

The image features five black silhouettes of people walking from left to right against a solid green background. The silhouettes represent a diverse group: a man in a suit, a woman in a business suit, a man in a t-shirt and shorts, a man in a hat and jacket, and a woman with a backpack. The text 'ACV-CSC METEA' is centered over the silhouettes in a large, white, bold, sans-serif font. Below it, the phrase 'Forward together' is written in a smaller, white, sans-serif font.

ACV-CSC METEA

Forward together

Who are we?

ACV-CSC METEA is part of the Algemeen Christelijk Vakverbond (General Christian Trade Union Confederation), Belgium's largest trade union (1.7 million members)

ACV-CSC METEA was created on 12 December 2009 from the merger of ACV-CSC Metal and ACV-CSC Textile



Political situation in Belgium



Hot potatoes

- Right-wing policy
- Free and decent social dialogue
- Feasible work ... during the entire career
- Youth employment
- Temporary unemployment
- Social security
- Tax shift
- A single employee's status
- ...



Evolution of Social Security Benefits

- Are automatically linked to the consumer price index
- Social security benefits are raised when the 'cost of living' reaches 2% (inflation)
- Same mechanism for raising salaries!



Current situation

Cutbacks affect the entire population **but** the broadest shoulders are not bearing the heaviest burden:

- Lower unemployment benefits
- Longer careers
- Systems to improve feasibility of work for older workers ('end of career' jobs)
- Salary index-link and competitiveness are coming under pressure



ACV-CSC METEA

ACV-CSC METEA defends workers' interests in the metalworking and textile industry in 23 sectors.



Joint Committee	Sector
JC 100	Supplementary for manual workers
JC 104	Steel
JC 105	Non ferrous
JC 107	Tailors
JC 109	Clothing and ready-to-wear
JC 110	Textile care
JC 111.01 & 111.02	Metalworking
JC 111.03	Fitters
JC 112	Garages
JC 120	Textiles and knitted fabrics
JSC 120.01	Textile industry Verviers
JSC 120.02	Flax
JSC 120.03	Jute
JSC 142.01	Metal recovery
JSC 142.02	Textile recovery
JSC 149.01	Electricians
JSC 149.02	Panelbeaters
JSC 149.03	Precious metals
JSC 149.04	Metals dealers
JC 311	Large retailers
JSC 315.01	Maintenance in civil aviation
JC 322	Temporary employment

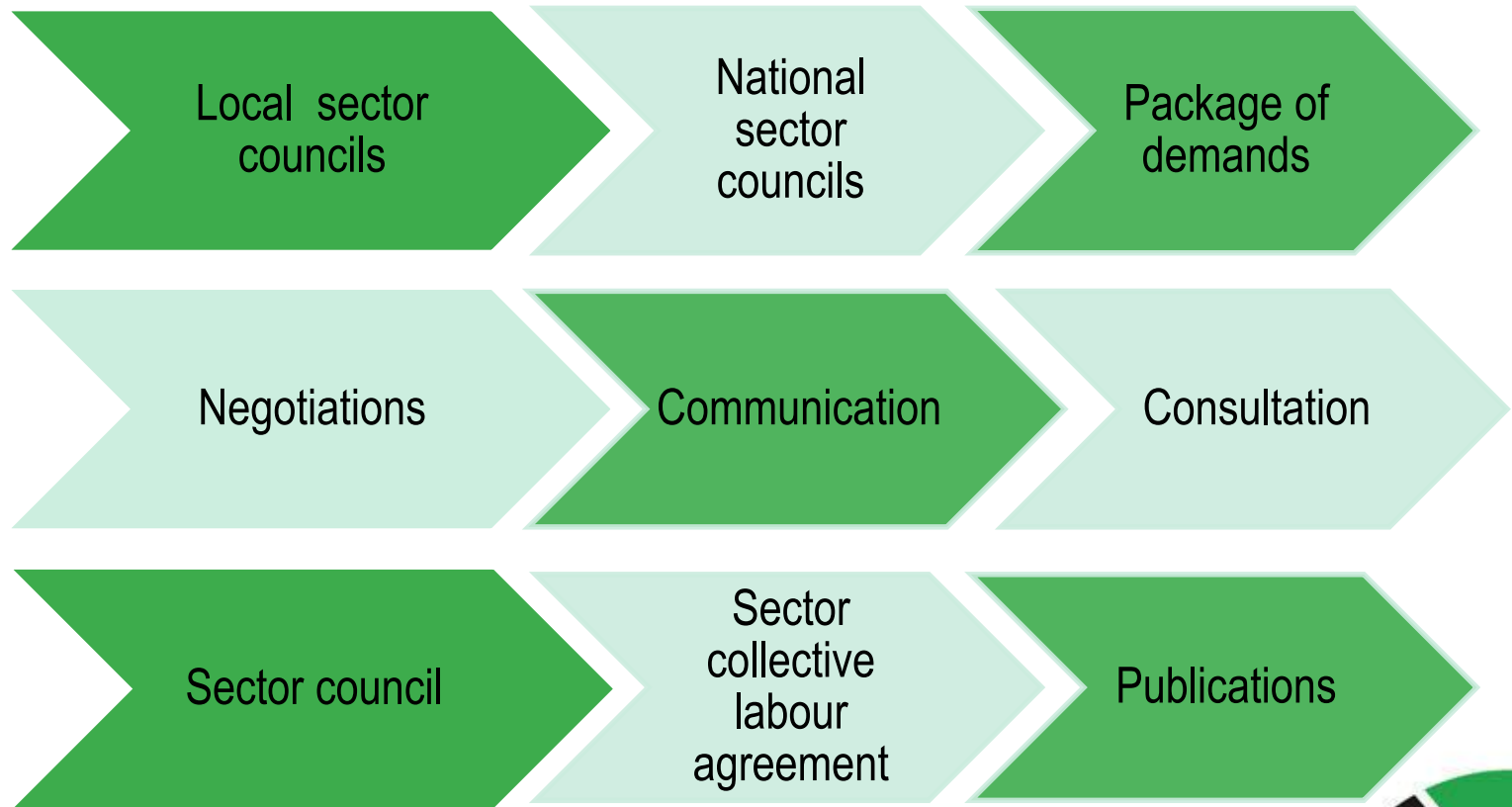


Social dialogue

- IPA, Interprofessional Agreement (two-yearly)
- Negotiations at branch level (after IPA)
- Company-level agreements



Social dialogue at branch level



How do we address precarious work?

- Involvement of trade union each time extra flexibility is requested: collective agreements are necessary for extra overtime, introducing (new forms of) shift work,...
- Outplacement and employability measures in case of company restructuring or worker's dismissal
- Involvement of trade union each time temporary workers are called upon.



How we address precarious work temporary agency work

- Temporary agency work is only possible in special circumstances defined by law:
- 3 reasons for calling upon temporary workers :
 - **Replacement** of a permanent worker
 - **Temporary increase** of work
 - Running an **outstanding** job



How we address precarious work temporary agency work

- Special joint committee for temporary agency workers with separate branch agreements
 - Equal salary to other workers in branch/company
 - Additional pension scheme
 - Illness benefits
 - End-of-year benefit
 - Trade union benefit



Limitations to the use of temporary work

- The “3 official types” of temporary work for specific circumstances require the agreement of the workers’ representatives
- **If the agreement is not respected** a penalty is automatically applied :
 - the contract between the temp agency and the temporary worker is automatically broken
 - a contract of unlimited duration is automatically signed between the worker and the "end-user" employer “
 - the temporary agency may lose its accreditation



How we address precarious work

- Company agreements on limited use of temporary work
- Branch agreements on experience when temporary work leads to a normal contract: steel sector
- Branch agreements to avoid social dumping: car wash, garages, metalworking, fitters. Collaboration with public services
- Legal responsibility of subcontractors



How we address precarious work

- Youth wages: branch agreements to avoid lower youth wages
- Additional benefits in case of unemployment, illness,...
- Feasible work: special benefit for older workers who wish to change jobs for less heavy work (metalworkers and fitters)
- Clauses of work security



Mission

ACV-CSC METEA stands and goes for:

- A decent society with more solidarity
- Better working conditions and a secure income
- A fair social security system
- The wellbeing and appreciation of workers and their representatives
- Job security and sufficient opportunities for vocational training



ACV-CSC METEA's strenghts

- Promoting its members' interests
- Acting at company-level
- Acting at branch-level
- Providing good quality services
- Administration of social funds
- Information and communication
- Training of activists



How?

- Via social dialogue in order to obtain Collective Labour Agreements
- By influencing decision makers such as government and employers (or trying to)
- By promoting social dialogue in all cases but taking action if necessary



Support for industrial workers

Guidelines for social dialogue at branch level



7 priorities

1. Job security
2. Income security
3. Permanent upgrade of knowledge
4. An improved, common and identical employee status
5. Quality of life, including at work
6. Working time and flexibility only by negotiating
7. Free, national and branch level negotiations





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