



# REPORT FROM THE GENERAL SECRETARY

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The ETF represents more than 2.5 million transport workers from 243 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.

Rue du Marché aux Herbes 105, Bte 11 B – 1000 Brussels | Phone +32 2 285 46 60 | Fax +32 2 280 08 17

Email : [etf@etf-europe.org](mailto:etf@etf-europe.org) | Website : [www.etf-europe.org](http://www.etf-europe.org)

## Foreword

### The first day of the rest of our lives...



Much has been said on the outcome of the European elections of last May. Although many had hoped for a turn to the left in the composition of the European Parliament, fewer cherished the illusion this would become reality. On the one hand, the largest political groups have managed to keep their status as key players in decision making. On the other hand, Eurosceptical or even anti-EU groups have recorded considerable gains.

From a workers' point of view, it is regrettable that, with few exceptions, it was not the left that collected the votes of those protesting against the austerity measures and neo-liberal policies, partly because in several countries left-wing parties were actively involved in implementing similar policies. In fact, there was a worrying growth of populist and extreme right parties attracting that protest vote. And it is even more worrying to note that the lessons have not been learnt by the left.

It is with concern that the ETF has followed these developments. In many occasions, transport trade unions have been able to mobilise the necessary majorities of Euro parliamentarians to support their causes. And I am convinced that we will still be able to do the same on future occasions, but it will certainly be harder in the current scenario.

It is nevertheless with optimism that we see the election of Michael Cramer (Greens/EFA, Germany) as President of the Committee for Transport and Tourism of the European Parliament. In the first months of his mandate, Mr Cramer has already shown his determination to play an active role in influencing the Commission's agenda.

Meanwhile, the new Commission has started its term on 1 November. Whilst it is possible to notice some improvements with regard to the

President's attitude compared to the previous one, it is still too soon to assess whether the structural and hierarchical changes of the college of commissioners will bring any added value. Independent of those changes, the dominance of conservative and neo-liberal Commissioners does not leave room for major changes with regard to what has been the main political orientation of the European Commission in the past five years.

After some uncertainty about the name of the new Commissioner in charge with the Transport portfolio, the choice has fallen on the Slovenian liberal Mrs Violeta Bulc, a new comer into politics. The words that Guy Verhofstadt, President of the ALDE group, chose to welcome her nomination are elucidative: *"Transport is a beautiful portfolio, one with still a lot of room for liberalisation"*.

It is important that affiliates start building contacts with their national representatives in the EP. This has always been of paramount importance in our campaigns. In that sense, the ETF is organising a welcome drink for selected members of the TRAN, FISH and EMPL committees on the first day of its Executive Committee meeting on 19 November.

What is more, we will continue our work towards strengthening our members, across Europe, as history tells us that the major advances of the working class were only possible when workers joined forces, in solidarity and with determination.

**Eduardo Chagas**

**ETF General Secretary**

*"No attainment is obtained forever. As soon as we forget about the fight it took, we are losing it again."* Sophie De Schaepdrijver, historian

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## 1. About the secretariat

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### ETF hires Celien Vandecapelle on permanent basis

After her traineeship at the ETF in 2012 and after replacing colleagues on maternity leave in 2013-2014, the ETF decided to offer Celien Vandecapelle a permanent contract to work as administrative secretary at the Secretariat. The ETF is happy to welcome Celien in its team and all colleagues are convinced she is a real asset to the Secretariat.



### Alfonso Antinoro becomes the new ETF accountant



After the departure of Kossi Agbeko, the Secretariat had to engage a new accountant for the ETF. In June this year, Alfonso Antinoro started on a trial period and should be offered a permanent contract as from December. Alfonso has a long experience in accountancy and we are looking forward to a long and fruitful cooperation.

### New trainee in the Secretariat

The ETF has a long standing cooperation with the Hogeschool Gent which provides students from that secretariat administration school to have a traineeship at the Secretariat. In February next year, Freya De Coninck from the aforementioned school will start her traineeship until 8 May. We are confident she will integrate well in the secretariat and both she and the ETF will benefit from this experience.



## 2. News from the Executive Committee

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### Follow up of the ETF 2013 Congress: call for volunteers

At the previous Executive Committee meeting, the champions of the different ETF Work Priorities have presented their plans to implement their respective chapter of the ETF Work Programme 2013-2017. Alexander Kirchner is responsible for “Transport policy and sustainable transport”, Enrique Fossoul for “Labour and trade union rights”, Julia Long works on the topic “Stronger unions – organising globally”, Ekaterina Yordanova deals with “Stronger unions – training and education, capacity building” and Jan Villadsen is in charge of “Cross-border representation and coordination”.

One issue was mentioned in each presentation, the need for a wider participation of Executive Committee members in the ETF Work Priorities' Working Groups. Following earlier calls for volunteers, ETF General Secretary reiterated at the last Executive Committee meeting the call for EC members to express availability to assist the champions in one or more ETF Work Priorities' Working Groups by contacting the Champions directly or by sending an email to the ETF Secretariat: [etf@etf-europe.org](mailto:etf@etf-europe.org).

### **Follow up of European Semester's national recommendations**

At the last Executive Committee meeting, Marco Cilento (ETUC) presented insights in the EU Economic Governance, and more in particular the European Semester. He noted that the European Union can be considered as a political and economic process based on the establishment of a single market. However, building a proper and comprehensive governance of all (micro) economic criteria, an essential part of an efficient single market, has never been achieved even though the Maastricht Treaty already foresaw the necessary framework.

The economic crisis has accelerated the work and instruments were being created in a few months' time to put proper governance at EU level in place, without fully understanding the impact and consequences of this process. What was not possible over a period of fifteen years was suddenly put together in a couple of months. It changed the decision taking in the EU with for example the creation of the European Semester, described as "a cycle of economic and fiscal policy coordination within the EU" and drafts binding country recommendations for the Member States and imposes reform programmes when deemed necessary. To summarise, it mainly aims to control the budgetary policies developed in the Member States and to gain new competences for the EU, e.g. with regard to wages, wage trends and collective bargaining structures.

ETF General Secretary highlighted the need for ETF affiliates to fully understand the EU Economic Governance initiatives and its impact on national policies. He concluded with inviting all ETF Executive Committee members to contact their national trade union centres for a proper follow up of the national recommendations formulated in the context of the European Semester.

### **Promote social protocol in European Treaty**



In Sweden an agreement was reached between the Swedish Trade Union Confederation (LO) and the Swedish Social Democratic Party to not sign a revision of the European Treaty in case it does not contain a social protocol. At the May 2014 Executive Committee meeting, M. Falk explained the members how this all came about. In line with the ETUC proposal, the following items were agreed to be included in such a protocol: acceptable levels of social protection for workers, protection of trade union rights and protection of collective bargaining. LO urges other unions to push for similar agreements between different social parties in other countries. The ETF Executive Committee backed up this call and all members were invited to develop the necessary steps at national level for promoting the social protocol and similar initiatives at national level.

### What's your national trade union centre's positions on TTIP?



The ETF has been consulted on what sectors should be the object of an impact assessment for the Transatlantic Trade and Investment Partnership ([TTIP](#)), a proposal for a treaty arranging trade between the EU and USA. The ETF is of the opinion transport should not be in the scope of the negotiations on TTIP, but if that would not be the case, all ETF sectors require an impact assessment. Civil society organisations have initiated a petition for which the ETF has been invited to become a co-signatory party. The petition demands full transparency in the TTIP negotiations. The General Secretary received the Executive Committee's agreement to support this initiative. Furthermore, the General Secretary has asked that all ETF Sections and affiliates contribute, where relevant, to the ETF position with input from a sectoral perspective. All ETF affiliates are also requested to play an active role in informing transport workers and address ETF's position on TTIP with their national trade union centres.

### New members of the Executive Committee

Since Josef Maurer has joined the ETF team in February of this year as Assistant to the Political Secretary for Civil Aviation and Tourism, his union, the Transport Workers' Union (Czech Republic) has nominated the President Luboš Pomajbik as his replacement. Steve Todd, RMT National Secretary for Shipping, has replaced Bob Crow after his unexpected decease. M. Rafolt, ETF Youth Committee's Co-chair who stepped down from his position in October 2013, has been replaced by Byron McGinley in the Executive Committee after his election by the Youth Committee. Libertad Camino Alcocer replaces on a temporary basis Katrin Olofsson who also had to step down from her position in the ETF Youth Committee. The Executive Committee has welcomed them all as new members of the Executive Committee.

Subject to the confirmation by Executive Committee at the next meeting in November 2014, Minke Jansma has been proposed to replace Lutz Kressin as representative of FNV Bondgenoten and Robert Morton to replace Julia Long for Unite the Union.

## 3. In the spotlight

### Defend the right to strike in the ILO



The ITUC's [Global Rights Index](#) shows that the right to strike is frequently restricted in law and violated in practice around the world – but at the International Labour Organization, employers and governments are challenging its existence anywhere.

Workers' representatives at the ILO are responding by asking for an opinion from the International Court of Justice on the right to strike in international law – and it's

likely this opinion will be positive. A key decision on the referral will be made at the ILO's governing body, with discussions starting on 30 October in Geneva.

With online support from the ITF, the European Trade Union Federations called on all national trade union centres to campaign for the protection of the right to strike and demand support from governments and employers. If the employers get their way it will be a setback for many unions across the world. You can [join the campaign now](#) and [sign up here](#) to support the campaign and find information about how to lobby your national decision makers for a better protection of this fundamental right.

### Young German railway workers on European road trip



Seven young members of the German ETF affiliate EVG went on a four weeks long “[Eurorail Tour](#)” across Europe that started on 21 April 2014. They travelled by train, ferry and bus to visit as many young railway workers as possible to exchange views. This trip was organised because of a strong believe that young people need to get in contact with each other for helping each other out. They wanted to raise awareness about the challenges young people all over Europe are facing due to the crisis, and share their

expectations and hopes as young workers in the European Union.

During their tour, the young unionists met with trade union officials, union members, railway workers and young activists. To get a better picture of the general expectations of the local people, they also did some street interviews, they had chats with street artists, passengers on trains, tourists and citizens. Upon their return, the young EVG members took the opportunity to present their road trip experiences to more than 400 union delegates of this year's assembly of the German Confederation of Trade Unions, held in Berlin.

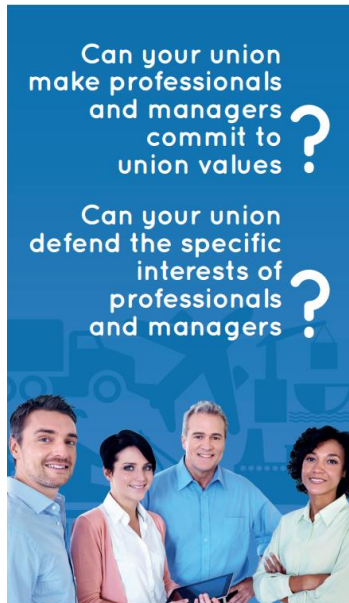
Their main findings are that the European Union is the youth's hope in those countries that are mainly affected by the crisis as national politics do not seem to find the proper solutions. They also stated that voting for right wing parties and politicians will not help solving the problems that young people are facing. *“When we vote for the European Parliament, we all have the opportunity to decide on putting either the markets or the people in the centre of European activities and create a better future for them,”* the Eurorail team concluded.

The Eurorail team has now invited the young delegates they have met during their trip to EVG's summer camp in Eze sur Mer, France, in August 2015. It is a perfect occasion to update each other on any developments since their last visit. EVG Youth hopes, together with the ETF Youth as a partner, it will also be an occasion to define interesting future projects in the same spirit as their tour, under the motto "We live in community". You can read the Eurorail Tour blog here: [www.eurorailtour.de](http://www.eurorailtour.de)

## 4. Projects in focus

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

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



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

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

## 5. Sections in brief

### Inland Waterways

#### European Parliament adopts SPA on working time



On 23 October 2014, the European Parliament has adopted a [motion for a resolution](#) on certain aspects of the organisation of the working time in inland waterway transport following the Social Partners' Agreement. With the adoption, the European Parliament welcomes a Council directive that implements the European agreement on working time for Inland Waterways, for the nautical and also for the Hotel, Restaurant and Catering staff.

In November 2009, the recognised European Social Partners for Inland Waterways, namely the ETF, the European Barge Union (EBU) and the European Skippers Organisation (ESO) formally adopted a document containing all principles regarding working time for



EU IWT in the Social Dialogue Committee. Negotiations with the employers' organisation resulted in an agreement on Working Time for the sector, which was officially signed in February 2012. The European Agreement also applies to crew members and shipboard personnel on board of passenger vessels. It complements the [general Working Time Directive](#), and provides for minimum requirements, leaving the Member States and social partners free to adopt measures that are more favourable to workers in the area concerned.

## Other Section News

### ETF Seminar 2014 in Paris

On 29 and 30 September 2014, the ETF organised an Inland Waterways Seminar in Paris, which addressed the future crewing regulation in preparation of the upcoming CCNR (Central Commission for the Navigation of the Rhine) Round Table debate on 5 November 2014. Representatives of all key stakeholders – EBU and ESO as employers' organisations – and Ms K. Moosbrugger on behalf of the CCNR – presented their views on the matter. 23 participants formulated a trade union reply. The seminar's conclusions constitute the ETF position during the CCNR Round Table.

### Section evaluates River Cruise Campaign

The initial [ETF River Cruise Organiser Project](#) came to an end on 31 October 2014. In order to assess the campaign, the Section has issued an evaluation form to all parties involved. Based on its outcomes, the Section decided to continue with the project for another 3 years.



Werner Kiepe (Verdi, Germany), was appointed as River Cruise Organiser during the initial project phase. Unfortunately, he informed the section that due to health issues he could no longer remain in that position. The Section and the entire River Cruise Working Group want to thank Werner for his valuable pioneer's work and wish him well. The River Cruise Working Group, in close cooperation with both the ETF and ITF, will finalise negotiations on the nomination of the new River Cruise Organiser.

### Section elections

At its meeting on the 27<sup>th</sup> of October 2014, the Section elected a new Youth Representative now Sander Ruts (ACV-Transcom, Belgium) has reached the age of 35. Dorotea Zec from the Croatian Seafarers' Union SUC was unanimously elected as the new youth representative.

Milan Jerabek, from the Czech Trade Union of Seafarers, was elected as the new Vice-Chair for Eastern Europe as the position remained vacant after the tragic accident of Captain Gunter Lehninger (Vida, Austria).

### Educational projects

The Section is involved in two European educational projects. [CMINET](#) (Course Manuals for Inland Navigation Education and Training) is the project in which ETF cooperates with inland waterways training centres from the Netherlands, Germany and Romania, to develop course manuals for inland waterways' educational programmes. The ultimate aim is to develop a guide to ensure that the competences, skills, knowledge and proficiency are of the highest possible standards.

[TTIET](#) or "Train the Trainer course material for Inland navigation Education and Training" is a project in which the ETF, together with the aforementioned partners, develops a Train the Trainer package on the use of simulators in the overall inland waterways' educational programmes.

## Maritime Transport

### Social Partners break labour law deadlock

On 3 October 2014, the European social partners [ETF and ECSA announced](#) that they have reached an Agreement on the issue of the exclusion of seafarers, in the form of a package deal covering all Directives. Although not binding, the ETF-ECSA initiative may be considered as very positive. It demonstrates the importance of an active and constructive social dialogue at European level.

EU labour law generally applies to all workers in all sectors. However, certain Directives allowed Member States to exempt seafarers on the basis of the “particular nature of maritime transport”. This had opened the way to a differentiation of treatment of seafarers compared to their land-based counterparts. In November last year, the Commission issued a legislative proposal, amending the relevant EU Directives, i.e. Insolvency, European Works Councils, Information and Consultation, Collective Redundancies and Transfer of Undertakings.



The Commission proposal spurred a strong reaction from all parts, either in favour or against. But upon examination of its practical application, it became clear that the text created much confusion and did not solve some of the core concerns of the social partners. Conscious of the need to take the heat off the debate,

both ETF and ECSA decided to move forward with negotiations within the framework of their European Sectoral Social Dialogue Committee (ESSDC) in Maritime Transport. In that context the social partners explored common ground in a spirit of cooperation and goodwill.

Whilst taking into account specific features of the maritime transport sector, this Agreement aims to close some loopholes and ensure that seafarers are treated on an equal footing with land-based workers. It is therefore the social partners’ hope that such an Agreement will help to promote employment, to improve the living and working conditions, and offer proper social protection and enhanced dialogue between management and labour.

The ETF is confident that the Agreement will have a positive impact for seafarers, guaranteeing fairer and just working conditions and their right to information and consultation within the undertaking. It also offers a way to facilitate European Parliament’s and Council’s work towards a swift and smooth completion of the legislative process. The social partners are committed to cooperate as closely as possible with the co-legislators to guarantee a rapid adoption of the revised rules.

### Council lacks commitment to improve the social sustainability of the maritime transport sector

On 5 June 2014, the Council of the EU adopted the conclusions formulated in the context of the mid-term review of the EU’s maritime transport policy until 2018 and outlook to 2020. The review has been based on the so-called [Athens Declaration](#) that sets EU shipping policy priorities for the coming years. In its [position paper](#), the Section welcomes the importance the Council is attaching



to the EU maritime transport sector. However, the ETF considers the Political Declaration as flawed and lacking a meaningful and unequivocal commitment to promote more and better jobs at sea for European domiciled seafarers, be they ratings or officers.

The Section's position paper has received the consideration of both the Commission – who stated that the views expressed by the MTS will be taken on board when assessing the mid-term results of the EU's maritime transport policy in the course of 2015 – and the European Parliament where some MEPs expressed support for it.

### Tackling further liberalisation of maritime services on the international stage

The Section has engaged in a reflection to address the worrying trend towards ensuring free access to markets and further liberalisation of trade in maritime services through free trade agreements concluded at international level, such as the EU-US Agreement on a Transatlantic Trade & Investment Partnership (TTIP) and the EU-Canada Comprehensive Economic and Trade Agreement (CETA).

Against this background, the Section has embarked on initiatives aimed at voicing European affiliates' concerns at such Agreements which, among several worrying proposals, intend to wipe out existing maritime Cabotage laws. An MTS [position paper on TTIP](#) was produced as well as a [statement on CETA](#) to express solidarity with our fellow maritime professionals in both the US and Canada. The latter have expressed their appreciation to the ETF for supporting their constant struggle to protect national seafaring jobs. Besides, MTS affiliates have been asked to address a letter to the Canadian Embassy in their respective countries, warning of the dangers of CETA.

The MTS seized this opportunity to reiterate its firm position. Instead of trying to undermine existing maritime cabotage rules in North America or elsewhere, European lawmakers need to look seriously at providing similar measures in Europe. Measures to protect our dwindling maritime skills base and to ensure that the hugely important EU maritime services cluster continues to thrive and have a ready supply of trained maritime professionals, officers and ratings, upon which it depends. *“Without European seafarers there can be no European maritime cluster. Likewise in the USA and Canada it is difficult to comprehend how the domestic shipping industry can survive if the measures currently being proposed are implemented”*, it is stated in the Section's position papers.

### Social Partners reiterate their demand to tackle piracy in African region



**EU-Africa Summit**  
**Sommet UE-Afrique**

Bruxelles 2014 Brussels

On 2 and 3 April 2014, the 4<sup>th</sup> EU-Africa Summit took place in Brussels under the theme "Investing in People, Prosperity and Peace". It offered an appropriate occasion for the ETF and ECSA to reiterate their call for continued efforts in combating piracy in East Africa and to raise the alarm about the upsurge of piracy attacks and armed robbery in the Gulf of Guinea. With the summit bringing together African and EU leaders, as well as the leaders of EU and African Union institutions, the European Social Partners requested the EU to liaise with the regional states to ensure safe navigation also in this other sub-region of the African continent.

*“The EU and the Member States have to continue the good work in East Africa and come up with immediate action in West Africa”,* the social partners state in their declaration. *“The EU should use the dialogue with African States to decide on joint concrete action to provide safe and secure trade links in West Africa.”* The Seafarers' and Shipowners' representatives encourage the EU and other

international actors to continue to resource naval forces in the area and to continue the efforts on land to address the root causes. The statement concludes with calling upon all parties to take up their responsibilities and to adapt the toolbox of counter-piracy measures that has worked well in East Africa, for application in the Gulf of Guinea.

## Other Section news

### Implementation of the Work Programme 2013-2017

Over the past months, the Section has made progress in the implementation of its multiannual Work Programme, by focusing in particular on the following issues: a campaign on a revamped manning conditions regulation, the concept of adequate manning scales within an EU context and the fair treatment of seafarers to achieve mandatory application of the related IMO-ILO Guidelines at European level.

### Reopening negotiations with ECSA on the transposition of amendments to the MLC, 2006

The ILO has adopted a set of amendments to the Maritime Labour Convention, 2006, establishing mandatory requirements that shipowners have financial security to cover abandonment, as well as death or long-term disability of seafarers due to occupational injury and hazard. Following this adoption, the Section agreed that both ETF and ECSA would have to launch initial discussions on the way the abovementioned amendments will be transposed into EU law in order to bring the Community acquis in line with the amended MLC. Negotiations are likely to start soon within the framework of the SSDC. It is also very likely that these negotiations will pursue the adoption of a binding agreement, as provided for in Articles 154 and 155 of the Treaty on the Functioning of the European Union (TFEU).

## Dockers

### Council reaches disappointing agreement on PSR



On the 8<sup>th</sup> of October 2014, the Council reached an [agreement](#) on the proposed regulation on market access to port services ([Ports Services Regulation](#) or PSR) and financial transparency of ports. The Section acknowledges that the European Parliament has tackled some of the issues the ETF had addressed earlier, but considers the actual agreement to be even less social than the European Commission's initial proposal itself.

At earlier occasions, when speaking at a [public hearing](#) and in a [position paper](#), the ETF had already expressed its criticisms over the draft regulation. The difficulties encountered by the political groups to find compromises on some of the central parts of the proposal show how the draft regulation is inappropriate and that market access is not seen as a priority by many policymakers and stakeholders. The Section is disappointed about the Council agreement, for example because it disregards the improvements that had been introduced by the Parliament, such as the exclusion of industrial actions amongst the causes for taking emergency measures in case of disruption of service, the addition of social standards amongst the minimum requirements to be met by the service providers and the obligation to apply the legislation on workers' rights in case of transfer of undertakings. The Section is determined to continue to closely monitor the legislative process.

## Roadmap on training and women's employment

At their meeting held on 21 October 2014, the EU social partners in the port sector have adopted a document setting the objectives of their future work on [training and qualifications](#). The social partners' main aim is to develop guidelines for the establishment of training requirements that take into consideration the future training needs of the sector in light of technological and logistical changes and changes in customer demand. [Recommendations](#) on women's employment in the sector were also agreed upon during the meeting. These recommendations engage social partners at European, national and local level to cooperate in order to promote equal opportunities and support female employment in the sector.

## ETF Dockers' Newsletter launched

As part of the Secretariat's strategy to improve the communications within the Section and also with the institutions and stakeholders, an ETF dockers' newsletter was launched in October 2014. On regularly basis, the Secretariat will inform the currently more than 400 subscribed people about for example Section works, affiliates' actions, disputes and victories. Interested parties can subscribe to the newsletter on [this webpage](#).



### 20 October 2014 COUNCIL'S DEAL ON PSR EVEN LESS SOCIAL THAN COMMISSION'S PROPOSAL

This is, in brief, the opinion expressed by the ETF Dockers' Section after having examined the **agreement reached by the Council** on 8 October on the proposed **regulation** on market access to port services (Ports Services Regulation or PSR) and financial transparency of ports.

The ETF had expressed a **quite negative judgement** on the latest port policy proposal from the Commission, which it appeals to reject, but had nevertheless acknowledged the efforts made in the European Parliament to try to improve the social dimension of the text.

## Affiliates' news

### Norwegian dockers locked out from MIT terminal



Since the 8<sup>th</sup> of May 2014, dockworkers of the local MIT (Mosjøen Industri Terminal) terminal in Mosjøen have been locked out from their workplace. As MIT was in arrear with the payment of the dockworkers' salaries, the local NTF (Norwegian Transport Workers' Union) branch requested the employers to pay the owed amount or to guarantee a reasonable and limited delay in doing so. In the absence of a reaction from the employers, the dockworkers felt obliged to refuse to work until the payments would be settled. That

seemed to have woken up the employers and provoked the lock out of the workers by withdrawing their ISPS (International Ship and Port Facility Security) cards.

The situation of the Norwegian dockworkers induced international solidarity and at several occasions the ETF and its affiliates have expressed their support. At a solidarity action on 5 April 2014 in Oslo, called by NTF after six months of strikes in ports across the country, ETF President Lars Lindgren addressed the workers and hundreds of people at the YoungsTorget Square. A call for solidarity was sent on 6 October 2014 by ETF Dockers' Section Chair, Terje Samuelsen, asking to show support by sending solidarity messages to the local NTF branch. And on 18 October 2014, ETF Political Secretary for Dockers, Livia Spera, joined along with affiliated organisations, a solidarity rally where she addressed the people: *"Dockworkers' rights are being attacked in Norway and all over Europe, as are workers in the other transport modes. Your fight is not just about the dockers in Mosjøen, it's about*

*all of us and concerns every single transport worker in Europe.”* The ETF continues to follow-up on developments in the conflict and reiterates its call for demonstrating the power of international solidarity among European dockworkers.

### **European Commission targets Belgium’s organisation of port labour**

On 28 March 2014, the European Commission has sent a notice to Belgium on the organisation of port labour in Belgian ports, saying it infringes the rules of the Treaty on the Functioning of the European Union (TFEU). It is the first step towards the lengthily announced opening of an infringement procedure against the Belgian government.

The Commission’s notice to Belgium follows a complaint, allegedly from an employer operating in the port of Antwerp, owning a company that has recently invested in the Baltic area and has close contacts within the European Commission. This fits perfectly into the Commission’s current strategy to liberalise port labour via national court cases after earlier attempts to do it through European legislation failed. In 2012, a reasoned opinion on the organisation of port labour was sent to Spain as well, which resulted in the opening of an infringement procedure.

At an informal meeting between the Belgian government and DG MOVE on 3 October 2014, the European Commission allowed the social partners a few more months to adjust the Belgian system of organising port work. Only by doing so, the Commission officials said, the “reasoned opinion” and a court case at the European Court of Justice in Luxemburg could be avoided. Belgium has been for many years a target for all those who see good working conditions as an impediment to competitiveness. Having failed twice to liberalise port labour through legislation in the recent past, court cases are now being used to weaken social protection of port workers. The ETF firmly condemns the hypocritical attitude of the European Commission, which declares its support to the development of social dialogue in the sector and at the same time encourages the presentation of complaints. The notice was sent to Belgium just a few days after the conclusion of an agreement between the employers and the unions on the actualisation of port labour.

## **Fisheries**

### **Social partners adopt position on the proposed driftnet ban**



At their meeting held on 10 October 2014, the European social partners in the sea fishing sector, ETF, Europêche and Cogeca, have

adopted a position on the Proposal for a Regulation laying down a prohibition on driftnet fisheries ([COM\(2014\)265](#)). In their document, social partners raise concerns over the ‘one-size-fits-all’ approach taken by the European Commission. Instead of putting efforts to make sure that current legislation is enforced, the Commission wants to ban driftnets without taking into account the socio-economic impact of such proposal.

The Commission acknowledges not to have properly investigated the proposal’s economic consequences for the sector: *“it has not been possible to collect accurate landings data from driftnet fisheries apart from Italy and UK, which made it almost impossible to identify the economic importance of the gear at the European level.”* It instead has drawn the easy conclusion that, because

there are signs of a decrease in the number of vessels partaking in driftnet fishing, the overall socio-economic impact of a total ban should be considered irrelevant.

In their position paper, the social partners state that the Commission firstly should focus on enforcing the current rules in place and initiating strict infraction procedures against those who do not comply. The paper concludes with urging the Commission to source accurate and up-to-date data on the socio-economic consequences of its proposal on the European driftnet fleets and the EU fishing sector as a whole. *You can download the position paper by clicking [here](#).*

### **ETF consulted on technical measures reform CFP**

In view of the implementation of the new Common Fisheries Policy (CFP), DG MARE launched in January of this year a [consultation](#) on a new framework for technical measures. With this consultation, the European Commission aimed to learn the views of the main stakeholders on how to develop a new technical measures framework in order to achieve the objectives of the reformed CFP.

The ETF welcomed this initiative to collect relevant evidence and information from stakeholders to help the Commission develop its thinking in this area. In May 2014, the Section responded to the Commission's call and issued its [opinion](#) on the matter. Amongst the recommendations put forward in the document, the ETF mentioned the need for a major involvement of the Advisory Councils in the design of the new technical measures and for financial support to mitigate the negative impact that some measures could have on the enterprises and workers. The ETF included examples of projects that have been carried out in the past and that could be taken as best practices.

## **Road Transport**

### **MEPs vote for improving professional drivers' safety and comfort**



On 15 April 2014, the European Parliament (EP) voted in plenary, first reading, on maximum weights and dimensions for certain commercial vehicles in circulation within the EU Internal Market. After nearly one year of campaigning and tabling several amendments on improved drivers' health and safety, the ETF welcomes the EP decision to allow key improvements to the quality of drivers' working conditions. Following the EP vote, the

driver's cab will have to comply with the legal health and safety requirements set by the EU legislation. The dossier is currently in the trialogue between European Commission, European Parliament and the Council and the ETF will continue its lobbying activities vis-à-vis the European institutions.

An expert working group on aerodynamics was set up by the European Commission to discuss the technical aspects of the future truck design. The ETF is part of the expert group that is mainly compiled of industry lobbyists and truck / trailer manufacturers. Hence, there is limited awareness and expertise on health and safety in the working group. To promote environmental and social aspects in the expert group the ETF has formed an informal alliance with Transport & Environment (T&E), European Transport Safety Council (ETSC) and other organisations.

### Part of the broader “Respect for professional drivers” campaign

In September 2013, the ETF started its [campaign](#) on better comfort and safety for professional drivers. Professional drivers spend minimum 9 hours daily in their cabins in prolonged sitting position with very limited possibility to adapt their posture. On long-haul journeys, they tend to spend from several days to several weeks in the cabin, driving but also taking their rest in the cabin. The inadequate size of the driver’s cab, the insufficient space between driver’s seat and couchettes and the lack of storage facilities make the cab a precarious working and living environment. Prolonged exposure to noise and vibration can affect the driver’s vision, coordination and overall ability to drive safely, as shown by a [study](#) conducted by the European Agency for Safety and Health at Work.

### ETF campaign on weekly rest

In the context of the ITF Road Transport Action Week, held from 6 to 11 October 2014, the ETF kicked off its campaign on [weekly rest taken in the lorry](#). The campaign aims to correctly inform professional drivers and policy makers over legal aspects of weekly rest requirements imposed by Regulation (EC) No 561/2006, as well as their ability to curb social dumping in road transport.



### Why this campaign?

In the first half of 2014, [France and Belgium](#) adopted measures to enforce EU rules banning professional truck drivers to take their weekly rest in the vehicle. With those EU rules, the European legislator has recognised the necessity and importance for adequate rest conditions at the end of the driver’s working week. Good quality of rest eliminates fatigue and makes truck-driving safer. The measures taken by France and Belgium impose serious fines and sanctions to road transport operators who fail to provide conditions for the weekly rest away from the truck. The measures impact particularly those companies recruiting drivers from countries with low pay levels and social protection and engaging them in international and cabotage transport operations away from their home countries, for continuous periods of 1 to 6 months. In this context, the ETF has developed an [online questionnaire](#) for drivers to collect further information on how drivers have been affected by the measures adopted by Belgium and France.

### Campaign stretches beyond ITF action week

In the course of the ITF Action Week, the [ETF and the Section members](#) have organised actions varying from meetings with truck drivers in parking areas throughout Europe, to contacts with European Institutions and national governments. The ETF together with the President of the ETF Road Transport Section, Roberto Parrillo, met with Michael Cramer, Chair of the European Parliament TRAN Committee on 8 October 2014 to express their concern about the persisting lack of sustainability of the road transport sector and to inform him about the ETF campaigns. Both sides shared the view that urgent action must be taken by the industry and the policy makers to turn road transport into a sustainable sector. Moreover, a delegation consisting of the ETF and its Dutch and Romanian member unions FNV Bondgenoten and SLT ATU Romania met the Romanian Ambassador to the Netherlands to discuss the situation of Romanian professional truck drivers living and working on substandard conditions in the Netherlands. A series of common concerns were expressed during the meeting, all converging to the dumping practices that strip these professionals of their dignity,



and expose them to discrimination in terms of pay and working conditions. The issue of enforcement of the weekly rest taken in the lorry was also discussed.

The campaign will continue much beyond 11 October 2014. [Campaign materials](#) continue to be used for all ETF regular meetings with policy makers and will be largely distributed during the ETF social checks organised in parking areas – activities meant to collect evidence on social dumping in road transport.

### Pilot project on cross-border organising



Under the coordination of the ETF and with resource assistance from the ITF, 6 trade unions from Belgium, Bulgaria, Denmark, the Netherlands and Romania started a pilot project early this year aiming to organise Bulgarian and Romanian drivers working in and from Denmark, Belgium and the Netherlands. The project was also a test-case for the past Section CROSS-ROAD project.



Since January 2014, several field visits were organised in parking areas in Denmark, Belgium and the Netherlands and led to the recruitment of more than 100 truck drivers. And the ball keeps rolling. A leaflet produced by the six trade unions has gone far beyond the places visited by the involved ETF affiliates. More and more drivers around Europe get hold of it and come to know about the project objectives. A meeting with the management of a Belgian company employing Romanian drivers was also one of the project activities. It aimed to ensure

workplace union recognition of the Romanian trade union and a better representation of Romanian drivers. The project will continue and unions have already started working on specific road transport companies, especially those working at a large extent with Romanian and Bulgarian drivers abroad.

### Fringe meeting on organising truck drivers

In the context of the ITF 2014 Congress in Sofia, the ETF organised on 12 August a fringe meeting on “*Organising cross-border truckers: Bulgarian and Romanian unions organise truck drivers across Europe*”. Six ETF and ITF affiliated unions presented the interim outcome of the cross-border organising project to the participants, informed about the working and living conditions of truck drivers in Europe and shared their first-hand organising experience.



Eastern European truckers have been considered as a ‘cheap’ labour force in European road transport. Away from their home country for months, they live, eat, sleep in their lorries, they are poorly paid, and at full discretion of their employer. An ETF survey covering about 1,000 truckers

from Eastern Europe showed that all those interviewed considered themselves discriminated on grounds of their nationality.

### Other Section news

#### ETF CROSS-ROAD project - Follow-up project application

Following the ETF CROSS-ROAD project in 2012, the ETF applied in June 2014 for an 18-month follow-up project. The project aims to enable the affiliated Road Transport unions to better service their members in a cross-border context and to develop materials for non-resident drivers. If approved for funding by DG Employment, the project would start in December 2014.

#### CLOSER project

Along with four other organisations (AFT IFTIM, IRU, CORTE and ECR), the ETF takes part in a 2-year project, financed by DG MOVE, which aims to define competences of companies, professional drivers and control authorities with regard to enforcement of:



- the cabotage rules;
- driving and rest time;
- secure loading.

The main outcome of the project will consist of a curriculum for drivers, transport operators and enforcers, to be used in the future for training and informing the three above mentioned target groups on the practical implementation of these rules.

## Railways

### No to European Commission's proposals on market pillar of 4th railway package



On 8 October 2014, the Section organised a picket line in Luxembourg to protest against the European Commission's proposals on the political pillar of the 4<sup>th</sup> Railway Package. At the time and location of the action, the European Transport Ministers were holding an orientation debate on the topic. More than [120 trade union activists](#) coming from Luxembourg, France, Belgium and Germany stood together to send a clear message to the Council of Ministers of Transport.

#### No to further liberalisation in the sector, no to the destruction of integrated railway companies

Contrary to what the European Commission proposes, the ETF calls to keep the possibility of direct awarding public rail passengers' services contracts, to reject the proposal on market opening for rail passenger transport and does not accept the introduction of rules that will lead to a further destruction of integrated railway companies. The ETF is also of the opinion that there is no need for amending the existing legislation on the "Public Service Obligation" (Regulation 1370/2007), which is still in transition period and not fully implemented by the Member States.

The Transport State Secretary from Luxembourg visited the ETF picket line and addressed the workers saying that the concerns will be shared with the other 27 transport ministers and taken into account. The State Secretary also received a [petition](#) summarising the ETF position:

- **No cherry picking on profitable railway lines** to the detriment of an integrated and area-wide offer of public passenger services for the people. No open access competition for domestic rail passenger services.
- **No further strangling of integrated rail companies.** Respect different organisational models. The most successful railways are integrated railway systems. Preserve the internal labour market that offers perspectives, for example to those railway workers with safety relevant tasks who are not able to carry out their job anymore due to health reasons.
- **No compulsory tendering of rail public passenger services** across Europe. Respect the freedom of choice of competent authorities on how to organise their public services, which is guaranteed by Protocol 26 of the EU Treaty.
- **Don't make public transport workers and their jobs subject to competition;** don't allow a race to the bottom on working conditions when public transport services are tendered. Ensure a social level playing field for all competitors and ensure job security for workers by a compulsory transfer of staff in the case of change of operator.

The ETF fights against measures that turn the railway sector into another opportunity for private actors to make profits and actions that undermine the preservation of affordable, accessible, quality railway services for the people. The 4th Railway Package that mainly aims to enhance competition will not bring any of this and will inevitably lead to cost-cutting measures, increasing the pressure on working conditions and on employment.

## Other Section News

### Section elects new youth representatives

With Katalin Mathé stepping down from her international trade union positions, the Section decided to elect a new representation in the ETF Youth Committee. Until he reaches the age limit, in October 2015, Nick Quirk, trade union representative for RMT, United Kingdom, will join the Youth Committee. From the 1<sup>st</sup> of November 2015 until the end of the mandate, Christian Tschigg (FIT-CISL, Italy) will take over Nick's seat in the Section Steering Committee and in the Youth Committee. Up to that date, Christian will accompany Nick as an observer for both positions.

### Guidelines on cross-border cooperation of locomotive drivers and on-board personnel

The Section adopted guidelines that aim to give guidance on bilateral cooperation between ETF members on topics that concern locomotive drivers and on-board personnel who operate cross-border. A key element is the establishment of cross-border coordination committees. The guidelines help to better understand the issues at hand, the importance of solidarity between unions in order to tackle the problems it brings, and to fight social dumping and safety breaches often occurring in cross-border services. The ETF takes up the task to monitor activities of committees, composed of union representatives, that agree to identify differences in working conditions and salaries that lead to social dumping.

### **Social Partners introduce project on attractiveness of the railway sector as employer**

The European Social Partners, CER and ETF, agreed to submit a project proposal for EU-funding on the attractiveness of the railway sector as an employer. Even without the consequences of the economic crisis and the permanent restructuring processes, the sector faces a demographic problem and companies are in high need to recruit new and qualified workers. The project aims to better map the barriers that prevent railway companies to renew their workforce and find solutions to improve the situation.

### **Locomotive Drivers and On-board Personnel Advisory Groups**

Each advisory group met twice in 2014. The Locomotive Drivers Advisory Group currently focusses its work on the modification of the Directive on the train driver certification. One of the On-Board Personnel Advisory Group's priorities is to set up a campaign to maintain staff on board of trains. There is a tendency in European rail passenger transport to fully abolish on-board staff from trains. Both groups worked on the text of the mentioned Guidelines on cross-border cooperation.

### **Minimum Services Obligation in case of strike**

The ETF sent out a questionnaire to identify those European countries, which introduced minimum services obligations in case of strike in the railway and urban public transport sector. The ETF has received replies from 22 countries. In nine countries minimum services obligations are already a reality, while in a number of other countries ETF affiliates reported that authorities are pushing to introduce it. The interference in the right to strike is a growing reality.

### **Shift2Rail: Section asks for a budget to investigate social impact**

The Section adopted a [position](#) on the Shift2Rail multiannual research program that the EU is putting in place to develop and implement railway-related technology. The ETF asks that at least a small part of the total budget of € 920 million is dedicated to research on the social impact of deploying new technologies in the sector.

## **Urban Public Transport**

### **A European Sectoral Social Dialogue Committee for Urban Public Transport?**

ETF and UITP agreed to jointly request the establishment of an SSDC for the urban public transport sector in order to ensure more resources and guarantee a better continuity for the social dialogue that exists since 2001. Up to today, urban public transport is being represented in the European social dialogue via the European Sectoral Social Dialogue Committee (ESSDC) for road transport as a working group, meeting only once a year.

An extensive discussion between ETF and UITP on the work programme of such a future Committee took place during the social dialogue meeting on the 25<sup>th</sup> of September. A number of priorities and topics were identified, to be addressed on short, medium and long term. On the basis of an agreed work programme, ETF and UITP will soon send the joint request to the Commission. Then it is a matter of waiting for a Commission decision on the establishment of a Sectoral Social Dialogue Committee for Urban Public Transport.

## Social partners commit to strengthen women employment

The European Social Partners, ETF and UITP, want to strengthen women employment in the sector, since it is in the interest of both the companies and the workers, they state in the [joint recommendations](#).

Those recommendations follow the 2011/2012 social partners' project called "WISE – Women Employment in the Urban Public Transport Sector". The project brought to light the main

barriers for women to access or stay in the urban public transport sector. The increasing phenomenon of verbal and physical violence by third parties is an additional issue to cope with in order to make the sector more attractive for women. The joint text was endorsed by ETF affiliates and UITP's human resources committee, thereby ensuring a proper follow-up at national level. On 8 April 2014, in the presence of the Vice-President of the Parliament, Isabelle Durant, the social partners have officially signed the joint recommendations.



### Joint statement on training of bus drivers

At that same occasion ETF and UITP also signed a [joint declaration](#) on the implication, application and further development of Directive 2003/59/EC on the training of professional drivers in road transport. Both social partners state that initial and continuous training of professional drivers in the sector have positive effects. Therefore, they demand that competent authorities express training requirements in tender specifications in order to positively recognise the training efforts of companies when selecting the operator.

### Urban bus drivers' work place

The Committee validated the outcome of the ad-hoc group that worked since January 2013 on a trade union position on possible European standards for the urban bus drivers' work place. The Committee also took a decision on a road-map to follow-up the work of the ad-hoc group.

## Civil Aviation

### Section makes fight against social dumping major priority

At its meeting in June 2014, the Section adopted 10 proposals to fight social dumping in the aviation sector, thereby making it one of its key priorities for the coming years. Among those proposals, the most important are trade union recognition and collective bargaining, revision and improvement of EU legislation to fight against social dumping and negotiation of an agreement with the employers on social rights for the civil aviation employees.



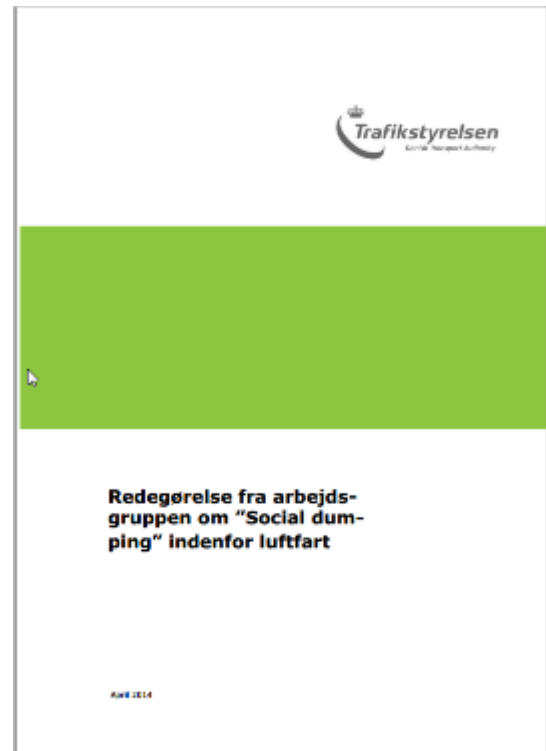
The excessive use of temporary workers, bogus self-employment, and outsourcing or circumvention of labour legislation are only some of the ways social dumping unveils itself in the sector. At several occasions, ETF Political Secretary François Ballestero addressed the ETF concerns about the recent tendencies in aviation. At a conference organized by the LO in Norway in March, at a public hearing organised in April by the European parliamentary group GUE-NGL (European United Left - Nordic Green Left) and at the extraordinary meeting of Group II (Workers) of the European Economic and Social Committee in October.

### Danish report on social dumping in aviation

It is clear that ETF cannot act alone and the support of national unions organising aviation workers is crucial. One of the most advanced countries in Europe in terms of fight against social dumping is Denmark. A dedicated working group of the Danish Aviation Council, in which several ETF affiliates participate, has been created to look at the issue in depth. The group mapped the size of the problem and came with concrete proposals on how to prevent social dumping in the context of Danish and European legislation.

The ETF welcomes this initiative and will ensure coordination with possible actions in other member states. **François Ballestero**, ETF Political Secretary, commented: *"We are happy that concrete proposals included in the working group's report are going into the same direction as ETF proposals for fighting social dumping. ETF affiliates from other countries are invited to take similar initiatives to fight social dumping."*

You can download the report of the Danish Aviation Council's working group [here](#).



### Social Partners fight flags of convenience in aviation

At a [press conference](#) on 11 July 2014, the EU Social Dialogue Committee for Civil Aviation presented a [joint declaration](#) warning that Flags of Convenience will lead European aviation to the fate of the decimated European maritime industry. The Social Partners call on the European Commission and Parliament to fight these practices and revise legislation on visas and work permits for non-EU based crews and bring clarity on "principal place of business for airlines" together with a binding social protection for crews.

### ETF welcomes US DOT decision on Norwegian Air

As part of a broad labour coalition from both sides of the Atlantic, the ETF has been campaigning against unfair employment practices of Norwegian Air International. Despite its name, this company is established in Ireland in order to circumvent stricter Norwegian legislation and in order to hire non-EU nationals to work on board of EU-registered airplanes. A high number of airlines, engaged in

a genuine social dialogue and in line with existing labour standards, have joined the coalition in objecting NAI's request for a foreign air carrier permit. Therefore, the Section welcomed the decision of the United States Department of Transportation (DOT) to deny NAI an exemption for a foreign air carrier permit. The ETF now urges the US DOT to permanently refuse NAI access to the US aviation market and close the door to its dubious employment practices.

## Single European Sky 2+



At the meeting of the Transport, Telecommunications and Energy Council Meeting in Luxembourg on 8 October 2014, the EU ministers debated on a progress report on the recast regulation, the so-called “SES2+ package”, for the Single European Sky (SES). In this light, the ETF has sent the European transport ministers an open letter highlighting its concerns, particularly when it comes to unbundling of support services and performance schemes.

ETF's overall evaluation of the Commission proposal expressed in the open letter is negative, stating that the proposed liberalisation process is counter-productive with a negative impact on safety and no improvements to be expected regarding ATM performance. The letter also criticises, among other things, the timing of the proposal, after an incomplete implementation of the 2009 SES Regulation: *“a constantly changing legislative background creates uncertainty and instability in the ATM sector”*.

Despite ETF's and its affiliates' exerted pressure, the European Parliament followed on [12 March 2014](#) the Commission's approach, which contains many controversial elements as e.g. unbundling of the support services as communications, navigation and surveillance systems (CNS), aeronautical information services, meteorological services and training.

The Italian Presidency is now examining the Commission proposal and hopes that the Council reaches by December this year a general common approach, setting the framework for further legislative steps. François Ballester, ETF Civil Aviation Political Secretary, has shared ETF's concerns about the SES2+ package at a high level conference organised by the Italian Presidency of the Council on 6 and 7 November 2014 in Rome. You can read the open letter by clicking [here](#). The ETF is determined to continue its campaign for a Single European Sky that includes safety and social aspects.

## Final project report unveils impact of low fare airlines on industry



Liberalisation of air transport in the early 1990's has brought benefits to the travelling public in terms of democratisation, cheaper air fares and diversified offers. But who pays the price and what is the amplitude of this phenomenon? The ETF dedicated an EU-funded project to investigate the impact of low fare airlines on the airline industry.

The project included a scientific study aiming at documenting the incidence of the new flexible

model of employment in European civil aviation, as well as a two-day conference that took place on 1 and 2 July 2014 in Catania. Around 120 delegates gathered in order to discuss preliminary findings of the study and strategies on how to cope with the new situation. At a [fringe meeting](#), organised in the context of the ITF 2014 Congress in Sofia, Professor Peter Turnbull (University of Cardiff) had another occasion to present the findings of the aforementioned study. Based on the project results, the ETF and its members have developed appropriate strategies to tackle the challenges ahead.

The outcome of the project supports the decision of the ETF Civil Aviation Section to make social dumping in the aviation one of its key priorities and also shows the need to bring clarity over its consequences for the European aviation market. You can download the final project report [here](#).

## Other Section News

### No more outsourcing and redundancies at Finnair

After difficult negotiations, the Finnish Cabin Crew Union (SLSY) and the management of Finnair



reached an agreement on 4 October 2014. The union received a two-year protection from redundancies and no more jobs will be outsourced for the next four years. In return, the union agreed with measures that will bring the company annual savings of € 18 million.

Earlier, the Finnair management had abandoned negotiations with the union and signed an agreement with the Norwegian crew management company OSM aviation to outsource cabin crew. It was estimated that this would mean a loss of at least 180 cabin crew jobs. ETF General Secretary Eduardo Chagas wrote to the Finnish Prime Minister, reiterating the company's obligations as a majority stakeholder and urging him to appeal on the management to re-engage in negotiations with the union. You can read the final [agreement](#) here.

### Solidarity with a dismissed Polish trade union leader



On 25 July 2014, the management of LOT Polish Airlines has unlawfully dismissed the vice-president of the ITF and ETF affiliated cabin crew union ZZPP, Andrzej Jeżewski. He is the 8<sup>th</sup> union leader dismissed over the past 5 years, which shows that the company is pursuing an anti-union strategy. The company clearly breached Polish law by dismissing a trade union leader without proper grounds and consent of the trade union. As LOT is still majority-owned by the Polish state, the ETF and ITF have sent a joint letter to the President of the Republic of Poland, the Prime Minister and Minister of Finance with the request to reinstate Andrzej. The ETF/ITF also recalled the obligations of Poland as a signatory party of the Conventions of the International Labour Organisation. At the same time, the ETF and ITF launched jointly with LabourStart an [online campaign](#). The campaign has gathered over 8,500 signatures.

### CCC statement on airspace security and contagious diseases

The ETF Cabin Crew Committee (CCC) has adopted two statements in the response to the tragic accident of flight MH17 over Ukrainian territory and the recent outbreak of Ebola pandemics. Both



papers contain guidelines to be followed at company and national level; the CCC insists that any measures have to be negotiated with the trade unions.

### **EASA**

As part of its strategy, the ETF is working with the European Safety Aviation Strategy (EASA) on issues of workers' interest. The Section has created a dedicated EASA Strategy Group (ESG) to coordinate the work of individual experts. An extraordinary meeting on 19 August discussed ETF's reply to the Commission's consultation on the extension of the EASA scope as well as on the EASA Notice of proposed amendment covering the same subject. Further important dossiers include human factors/just culture, special categories of passengers, CRM (Crew Resource Management) training or engineer licensing. The extension of EASA scope to ground handling will become a very important issue in the future.

### **ETF Aviation Facebook group**



The Facebook group set up by the Section has reached more than 500 members, which is a great success. Via this channel, the Secretariat regularly updates its members about Section work and its progress, fights fought by affiliates and actions organised all over Europe. You can easily become part of the group by requesting to join via [this link](#).

## **Tourism**

### **ETF attends 13th European Tourism Forum**

From 29 to 31 October 2014, the 13<sup>th</sup> European Tourism Forum on 'Tourism and Culture in Europe: innovative actions for jobs and growth' took place in Naples. At this event, various speakers insisted on the role of digitalisation in the innovative process, on the importance of training and education in tourism and on the actions to promote Europe as a touristic destination.



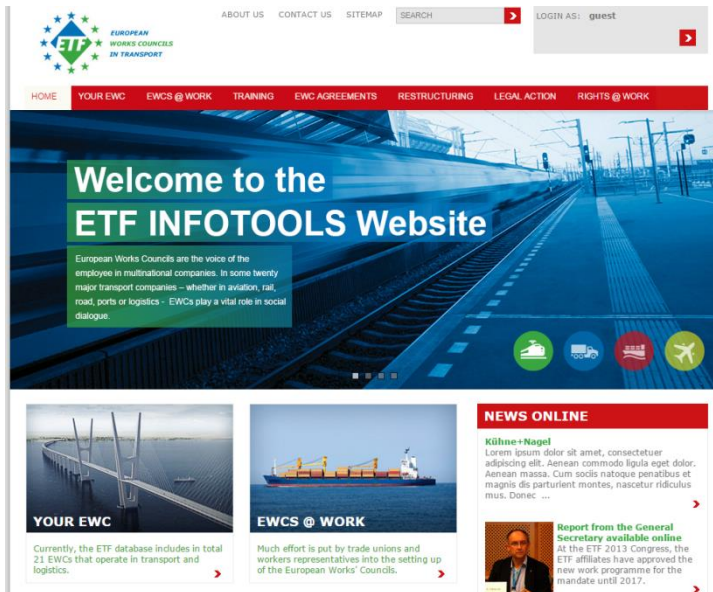
ETF, represented by Political Secretary for Tourism, François Ballestero, addressed the participants, emphasising that sustainable transport encompasses economic development, environmental protection and a social dimension. Sustainable transport for a sustainable tourism industry includes quality jobs, social dialogue and a social Europe. It demands the creation of sustainable employment in the tourism sector, which directly affects the quality of services.

## European Works' Councils

### Revamped ETF Infotools website

The ETF is in the process of giving the ETF Infotools website a new and more user-friendly look and structure. The new site is expected to be launched by the end of this year.

The current Infotools website has been developed in the context of the Infotools project that started in November 2010 and ran for one year. It delivered a tool to provide support, guidance and advice to EWC members covering areas such as the day-to-day functioning of the EWCs, the renegotiation of the EWC



agreements in the light of the new EWC Directive 2009/38/EC, training rights and restructuring. It thrives to exist as an important resource for EWCs in their daily work. The project outcome also contributed to maximise the respect for the employees when it comes to management decisions in multinational companies and improve the ETF coordination in this policy field. You can visit the current website via [www.etf-ewc.org](http://www.etf-ewc.org).



### DP DHL and Kühne & Nagel

In June 2014, the ETF participated in the following EWC annual meetings of DP DHL EWC and of Kuhne & Nagel EWC. At the Kuhne & Nagel EWC preparatory meeting, the ETF hosted a debate on European Works' Councils in transport, between law and practice. The K+N EWC welcomed new full members and substitutes for Belgium. The ETF coordinated the trade union participation in the elections of the EWC



### KÜHNE+NAGEL

members from Belgium. The ETF also participated in October 2014 at the first national shop stewards meeting organised by the Belgian trade unions, with a presentation on EWCs.

### DSV Logistics

3F and the ETF managed to complete the last few steps before the full and effective establishment of the DSL EWC. In June 2014, the ETF entered the phase of coordination of the trade union participation in the elections for EWC full members and substitutes. The ETF and 3F, together with the unionised EWC members and assisted by an external expert, are now preparing the constitutional EWC meeting scheduled for 25 – 26 November. Both organisations will attend the EWC meeting.

## Other EWC news

### Carlson Wagonlit

An EWC agreement was finally concluded at CWL, and the EWC constitutional meeting took place in May 2014. The ETF participated at the preparatory meeting and made a general presentation about EWCs and the ETF.

### FedEx – DP World

In May and October 2014, the ETF organised two workshops with unionised EWC members from FedEx, respectively DP World. The participants agreed, amongst others, on actions to include an increased participation of trade unions in the two EWCs and to revise the existing EWC agreements.

### Swissport

A group of affiliates sent a formal request of information to the company management with the view of considering establishing a European Works' Council. Following this request, the ETF launched a trade union mapping process in July 2014.

### IAG

Negotiations for a new EWC agreement in the International Airlines Group will start at the end of November 2014.

## Gender Equality

### Improving working conditions for women in transport remains ETF key priority



On the occasion of the International Women's Day on 8 March 2014, the ETF has reiterated its commitment to achieve a better work environment and better working conditions for women in transport.

The 2013 ETF Women's Conference and the ETF 2013 Congress decided to move forward promptly and with determination in addressing workplace health and safety, as well as workplace violence. These are the two main priorities for the [4-year gender equality action plan](#) of the ETF.

Transport is one of the industries where violence against women persists. Abuse from transport users and customers, and even from co-workers particularly in male-dominated workplaces is still experienced on large scale by women in our industry. The ETF notices with surprise that there are cases where tolerating abuse is promoted by employers as part of a good quality service. It is with this in mind that the ETF and its Women's Committee plan to set up a zero-tolerance standard for workplace violence, as a starting point for all its member organisations willing to negotiate policies at sector or company levels in their respective countries. With the ETF Gender training package and the ETF gender equality action plan, the ETF continues to commit itself to help unions defend women's rights in transport. The ETF Women's Committee intends to engage in a project on violence against women at the workplace next year.



### **ETF Women's Committee visits port in Antwerp**

The last ETF Women's Committee meeting took place on 15-16 October 2014 in Antwerp, Belgium and was hosted by Monique Verbeeck (BTB-ABVV). Part of the meeting was attended by several women's representatives of the Belgium trade union BTB ABVV, which was an opportunity to have an exchange of views with the members of the Women's Committee and to discuss in depth the situation of women transport workers in the port and logistics sectors. BTB also

organised a work place visit to the port of Antwerp, where the Women's Committee together with the BTB women's representatives visited the container terminal of MPET and the cargo terminal of PSA/NHN.

### **Third training module on OSH for women transport workers**

The ETF Women's Committee decided to produce a third module for the [ETF Gender Training Package](#), aiming to train women transport workers on Occupational Safety and Health (OSH) and gender equality related issues such as stress, work organisation or design of the workstation and thus contributing to raising the employment rate for women as set out in the EU's 2020 strategy. Initially planned in the frame of a major project submitted for EU funding, following the rejection of the project, the Secretariat is currently investigating other possible ways to ensure the production of the third module.



### **Send in your poster to mark the UN Day for the Elimination of Violence against Women**

As mentioned above, one of the key priorities of the ETF Gender Equality action plan for 2013-2017 is fighting against workplace violence in transport. Transport is said to be one of the sectors with the worst record in this area and the economic crisis left women transport workers even more exposed to violence during the exercise of their work. Workplace violence has been largely debated in all gender activities organised so far by the ETF Women's Committee. The Women's Committee agreed to launch an ETF call for posters centred on a clear 'no!' to workplace violence. This call for posters will stand as ETF contribution to the UN Day for the Elimination of Violence against Women, on 25 November 2014.

The slogan is "Violence against women transport workers is not part of the job" and all ETF affiliates are invited to participate in the call and to send their proposals to the ETF Secretariat.

Selected posters will be published on the [ETF website](#) on 25 November 2014.

## ETF Youth Committee

### ETUFs join forces for young workers: “Enough of their crisis – Back to our future!”



Under the slogan “Enough of their crisis – Back to our future”, six European Trade Union Federations (ETUFs) cooperate to demand the newly elected European Parliament and Commission to put youth unemployment high on the political agenda. Since the decision was taken to join forces as European federations,

the federations’ youth departments have successfully launched the campaign and its [joint demands](#) towards the EU policy makers at a [UNI Europa seminar](#) in Athens, led the youth block in the [ETUC demonstration](#) on 4 April, produced a [campaign video](#), set up several [flash mobs](#), launched the [campaign website](#) and organised an [open hearing](#) in the European Parliament.

#### Young Europeans target European decision makers

EFBWW, EFFAT, EPSU, ETF, IndustriAll and Uni Europa are the driving forces behind this European youth campaign that targets the European decision makers. With the open hearing in the European Parliament, Members of the European Parliament were offered the opportunity to directly discuss with young workers from the shop floor the issues at stake. Young trade union shop stewards working in some of the key sectors of Europe’s economy – including transport, public services, food production, retail, metal, and media and the arts – drew a full crowd in the European Parliament on Tuesday 14 October to describe the dire reality facing young workers and jobseekers today. They demanded concrete actions, rather than mere good intentions, from their hosting Members of the European Parliament (MEPs) and the new Juncker-led European Commission.

With its Youth Committee meeting on the same day of the event, the ETF was well represented at the open hearing by all Committee members present. ETF Youth Committee Co-Chairs Byron McGinley and Sara Tripodi were asked to take the floor and report on the reality of young people working in the transport sector, outlining the consequences of the last European, and national, neo-liberal policies. The Co-Chairs also presented to the MEPs the ETF Youth’s views on what is needed to turn the current trends around, how to improve the situation for young people in Europe.



#### MEPs commit to improve policy responses for youth issues

MEPs from five political groups addressed the hearing, agreeing that alarming rates of youth unemployment were not the fault of young people, but rather the result of structural problems that need to be addressed at both the micro- and macro-economic level, including through a greater presence of social indicators in the so-called European Semester (the European Commission’s yearly cycle of economic policy coordination). They further agreed that obstacles preventing young people

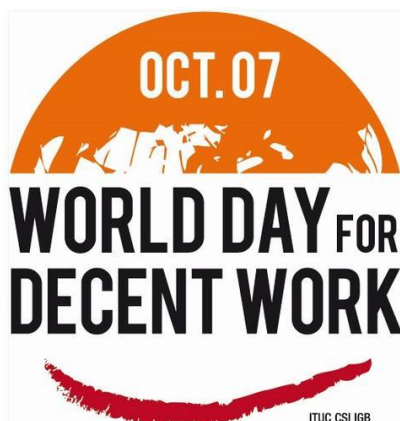
from entering the first rung on the job ladder, combined with the dead-end cycle of low-paid, precarious work, need to be viewed as systemic problems for European economies, that will both endanger social security systems, and marginalise young people from democratic and electoral processes, and in turn, from social participation.

All MEPs in attendance committed to follow-up on this hearing and continue their dialogue with the European trade union federations to ensure that macroeconomic EU policies meet expectations at the workplace level and to identify better policy responses to this “emergency situation”, so-named by one hosting MEP, Javi Lopez of the Group of the Progressive Alliance of Socialists & Democrats in the European Parliament (S&D). The ETUFs campaign team continues to look for opportunities for their youth and the MEPs to continue the dialogue and follow-up on the promises made.

The next steps of the joint ETUFs youth campaign is the organisation of a follow-up event with the MEPs early next year and, provided the European Commission approves the proposal, an EU-funded project, run by EFBWW in partnership with the other European Federations, which aims to develop an organising manual for young people in Europe.

## 6. Members & Partners

### ETUFs joint statement - More Secure Employment and Decent Jobs



On 7 October 2014, the World Day for Decent Work, European trade unions from all over Europe have taken action for a European economy which must be based on decent jobs, not on precariousness. Men and women must be able to earn their living by working, without having to end up in precarious and/or badly paid jobs. Quality jobs with decent wages and decent working conditions are the right of every worker in Europe. *“The European Trade Union Federations (ETUFs) will continue to act jointly against precarious work. We will not be played off against each other, not at transnational level, nor on sectoral level, nor on company level,”* the ETUFs state in a [joint statement](#).

### Unions mobilising to STOP Precarious Work

European trade unions are extremely concerned about the dramatic decline of the labour market within the European Union. Not only are the unemployment figures increasing due to the economic crisis and austerity policies, but there are also a decreasing number of possibilities for workers to find jobs from which they can earn their living.

Following on from this, the ETUFs are continuing their campaign to stop precarious work – in close coordination and cooperation with the ETUC. Many of the national trade unions have mobilised their members on the Global Action Day on 7 October, in conjunction with the World Day for Decent Work of 2014.

This is a main focal point for all trade unions throughout the year. And many trade unions throughout Europe are successfully taking action against precarious work and achieving better working conditions for their members. You can read the joint ETUFs demands by clicking [here](#).

## ETUFs project on Arduous Work

The European Trade Union Federations have submitted in 2013 a project led by EFBWW, which addressed and investigated the topic of arduous work and aimed to better understand the issue in connection with the European pensions' debate. Since this topic concerns all sectors, the project promoter could count on the assistance from the ETUC and other ETUFs, namely IndustriAll, EPSU, ETF, UniEuropa and EFFAT.

In order to execute the investigation, six reference jobs were chosen: a conveyor belt worker from the meat-processing industry, a bus driver from the public transport sector, a distribution worker from the combined sales and logistics sector, a metal blast furnace worker, a floor layer and an elder care worker. The workers came from nine European countries, namely Austria, Belgium, Denmark, France, Germany, Italy, Poland, Romania and Spain. This resulted in a study, draft recommendations and resolution, which will be submitted to all ETUFs' and the ETUC's decision-making bodies for final endorsement and presented to the European Parliament and Commission.

## ITF calls for solidarity: Respect at DHL Colombia



The ETF team joined the international solidarity campaign demanding respect and freedom of association at DHL Colombia.

DHL union organiser, Jose Ignacio Garzon, was targeted by DHL Express in Bogota and relocated from his place of work, he was suspended and treated unfairly. Colombia is one of the most dangerous places in the world to be a trade unionist. Against this backdrop ITF affiliate [SNTT de](#)

[Colombia](#) (Sindicato Nacional de Trabajadores de Rama y Servicios de la Industria del Transporte de Colombia) organised a day of action on 5 November, distributing leaflets in five cities across Colombia.

Solidarity messages can be posted via Facebook and twitter while using the hashtag **#respetodhlcolombia** and including **@SNTTdeColombia** in your post.

### ETF meets President of EP Transport and Tourism Committee

ETF General Secretary, Eduardo Chagas and Deputy General Secretary, Sabine Trier met Michael Cramer (Greens/EFA, DE) who is the new President of the Transport and Tourism Committee of the European Parliament. The meeting took place on 29 September 2013 and was a first opportunity to present the current priorities of work for the ETF. It was also a moment to clarify certain concerns expressed by Mr Cramer regarding the ETF strategy on the vote on the revision of the FTL directive in October 2013.

### General Secretary addressed the Congress of Vida

The 3<sup>rd</sup> Congress of Vida took place from 4 to 6 November in Vienna, Austria. The ETF General Secretary represented the ETF and addressed the Congress, reviewing the current campaigns and calling for active mobilisation against the current offensive against workers' social and labour rights. He further reaffirmed the Secretariat's commitment and determination to fight social dumping in the sector.

### TÜMTİS and DHL Turkey sign CBA after two years' struggle



On 22 April 2014, after two years of fights and attacks on workers' rights, ETF affiliate TÜMTİS (Turkish Motor Vehicle and Transport Union) succeeded in concluding a more than five months long negotiation process and signed a Collective Bargaining Agreement (CBA) with DHL. With this CBA, DHL becomes the second multinational company in Turkey with organised workers (following the also successful campaign to organise UPS also by TÜMTİS).

In April 2011, 30 TÜMTİS members in DHL were dismissed for their trade union involvement and attempt to organise workers in their workplace. The company started an intimidation campaign by for example setting up a company friendly union and by forcing workers to sign up to that union, upon threat of dismissal. As an act of resistance, peaceful picket lines were organised at two DHL workplaces in Istanbul, manned for more than 300 days. Solidarity visits were made by ETF and ITF delegations as well as by Evelyn Regner, Austrian member of the European Parliament, among others.

*“On behalf of TÜMTİS, I thank the ITF, ETF, Ver.di, NTF and our sister, brother and comrade unions for their support and solidarity” TÜMTİS President Kenan Öztürk commented. “We will keep on organising in Turkish companies thanks to the great power coming from our members and international labour movement.”*

The CBA applies nationwide and covers over 2,200 members, providing them with, among others, social security and a wage increase between 32 and 46%. The contract also regulates DHL's use of subcontracting and reinstates 25 dismissed workers.

In a reaction to this news, **ETF General Secretary Eduardo Chagas** stated: *“It has been a long fight and is therefore very rewarding to learn it has been concluded in a positive way. Thanks to the persistence of our Turkish affiliates who have never given in when it comes to defending the interests of their members and the DHL workers, another good example has been given to the Turkish government. This is what the trade union movement can accomplish via peaceful but determined*



*actions and a constructive attitude when negotiating with the employers. This is a victory for the DHL workers in Turkey, our Turkish affiliates, and for the international solidarity that will always stand united in the defence of social rights."*

### USLM reaches a new Collective Labour Agreement



Since September 2013, USLM (Transport and Public Services Trade Union Federation - ATU Romania) has been in a labour dispute with Metrorex, the Romanian government owned metro company. After five picket line actions, a protest rally in front of the Romanian Ministry of Transport, which was attended by approximately 2,500 employees, and numerous meetings with representatives from the Ministry

of Transport and Social Dialogue and the Metrorex management, an agreement was reached on 14 October.

In September 2014, negotiations between trade union and management representatives started in view of obtaining a Collective Bargaining Agreement at metro level for the period 2014-2015. Its main objective was to maintain the members' rights and benefits and to improve their working conditions. On Tuesday 14 October, an agreement was finally reached. This was right in time since the previous CBA expired on 17 October. The CBA for 2014/2015 now contains an addendum that stipulates the improvement of working conditions and a wage increase in accordance with the inflation rate.

ATU Romania expresses its gratitude to the ETF and ITF for showing solidarity by means of several actions demanding the respect of the members' rights. The union concludes by stating: *"After a long and persistent battle, we have finally managed to reach a collective labour agreement at metro level in Bucharest. It shows the importance of union membership, because without trade unions the employees' rights would have been jeopardised."*

### FTTUB meets transport Ministry to discuss social and labour issues in road transport



The Federation of Transport Trade Union in Bulgaria (FTTUB) started the ITF Action Week on 6 October with a successful meeting at the Ministry of Transport, Information Technologies and Communications. The union spoke about the Cross Road Project for international drivers by the ITF/ETF in which FTTUB is a key partner. A meeting was then agreed on 10 October with the Executive Agency "Automotive Administration",

where FTTUB could submit the research findings of the project and call for identifying measures for

improving the working conditions of Bulgarian truck drivers on the roads in Western Europe. The union also submitted to the Minister information on the ITF campaign on container safety and explained the expected adoption of a Code of Practice on safe packing of cargo transport units by the ILO, IMO and UNECE. The FTTUB and the Ministry of Transport agreed to work in partnership on this issue.

On **10th October**, FTTUB presented the results of the ETF's CROSS ROAD project to a high level delegation from the Ministry of Transport, among which the Deputy Minister of Transport, the Deputy executive director of the Executive agency for road transport administration and the Director of the state automobile inspection.

A statement was sent both to the Transport Minister and the Executive director of the road transport administration on the problems of the international truck drivers as well as a ETF statement concerning recent measures taken by Belgium and France to enforce Regulation (EC) No 561/2006 on driving and rest time, particularly with regard to rest time taken in lorries. The high rank officials agreed that the problems are many and complicated. With this regard, FTTUB proposed discussions on a regular base to be initiated so that adequate measures are marked out.

At the late afternoon brochures prepared by the ETF Road section were disseminated at the largest truck parkings in the area of the capital. The brochures are meant to inform truck drivers on their rights on the weekly rest away from home.

### **Finnair agreement: No more outsourcing and redundancies**



After difficult negotiations, the Finnish Cabin Crew Union (SLSY) and the management of Finnair reached an agreement on 4 October. The union received a two-year protection from redundancies and no more jobs will be outsourced for the next four years. In return, the union agreed with measures that will bring the company annual savings of 18 million EUR.

Early September 2014, SLSY informed the ETF that Finnair management had abandoned negotiations with the union and signed an agreement with the Norwegian crew management company OSM aviation to outsource cabin crew. It was estimated that this would mean a loss of at least 180 cabin crew jobs. ETF General Secretary wrote to the Finnish Prime Minister reiterating the state responsibilities as a majority stakeholder and urging him to appeal on the management to re-engage in negotiations with the union.

**Anu Hietala**, member of SLSY board, commented: *"We would like to thank the ETF for sending a strong political signal that has helped us to return to the negotiation table with the management. It clearly demonstrates the importance and power of international solidarity in a globalised labour market."*

Despite those concessions, the agreement is a significant achievement of SLSY in terms of protection of cabin crew jobs.

This case demonstrates why the ETF decided to make its fight against social dumping as one of its main priorities for the coming years.

*"I would like to congratulate the cabin crew union for its courage and with the outcome of the negotiations. Outsourcing and replacing decent jobs with cheap labour is not the solution. In a long-term perspective, this would decimate the European aviation workforce. We need to change legislation to ensure better protection of workers"* said **François Ballestero**, the ETF Political Secretary for Civil Aviation.

The ETF Civil Aviation Section has already agreed on concrete legislative proposals to improve the situation of aviation workers and will continue to work with the newly elected European Parliament and Commission to ensure their implementation.

### Other affiliates' news

#### Belgian-Kenyan solidarity project fights for decent work

The Belgian ETF affiliate ABVV-BTB has set up a cooperation project with the dockers' union KDWU and the truckers union KLDTDU, both in Kenya. The aim of the project is to contribute to the fight for decent work for all workers throughout the world. [Here](#) you can watch a video about the visits the organisations paid to each other's country to exchange views and experiences.

#### ETF affiliates launched campaign against IKEA

In August 2014, two ETF affiliated unions in Belgium and the Netherlands have launched a campaign against IKEA, which they accuse of social dumping. The Belgian Transport Union (BTB) and FNV Bondgenoten in the Netherlands claim that IKEA is bringing in cheap labour from eastern European countries to transport their products. Please click [here](#) to be redirected to the ITF website for the complete article.

#### Belgian affiliates mobilise more than 100,000 demonstrators against austerity



In protest against the austerity measures imposed by the centre-right government, the Belgian unions have joined forces to voice the workers' concerns. On 6 November more than 100,000 people have marched through Brussels to express their disagreement with the government's anti-social policy putting the burden on families, employed and unemployed, students and the poorest of society rather than targeting the big capital that remains almost untouched by the

government's austerity measures. The demonstration kicks-off a month of actions that ends with a national strike on 15 December. The ETF staff showed its support and marched side by side with the Belgian affiliates.

## 7. E-Publications

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- ETUFs joint statement: [More secure employment and decent jobs](#)
- ETF Inland Waterways: [River Cruise 2014 Manifesto](#)
- ETF Inland Waterways: [River Cruise News Online 3](#)
- ETF Inland Waterways: [Flyer for International Campaign for Better Jobs in the River Cruise Industry – EN, DE, FR, NL](#)
- ETF Maritime Transport: [Joint ETF-ECSA Press Release: Social Partners break labour law deadlock](#)
- ETF Maritime Transport: [ETF Position Paper on Mid-term review of the EU Maritime Transport Policy \(Athens Declaration\)](#)
- ETF Maritime Transport: [Joint ETF-ECSA Position Paper on Piracy](#)
- ETF Maritime Transport: [Workbook “Say no to bullying, say no to harassment!” \(Edition 2\) in EN, FR, DE, ES, EE, HR, IT, PL, RO](#)
- ETF Maritime Transport: [Guidelines to shipping companies to eliminate workplace harassment and bullying in EN, FR, DE, ES, BG, CZ, DK, EE, FI, GR, HR, HU, IT, LTH, LTV, MT, NL, PL, PT, RO, SK, SL, SW](#)
- ETF Maritime Transport: [Training video for a harassment and bullying-free workplace in shipping](#)
- ETF Dockers: [European Social Partners’ objectives for training and qualifications](#)
- ETF Dockers: [European Social Partners’ recommendations on Women’s Employment](#)
- ETF Dockers: [Joint ETF-IDC motion in support of Greek dockworkers](#)
- ETF Fisheries: [European Social Partners’ position on the proposal for a Regulation laying down a prohibition on driftnet fisheries](#)
- ETF Fisheries: [ETF response to the consultation on technical measures](#)
- ETF Fisheries: [European Social Partners’ joint opinion on the proposed de minimis regulation](#)
- ETF Fisheries: [European Social Partners’ joint letter on the communications on maritime security](#)
- ETF Fisheries: [European Social Partners’ adopted Social clause to be inserted in the Fisheries Partnership Agreements \(FPAs\) with third countries](#)
- ETF Railways: [ETF Press Release: No to European Commission’s proposals on market pillar of the 4<sup>th</sup> railway package](#)
- ETF Railways: [ETF Petition to the Council of Transport Minister \(8 October 2014\)](#)
- ETF Railways: [Newsletter 5 \(8 July 2014\)](#)
- ETF Railways: [Joint ETF-CER recommendations PSR-Rail “Identify and prevent psychosocial risks within the railway sector” in EN, FR, DE](#)
- ETF Urban Public Transport: [Joint ETF-UITP Press Release: Unite to promote women’s employment](#)
- ETF Urban Public Transport: [Joint ETF-UITP Recommendations on women employment in urban public transport in EN, FR, DE](#)
- ETF Urban Public Transport: [Joint ETF-UITP Press Release: ETF and UITP unite to promote the continuous training of professional bus drivers in Urban Public Transport](#)
- ETF Urban Public Transport: [Joint ETF-UITP declaration: The implication, application and further development of the Directive on initial qualification and continuous training of professional bus drivers in Urban Public Transport](#)

- ETF Road Transport: [ETF information leaflet for professional drivers taking their weekly rest away from home in EN, FR, DE, RO, BG, POL, HU](#)
- ETF Road Transport: [Letter on measures by France and Belgium to enforce Regulation on driving and rest time in EN, FR, DE](#)
- ETF Civil Aviation: [Danish report on social dumping in aviation](#)
- ETF Civil Aviation: [Finnair agreement: no more outsourcing and redundancies](#)
- ETF Civil Aviation: [ETF Press Release: ETF welcomes US DOT decision on Norwegian Air](#)
- ETF Civil Aviation: [Leaflet for workshop on Low Fares Airlines](#)
- ETF Civil Aviation: [Joint Social Partners Press Release: Joint declaration on Flags of Convenience](#)
- ETF Civil Aviation: [Press kit Flags of Inconvenience – Press briefing 11 July 2014](#)
- ETF Civil Aviation: [ETF Press Release: Europe must stop social dumping and flags of convenience in civil aviation](#)
- ETF Civil Aviation: [Joint Declaration against EU-based Flags of Convenience in Aviation](#)
- ETF Civil Aviation: [Interview with Michael Collins on atypical employment contracts](#)
- ETF Civil Aviation: [Interview with Ingo Kronsfoth on Ground Handling revision](#)
- ETF Civil Aviation: [Interview with Enrique Carmona on CAS policy and strategy](#)
- ETF Civil Aviation: [Interview with Elisabetta Chicca on Flight Time Limitations](#)
- ETF Civil Aviation: [Interview with Alina Milusheva on European Parliament’s elections](#)
- ETF Civil Aviation: [AFA, ETF and ITF call on US to deny NAI’s application for foreign air carrier permit](#)
- ETF Civil Aviation: [ETF Press Release: European Commission sponsors Low Cost Airlines](#)
- ETF Civil Aviation: [ETF Statement: ETF fully supports Parat industrial action in “Norwegian”](#)
- ETF Civil Aviation: [ETF Press Release: European Parliament endorses Commission’s low-cost approach to Air Traffic Management](#)
- ETF Youth Committee: [Joint ETUFs Press Release: Young workers describe “emergency situation” to all major European Parliament groups](#)
- ETF Youth Committee: [Joint ETUFs Press Invitation: Open Hearing: “Youth & Employment: Giving young workers a voice”](#)
- ETF Youth Committee: [Joint ETUFs Press Release: EU Parliament Youth Resolution is a step, not a solution](#)
- ETF Youth Committee: [Joint ETUFs Press Release: Youth guarantee does not fulfil its promises](#)
- ETF Youth Committee: [Joint ETUFs Press Release: European elections show youth dissatisfaction](#)
- ETF Youth Committee: [ETF Youth Work Programme 2013-2017 in EN, FR, DE, CRO](#)
- ETF Youth Committee: [Joint ETUFs campaign flyer: Back2ourFuture in EN](#)
- ETF Youth Committee: [Joint ETUFs Press Release: Youths lead the 50,000 strong European trade union demonstration to reclaim their future](#)
- ETF Youth Committee: [Joint ETUFs Press Release: Flash mob in Brussels to highlight the critical situation of young workers in Europe](#)
- ETF Youth Committee: [Joint ETUFs Press Release: “Enough of their crisis, back to our future” in EN, FR, DE, GR, SW](#)
- ETF Youth Committee: [ETUFs Youth Campaign: Joint declaration in EN, GR](#)

## 8. Up next

DATE	AGENDA ITEM	LOCATION
<b>November</b>		
18	ETF Inland Waterways: Social Dialogue Working Group on future crewing requirements	Brussels
19	European Sectoral Social Dialogue Committee Plenary meeting for Road Transport	Brussels
20	ETF Inland Waterways: NAIADES Dialogue Meeting	Brussels
20-21	ETF Railways: EVA ERA project: pilot training seminar for trade union experts in ERA	Berlin
21	ETUI debate on climate change	Brussels
24-26	ETF Inland Waterways: LNG Masterplan project	Antwerp
26	ETF Railways: ERA Administrative Board	Lille
26	European Sectoral Social Dialogue Committee meeting for Fisheries	Brussels
26	ETF Civil Aviation: Steering Committee meeting	Brussels
27	ETF Civil Aviation: Cabin Crew Committee meeting	Brussels
27	ETF Civil Aviation: Pilot Working Group meeting	Brussels
27	ETF Civil Aviation: Ground Staff Committee meeting	Brussels
27	ETF Civil Aviation: Air Traffic Management Steering Committee meeting	Brussels
27-28	ETF Railways: COM/CER/UNIFE European Rail Freight Days	Brussels
27	ETF Civil Aviation Section meeting	Brussels
<b>December</b>		
2-3	ETUC Executive Committee meeting	Brussels
3-5	ITF Strategy Team meeting	London
4	ETF Inland Waterways: CCNR + Platina II plenary session	Strasbourg

4	<b>ETF Railways: EVA workshop “National and EU rail policy and reality in the companies”</b>	<b>Berlin</b>
5	<b>European Sectoral Social Dialogue Committee meeting for Railways</b>	<b>Brussels</b>
9	<b>ETF Railways: ERA workshop: RU subcontracting traction and staff</b>	<b>Valenciennes</b>
11	<b>ETF Dockers’ Section meeting</b>	<b>Brussels</b>
12	<b>European Sectoral Social Dialogue Committee meeting for Ports</b>	<b>Brussels</b>
17	<b>Better Regulation Watchdog Network</b>	<b>Brussels</b>
17	<b>ETF Maritime Transport: ETF Maritime Transport Section – EU Committee meeting</b>	<b>Brussels</b>
18	<b>Sectoral Social Dialogue Committee Plenary meeting for Maritime Transport</b>	<b>Brussels</b>
<b>January</b>		
7-8	<b>TUNE meeting</b>	<b>Brussels</b>
<b>February</b>		
4-6	<b>ILO 185 Expert Meeting</b>	<b>Geneva</b>
<b>March</b>		
TBC	<b>ETF Maritime Transport (with MEP sponsoring): European Maritime Symposium on Fighting social dumping in the maritime sector</b>	<b>TBC</b>
2-6	<b>ECSA European Shipping Week</b>	<b>N/A</b>
4-5	<b>ETF Women’s Committee meeting</b>	<b>Brussels</b>
<b>April</b>		
TBC	<b>ETF Maritime Transport: European Conference on Maritime Safety and the promotion of occurrence reporting in maritime transport</b>	<b>TBC</b>

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

## 9. ETF Bodies

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

### President

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

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

### General Secretary

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

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



## EXECUTIVE COMMITTEE

### ▪ SUB-REGIONAL GROUPS

#### Austria, Germany, Luxembourg, Switzerland

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

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

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

#### Belgium, France, Netherlands

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

**Cyprus, Greece, Italy, Malta**

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

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

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

**Great Britain and Ireland**

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

**Spain and Portugal**

<b>Miguel Angel Cilleros</b>	TCM-UGT, <i>Spain</i>
<b>Enrique Fossoul</b>	FSC-CC.OO, <i>Spain</i>
<b>Nuno Prates</b>	SNPVAC, <i>Portugal</i>

**Romania, Bulgaria, Turkey**

<b>Ion Radoi</b>	ATU, <i>Romania</i>
<b>Kenan Öztürk</b>	TUMTIS, <i>Turkey</i>
<b>Ivan Drazhev</b>	FTTUB, <i>Bulgaria</i>

**Latvia, Lithuania, Estonia**

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

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

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

**Georgia, Ukraine, Russia**

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

▪ **EX OFFICIO MEMBERS OF THE EXECUTIVE COMMITTEE**

**Section Presidents**

**Inland Waterways**

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

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

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

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

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

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

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

Collette <b>Parsons</b>	Unite the Union, <i>Great Britain</i>
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- **WOMEN REPRESENTATIVES IN THE EXECUTIVE COMMITTEE**

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

- **YOUTH REPRESENTATIVES IN THE EXECUTIVE COMMITTEE**

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

**LAY AUDITORS**

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

\*Subject to confirmation by the ETF Executive Committee



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

Your comments and input are welcome!

Rue du Marché aux Herbes 105, Bte 11 B – 1000 Brussels | Phone +32 2 285 46 60 | Fax +32 2 280 08 17

Email : [etf@etf-europe.org](mailto:etf@etf-europe.org) | Website : [www.etf-europe.org](http://www.etf-europe.org)