed its belief in the ideological approach that competition would automatically improve the quality of passenger services. However, many experiences exist where it led to the deterioration of services.

The outcome of the Council's meeting forms the base for negotiations with the European Parliament aiming to complete the 4th Railway Package. The ETF calls on the European Parliament to insist on its position regarding the compulsory social protection of workers when holding the trilogue negotiations.

ETF campaign to keep train crews on trains

On 27 October the Section launched its [campaign](#) on the crucial role train crews play on board of trains. They take up an important task in ensuring comfort and security for the passengers, guaranteeing assistance to people with disabilities and have a vital responsibility with regard to railway safety. The campaign aims to raise awareness about the importance of human presence on trains, something that cannot be easily replaced by technology and machines.

Well-trained staff, for example, play a key role in situations where a proper evacuation of the train has to be put in place in case of incidents and accidents. They provide information and assistance and thus are fundamental for railway safety and security. Railway companies consider themselves forced to cut costs of personnel to the detriment of quality and safe services and the comfort of passengers.



ETF affiliates organised actions in Austria, Belgium, Bulgaria, Czech Republic, Denmark, France, Germany, Italy, Luxembourg, Norway, Sweden and Switzerland. Pictures from these national actions can be found [online](#).

Other Section news

Joint Rail Freight Declaration

The social partners in the rail sector, CER and ETF, agreed on a Joint Rail Freight Declaration in which they call on the European institutions and governments to devise a fairness and growth plan for rail freight in Europe. The joint declaration will be signed on 2 December in the context of the CER HRD meeting and presented at the 2nd DG Move Rail Freight Day in Vienna.

Social Partners Project

In the context of the Social Partners' project "Promoting employment and quality of work in European rail sector" a 2nd and 3rd workshop were organised in October in Warsaw and November in London. The final conference will take place on 19 April in Brussels.

Empowerment of trade union representatives

In October 2015 the ETF organised together with the ETUI a training course on "Empowerment of trade union representatives to work in working groups of the European Railway Agency (ERA)" The ERA provided two administrators as trainers. A repetition of this successful training is envisaged to take place in 2016.

New Steering Committee members

The ETF Railway Section elected on 18 November two new Steering Committee members: Marion Carstens (EVG, Germany) and David Gobé (CGT Cheminots, France) are replacing Kristian Lorocho and Henry Waccin. Thank you to Henry and Kristian for their work in and for the Railway Section.

Urban Public Transport

PSO regulation

The Urban Public Transport Committee joined forces with the Railway Section in fighting the introduction of competitive tendering for all rail public passenger services and demanding an obligatory protection of all public transport workers in urban transport and rail as well as a compulsory transfer of staff in the case of change of operator. The Committee President Alain Sutour participated in the meeting with the Luxembourg Council Presidency on 6 October and urban public transport activists participated in the picket line on 8 October in Luxembourg.

Sustainable urban mobility

The ETF lobbied the European Parliament that will vote on an own initiative report on sustainable urban mobility in December 2015. The UPT social partners ETF and UITP are about to finalise a joint declaration on urban mobility in which, among others, the important role of urban public transport for local and inclusive employment will be highlighted. This joint declaration will be sent to Commissioner Bulc as a contribution to the review of the 2011 Transport White Paper. Both social partners demand to include a target of doubling the market share of public transport by 2030.

European Social Dialogue

The European Commission delayed an answer to the joint request of UITP and ETF to establish an own social dialogue Committee for the urban public transport sector. The Commission decided to extend the regular representativeness check of the social partners in the rail sector to the urban public transport sector and will decide on the basis of this check. The report is expected by the summer of 2016.

Meanwhile, under the current regime with a working group within the Road Transport social dialogue, the social partners appointed a new chair and vice-chair at its meeting on 25 September: Alain Sutour (ETF, CGT Transports) is the new chair and Reinhold Bauer (UITP, Stuttgarter Strassenbahnen AG) is vice-chair of the urban public transport social dialogue.

Within the ETF/UITP project on the development of working conditions in urban public transport companies two workshops were organised in June in Sofia and in November in Paris. The project analyses the organisation and development of the public transport market in the EU Member States, how social conditions are determined in the different countries, the main players and how working conditions developed in the light of market changes and austerity. This highly political project stimulates intense discussion between employers' and trade union representatives and it remains an open question whether a joint expression of the social partners will be possible.

Civil Aviation

Section proposals for the Commission aviation and mobility packages

At its meeting on 27 May 2015, the CAS adopted its position on the Commission aviation and mobility packages. The ETF is committed to ensure fair working conditions and social rights of transport workers in the European labour market. The ETF vision for future EU aviation can be summarised in the following five points:



1. *Fair civil aviation in Europe:*
European civil aviation should offer equivalent opportunities to all stakeholders, consumers and workers alike.
2. *Safety of passengers and high quality of aviation services in a healthy and safe environment*
3. *Free movement and freedom of establishment:*
The four fundamental EU freedoms defined in the framework of the single market must be used to create quality jobs in Europe.
4. *End of social dumping:*
The ETF believes that the social dumping practices by some airlines should be addressed in the context of a broader debate on unfair competition, both from the perspective of the internal market, as well as the EU external aviation policy.
5. *YES to fair working conditions and social rights for the aviation workers:*

The Commission should implement a project in civil aviation that can gather the social partners' support in order to bring back decent jobs to the aviation industry.

You can read the full position paper on the [ETF website](#).



EESC Opinion on social dumping endorsed

At its 510th plenary session on 16 September 2015, the European Economic and Social Committee (EESC) has adopted an own-initiative opinion entitled „Social dumping in the European civil aviation sector“. The vast majority of EESC members has voted in favour of the document, which reflects most of the claims expressed by the ETF and its affiliates.

In its opinion, the EESC endorses the commitment of both EU Commission President Juncker and Transport Commissioner Bulc to fight social dumping. It urges the European Commission to monitor the situation and take steps where required. The EESC also believes that EASA must evaluate the developments in the sector to ensure optimal safety of passengers and staff and stabilise the industry, regardless of the airline's business model, with a special focus on new models. In particular, the EESC calls for proper implementation of case law of the European Court of Justice in terms of social security and labour law, as well as (false) self-employment.

According to the EESC, the following steps should be taken

- revision of Regulation (EC) 1008/2008 in terms of enforcement of national social legislation and collective agreements, as well pinning down the concept of principal place of business
- preventing any unfair competition from third countries (cf. Regulation (EC) 868/2004)
- in terms of coordination of social security, the issues related to multiple/temporary bases and transitional period should be clarified
- equal treatment of all workers should be extended to aircrew

In addition, the EESC suggests that DG MOVE and DG EMPL should jointly examine the application of the Directive on temporary agency work in the aviation sector. In the ground handling sector, the EESC calls to address the issue of transfer of staff in case of a call for tender and/or partial loss of activities.

The full text of the opinion can be downloaded [here](#).

Joint aviation stakeholders commit to further improve aviation safety



Associations representing all sectors of aviation industry in Europe have signed a [declaration](#) with the European Commission to improve the reporting and analysis of safety information. The declaration sets out a number of key principles to encourage staff working in aviation to report mistakes or events without fear for punishment.

Safety incident reports submitted by staff are a valuable source of information to improve safety in the sector. But in order to ensure organisations receive as many reports as possible a ‘just culture’ needs to be fostered in which reporting staff is assured they will be treated fairly even if the report could potentially incriminate them.

The declaration constitutes a set of key principles to encourage the implementation of a just culture in companies and organisations across the aviation industry. It supports European legislation, in particular the 2014 Regulation (EU) 376 on the reporting, analysis and follow-up of occurrences in civil aviation, which is now implemented. Just culture has been an important focus area of the aviation industry for many years.

ATM workshop to improve social dialogue

On 5 and 6 October 2015, approximately 25 representatives of the European ATM Social Partners (ESP) met in Dublin for the Workshop on improvement of social dialogue in ATM. It was the first event of a new joint project introduced by ETF and co-financed



by the European Commission. The main item on the agenda was the discussion on a toolbox for how to improve the successes of social dialogue. The ESP agreed on the main spirit of the document, namely partnership and cooperation, as well as on concrete tools, such as a code of practice, behaviour, communication, information & consultation and external mediation. After its adoption, this document will be promoted by the representatives throughout their respective organisations. The ESP also discussed current issues of interest in air traffic management, such as the state of play of SES2+, SESAR and occurrence reporting/just culture.

EASA workshop on fatigue risk management



On 15 June 2015 the European Aviation Safety Agency (EASA) has organised a second workshop on the approval and oversight of Fatigue Risk Management (FRM). The participants discussed a number of crucial topics, such as operator responsibilities, the assessment and effectiveness of controls, the customisation of Flight Time Limitation schemes and the creation of a culture of an equivalent level of safety. A number of ETF delegates demonstrated at the workshop the

importance of FRM in the context of the new FTL that will enter into force on 18 February next year.

Sub-regional trainings on the new Flight Time Limitations

In the course of this year, the Section organised sub-regional trainings in Poland, Finland, Greece and the Netherlands on the new Flight Time Limitations (FTL) that will be installed in the beginning of 2016. During four days of training the participants received explanation about, among others, the new regulation, fatigue risk management systems, derogations/deviations and scientific backgrounds of the FTL. In total over 120 union representatives attended the events, which are co-funded by the European Commission, and have been trained to interact with their operators and national aviation authorities to ensure proper implementation of the new rules.



Project on Ground Handling

The project presented by the ETF, in cooperation with the other social partners, was accepted by the Commission.

This project will begin on 1 December 2015 and will last 2 years. The general aim of the project is to assist the social partners in ground handling to facilitate the social dialogue and come up with joint proposals. In particular, the aim is to mandate research on the four priority topics identified, examine the outcomes of the research and find a common approach on the way forward.

The project is divided into the following elements:

- desktop and field research by an external expert on status of the ground handling market and social rights (legislative focus)
- desktop and field research by another external expert on vocational training and quality standards in all EU-28 countries (focus on industry standards)
- organisation of three workshops presenting the outcomes of the research and discussing a common approach to these issues
- organisation of a synthesis conference to present the final report of the project



Affiliates' news



Air France plans massive job cuts

In 2016, as a first step of a restructuring plan, Air France wishes to dismiss 2,900 workers, of which 1,700 are ground staff members, 900 cabin crew and 300 pilots. Both ETF and ITF have issued a statement in support of the workers fighting the dismissal plans in Air France and demanding the reinstatement of the dismissed workers. Both organisations also oppose the attrition plan presented by the management and called for the establishment

of a quality social dialogue, the only possible way to define an ambitious strategy for industrial development. You can download the ETF Statement [here](#).

Wizz Air convicted for discrimination

On 3 June the Romanian National Council for Combating Discrimination convicted Wizz Air for discrimination after dismissing 19 staff members due to their affiliation to "Aerolimit Professional Union". The Council stated that the termination of the labour contracts of the union members was discriminatory and more importantly, it had the intention to stop the union movement. Wizz Air Hungary Kft. was convicted to pay a fine of 25,000 RON (approximately € 6,000) and publish a summary of the court decision in the national media.



At the end of 2014, shortly after Wizz Air had been notified about the Aerolimit Professional Union constitution, its leader, Mircea Constantin, was dismissed. In December 2014, in collaboration with LabourStart, the ETF and ETUC launched an [online campaign](#) in support of the Wizz Air workers and union leadership. This campaign gathered nearly 10,000 signatures. On 19 March 2015, Romania's Ilfov court ordered Mircea Constantin's reinstatement. According to the court decision his dismissal was illegal and the company had to reinstate him. In addition, Wizz Air was liable to pay compensation equal to his salary. Soon after Mircea Constantin was laid off by Wizz Air, 19 union members were also dismissed. On 16 July 2015, the court considered the termination of employment contracts of all dismissed workers in this case to be unlawful and ordered Wizz Air to reinstate them into their former positions. Furthermore, the company was obliged to repay the workers' salaries from the date of dismissal until the reinstatement. Each plaintiff is also entitled to receive a compensation of approximately € 1,130. All the important EU decision-makers were informed by ETF about the roots of this conflict, as well as about its outcome.

Danish court allows industrial action against Ryanair

On 1 July 2015, the Danish Labour Court ruled that Ryanair had to engage in collective bargaining with trade unions within five days and that the ETF affiliate Flight Personnel Union (FPU) could legally enter into an industrial conflict with Ryanair. This decision allowed primary industrial actions and a variety of secondary actions in the airport could be initiated, such as no refuelling of airplanes, no baggage loading etc.

Ryanair had announced earlier the plan to open up of a base in March 2015. Therefore, FPU approached Ryanair with the intent to negotiate a collective agreement for the Copenhagen-based aircrew in line with Danish law and industrial relations practice. Ryanair flatly refused to enter in such negotiations and proposed wages and working conditions far below the Danish standards.

Consequently, Serviceforbundet sent a formal notice of conflict to



Ryanair and simultaneously asked the labour court to decide on the legality of the protest. According to Danish legislation, the principal conflict can be backed up by secondary actions from members of the Danish Confederation of Trade Unions (LO). Seven LO member unions gave first notice of secondary actions on 6 March 2015 (Serviceforbundet, 3F's Transportation Group, 3F's Industrial Group, HK / Privat, Danish Metal, Danish Union of Electricians and the Sheet Metal and Pipe Workers). The notices of secondary actions thereby included all the employee groups of LO who in their daily work might be doing tasks for Ryanair. The ETF warmly welcomed the court decision, which paves the way for decent wages and good working conditions for Ryanair workers. As a consequence of the court case, Ryanair closed its base in Denmark.

European Works' Councils

DG MOVE study and recommendations on the effectiveness of EWCs in transport

This study was commissioned by DG MOVE in the context of a growing emphasis on social issues within the transport agenda of DG MOVE, including in relation to social dialogue. Its goals were to highlight the current EWCs information and consultation practice, their structure and scope, to have an overview on their strengths and weaknesses, to measure the quality of agreements and their degree of adaptation to the new EWC Directive, as well as to determine the potential to create new EWCs in the industry. The first draft of the study was presented and discussed with employers' organisations, the ETF and members of EWCs in a workshop held in Brussels on 10 September.

The ETF participated in all phases of the study, and contributed to the shaping up of the recommendations. Both study and recommendations will be soon published on the DG MOVE website and circulated to the ETF affiliates.

Gender Equality

Training module on occupational health and safety



The ETF Women's Committee has developed and discussed, in cooperation with EVA Academy, a first draft of the 3rd module of the ETF gender training package on "Occupational health and safety for women". The module follows the structure and layout of the existing two training modules, so that it can easily be integrated into the ETF gender training package. The module will contain examples or situations from workplaces with regard to occupational health and safety and it is envisaged the module will be made available for the ETF affiliates by the end of this year. It will become a valuable addition to the existing ETF training modules on empowerment and on the gender dimension in collective bargaining, which are available on the [ETF website](#).

DG MOVE consultation on "Women in transport"

Under the direct coordination of Commissioner Bulc, DG MOVE opened a debate on women in transport. The aim is to identify the most pressing issues faced by women transport workers, to identify causes and to search for concrete solutions for a better integration of women in the labour market in transport. The first meeting of the kind took place on 24 September and the ETF participated along with a couple of employers' representatives, representatives of DG MOVE and DG Justice. The ETF brought a major contribution to this debate and took the opportunity to promote the outcome of all Section projects that focus on gender and gender-related topics. The ETF equally cooperated with know-how and materials in the shaping up of the EESC opinion on "Women in

transport”, adopted on the 1st of July 2015. Representatives of the ETF Women’s Committee will meet DG MOVE and DG Justice for an in depth discussion on women in transport on 25 November.

ETF Women’s Committee meeting in Berlin

The ETF Women’s Committee meeting in Berlin on 12 – 13 October, made an evaluation of the ETF gender action plan for 2013 – 2017. Within the frame of this exercise, the Committee had the opportunity to evaluate together with EVA Academy the training module on occupational health and safety. Much of the Committee discussions were focused on the content and organisation of the mid-term gender conference, to be organised in April 2016.

ETF Youth Committee

ETF participates in EVG’s international youth seminar

The ETF Secretariat had been approached by its German affiliate EVG for involving the ETF Youth Committee in the EVG youth seminar that took place on 24-28 August 2015 in Eze, France in EVG’s educational centre.

EVG Youth organised the seminar as a follow-up activity of their last year’s EuroRailTour and invited all young railway workers visited by EVG youth at that occasion. It gathered 30 participants from 15 European countries who mostly represent the railway sector. The seminar agenda had been designed in view of assisting as much as possible the ETF Youth Committee in implementing its Work Programme.



Four ETF Youth Committee members, namely Kamil Butler, Pieter Mechele, Sara Tripodi and Christian Tschigg represented the ETF at the seminar. They participated actively in the workshops related to the different chapters of the ETF Youth Work Programme, in particular the European crisis, climate change and campaigning. They made a presentation about the ETF youth committee, its structure and the work programme. One of the topics mentioned in the presentation was also the engagement in the Back2OurFuture campaign which is powered by the six biggest European trade union federations, among which the ETF, which aims at influencing the EU institutions to engage more in fighting the youth unemployment in Europe. The participants also had an opportunity to share their opinions and views regarding committee’s work programme.

The agenda of the summer camp also involved discussions about liberalisation, privatisation of the railway sector in the EU and different social systems in the European states. Participants had a chance to present the current situation in their countries in terms of the crisis in Europe and gave an overview of their unions’ structures and what kind of benefits their organisations offer to their members.

ETF Youth Survey to draw picture of young transport workers’ views

The ETF Youth Committee aims to draw a clear picture of the current situation of young transport workers regarding their views on the European economic crisis, gender equality and climate change.

In order to do so, it has decided to issue an online survey to be distributed to all ETF affiliates and targeting youth representatives and union members no older than the age of 35.

The survey will be made available in English, French, German, Spanish, Polish, Bulgarian, Norwegian and Russian. Filling in the survey will only require approximately 10 minutes of the respondents' time, and its outcomes will be valuable and fundamental contributions to further implement the ETF 2013-2017 Youth Work Programme. The ETF Youth Committee thanks you in advance for encouraging your youths to cooperate in collecting as many completed surveys as possible.

3 regional seminars scheduled for ETUFs youth project

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.

The planned activities are three regional seminars, namely in Madrid (January 2016), Brussels (March 2016) and Prague (May 2016). They aim is to facilitate dissemination of the Guide on best practices, focusing on the three topics, namely organising and recruiting young workers into trade unions, trade unions internal and external communication and youth representation in trade unions.

6. Members & Partners

ETF affiliates' activities

The General Secretary attended from 20 to 22 September the 4th Ordinary Federal Congress of **ver.di** in Leipzig, Germany. Christine Behle, member of the ETF Executive Committee, was re-elected as Chair of the Transport branch of the union.

On 16 November the General Secretary was invited to address a meeting organised by Belgian affiliate **ACV-Transcom** with representatives from Eastern European transport unions formally affiliated to FIOST. He had the opportunity to present the current work priorities of the federation and discuss possible ways for a closer cooperation.

From 17 to 19 November, Romanian affiliate **USLM** held its 7th Congress in Bucharest, Romania. ETF President Lars Lindgren and the General Secretary represented the Federation in this Congress which re-elected Ion Radoi, member of the ETF Executive Committee as President. On the occasion some 100 signatures were collected in support of the Fair Transport Europe ECI.

ETUC Congress

The ETUC Congress took place from 29 September to 2 October in Paris. A delegation composed of the ETF President, General Secretary, members of the Executive Committee and French ETF affiliates represented the Federation.

The Congress was a good opportunity for the ETF to promote the ECI Campaign among the ETUC affiliates, namely with the organisation of a fringe event on the ECI on 30 September and with the participation of the General Secretary in a round table on social dumping on 1 October.

In addition to the [work programme](#) and the [Paris Manifesto](#) the ETUC has also elected a new team which will be led by Luca Visentini, who was already a confederal secretary in the previous one, for the next four years.

Trade union leaders and activists among victims Ankara bombings



On Saturday 10 October 2015 the city of Ankara in Turkey was hit by bomb attacks during a peaceful pro-democracy and justice demonstration, 99 people died in this terrorist action. Many Turkish ETF affiliates participated in the demonstration among which Ali Kitapçı of the Birlesik Tasimacilik Çalışanlari Sendikasi (BTS) union who was among the deceased caused by the bombs.

Ali was a wonderful trade union officer who always stood in the frontline to defend workers' rights, even in the most challenging circumstances. He proved to be an endless source of inspiration for trade unionists around Europe, setting the standards for commitment in defending workers' and human rights at the highest possible level.

The ETF and its affiliates have often benefited from Ali's experiences with regard to executing trade unionism. He was always available to share with the ETF and its affiliates his views as a Turkish trade unionist and to a large extent this significantly improved the ETF relation with its Turkish affiliates.

The ETF mourns for this great loss to the ETF family and passes sincere condolences and conveys deepest sympathy to his family, friends and colleagues. His remembrance will always remain in the hearts of the ETF family.

7. E-Publications

- ETF: [Vision for the future of European Transport - EN](#)
- ETF: [Report from the General Secretary 11](#)
- ETF Civil Aviation: [EESC Opinion on Social dumping in the European civil aviation sector](#)
- ETF Civil Aviation: [Air Traffic Management partners in Europe sign declaration with European Commission to further improve Aviation safety](#)
- ETF Civil Aviation: [Booklet 12 proposals](#)
- ETF Civil Aviation: [ETF proposals for the Commission aviation and mobility packages](#)
- ETF Maritime Transport: [ETF MTS Manifesto on Quality Shipping](#)
- ETF Maritime Transport: [ETF-S&D Seminar - Poster EN](#) and [FR + seminar Agenda](#)
- ETF Maritime Transport: [Maritime Strategy Midterm review](#)

- ETF Road Transport: [Flyer Road transport 2015 EN + FR + RO + PO + HU + DE + BG](#)
- ETF Road Transport: [ETF proposal on enforcement solutions EN + FR + DE](#)
- ETF Road Transport: [ETF-IRU joint statement on level playing field for taxis](#)
- ETF Railways: [Flyer train crews EN + FR + DE + CZ + DK + IT + NL + NO + SW](#)
- ETF Railways: [Newsletter 07 15 07 2015](#)
- ETF Dockers: [ITF/ETF Tug Conference declaration](#)
- ETF Fisheries: [ETF EFFAT joint answer to the public consultation on an 'EU Ecolabel for fishery & aquaculture products'](#)
- ETF Fisheries: [SPA on ILO 188](#)

8. Up next

DATE	AGENDA ITEM	LOCATION
January		
26-28	ETF Inland Waterways: CESNI Qualifications professionals	Strasbourg
27-28	ETF Urban Public Transport: Workshop 3 ETF/UIPT project	Frankfurt
28-29	ETF Civil Aviation: ATM Social Dialogue Support	Nice
February		
8-12	ETF Maritime Transport: ILO MLC Special Tripartite Committee meeting	Geneva
4-5	ITF Civil Aviation: Remote Towers' Conference	London
23	ETF Extraordinary Management Committee meeting	Brussels
March		
2	ETF Civil Aviation: Ground Staff Committee meeting	Brussels
3-4	ETF Civil Aviation: Civil Aviation Section Strategic Steering Committee meeting	Rome
4-5	ETF Urban Public Transport: Workshop 4 ETF/UIPT project	Vienna
9-10	ETF Civil Aviation: Cabin Crew Committee meeting	Brussels
9-10	ETF/ETUI Training on Lobbying EU Institutions	Sesimbra

15-16	ETF Road Transport: Road Section meeting	Brussels
17	ETF Inland Waterways: Final Conference TTJET project	Antwerp
17-18	ETF Fisheries: Social Partners' Conference EMFF	The Hague
April		
11	European Sectoral Social Dialogue Committee meeting for Inland Waterways	Brussels
12	ETF Inland Waterways Section meeting	Brussels
13	ETF Inland Waterways: River Cruise Working Group meeting	Brussels
14	ETF Fisheries: ILO 188 Conference	The Hague
19-21	ETF Civil Aviation: Flight Time Limitations seminar	Esher
20	ITF Management Committee meeting	London
21-22	ITF Executive Board meeting	London
May		
9-12	ETF Inland Waterways: Edinna Annual General meeting	Slovakia
17-19	ETF Inland Waterways: CESNI Qualifications professionals	Strasbourg
18	ETF Management Committee meeting	Brussels
19	ETF Civil Aviation: ETF EASA strategic group meeting	Seville
19-20	ETF Civil Aviation: Air Traffic Management Social Dialogue Support Workshop	Seville
19-20	ETF Executive Committee meeting	Brussels

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

9. ETF Bodies

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

President

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

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

General Secretary

Eduardo Chagas	European Transport Workers' Federation (ETF)
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MANAGEMENT COMMITTEE

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

EXECUTIVE COMMITTEE

■ SUB-REGIONAL GROUPS

Austria, Germany, Luxembourg, Switzerland

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

Denmark, Finland, Iceland, Norway, Sweden

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

Belgium, France, Netherlands

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

Cyprus, Greece, Italy, Malta

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

Czech Republic, Hungary, Poland, Slovakia

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

Great Britain and Ireland

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

Spain and Portugal

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

Romania, Bulgaria, Turkey

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

Latvia, Lithuania, Estonia

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

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

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

Georgia, Ukraine, Russia

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

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

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

Terje Samuelson	NTF, <i>Norway</i>
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Fisheries

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

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

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

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

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

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

<i>Vacant</i>	<i>na</i>
Sara Tripodi	FILT-CGIL, <i>Italy</i>

■ WOMEN REPRESENTATIVES IN THE EXECUTIVE COMMITTEE

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

■ YOUTH REPRESENTATIVES IN THE EXECUTIVE COMMITTEE

Pieter Mechele	ACV-CSC TRANSCOM, <i>Belgium</i>
Sara Tripodi (Co-Chair)	FILT-CGIL, <i>Italy</i>
<i>Vacant</i>	<i>na</i>
Libertad Alcocer	FSC-CC.OO, <i>Spain</i>

LAY AUDITORS

Sylvain Papillaud*	FO-Cheminots, <i>France</i>
Georges Eeckhout	BTB-UBOT, <i>Belgium</i>
Antoine Gevaert	CGSLB, <i>Belgium</i>
Kirsti Hauge	Norwegian Seafarers' Union, <i>Norway</i>
Hubert Hollerich	ÖGB-L, <i>Luxembourg</i>

*Subject to confirmation by the ETF Executive Committee



Next issue of the **Report from the General Secretary**: Spring 2016

Your comments and input are welcome!

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