

Building Trade Union Power

Transnational organising at company-level: State of play as of Sept. 2017

1. Steps already taken for bilateral cooperation

MNC	Target plant/company	Proposer	Supporter	Organising actions
Sandvik	CZ, BG, UK	IF Metall - Sandvik EWC (SE)	Contact is on-going	To be further defined by all concerned trade unions in SE, CZ, BG, UK
Van Hool	MK	SIER (MK)	Belgian trade unions (BE)	Visit of a Belgian trade union delegation on the 24-25 August in Skopje.

2. Connections for bilateral cooperation still to be built (e.g. missing info, clarification required, or case put on hold)

MNC	Target plant/company	Proposer	Supporter	State of play	Envisaged organising actions
Airbus Group SE	Premium AEROTEC S.R.L (RO)	FSLI Metal (RO)	French and German trade unions	To start with, a mapping of trade union presence in Romanian plants is on-going	Contact plant management to require acceptance and recognition of TU reps
Alfa Laval	No specific plant, nor country (general campaign)	IF Metall - Alfa Laval EWC (SE)	To be defined	Specification of targeted plant/company is required to set up bilateral cooperation between trade unions	No specific action proposed. EWC said it could benefit from company support

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Alfmeier SE	Alfmeier Plzeň (CZ)	OS KOVO (CZ)	IG BCE (DE)	<p>Bilateral contact has been established between German and TU officer. (unorganized) Czech delegates at the SE-Works Council were to meet the regional officer of the Czech trade union. But they eventually turned down the offer and instead propose mere email exchanges. Clarification on who they are and how they were nominated to come.</p> <p>(Note: previous attempts failed due to management pressure and limited workers' interest)</p>	<p>Information and promotional meetings with workers in the company, explanation of positive aspects of having trade union at company level, distribution of information and other materials (leaflets).</p> <p>Recruiting campaign – possibility to start with “Grouping of members” – to keep for certain period the members anonymous</p>
Autoliv	Autoliv Brasov (RO)	FSLI-Metal (RO)	IF Metall (SE)	<p>IF Metall colleagues confirmed their willingness to help. Missing information received from the proposer</p>	<p>Get access to the workplace. Benefiting from the support of Swedish trade union (e.g. solidarity letter) to convince workers of the benefit of being a trade union member. Exchanging with Swedish colleagues on the most relevant organising action plan to devise.</p>
Calzedonia	Tublab d.o.o., Intinova d.o.o., Ytres d.o.o., Comprom plus d.o.o., Calzedonia Croatia d.o.o. (HR) Zalli o.o.d. (BG)	STOKG (HR) FLI Podkrepa (BG)	Italian trade unions (IT)	<p>Clarification on envisaged organising actions in Croatia is required.</p> <p>Waiting for feedback info from all Italian (supporter) trade unions.</p>	<p>In Bulgaria: expect HQ management (in Italy) to explicitly allow local trade union structure (local manager hides behind a so-called interdiction coming from top CEO)</p>

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Continental	Continental Automotive Romania S.R.L. (RO)	FSLCP (RO)	IG Metall (DE)	Requested info from IG Metall (supporter)	'Making contacts for a possible development of a union structure'
Balkinvest	Balkonf e.o.o.d. (BG)	CITUB FOSIL (BG)	Portuguese textile trade unions	Clarification on the mother company is required	Need to have first contacts with the employer and opportunities for contacts with employees
Imerys	Imerys Minerals Bulgaria AD	SMF Podkrepa (BG)	French trade unions (FR)	Waiting info from the French (supporter) trade unions	Organising meetings (with existing 19 trade union members; with potentially new members; with management). On the long run, establishing trade union branches in Imerys supply chain in Bulgaria. Setting up a long lasting partnership with French unions at the HQ
Koush group	Koush Fashion Ltd (BG)	CITUB FOSIL (BG)	To be defined	Info on the headquarters is required to be able to identify HQ trade union for potential bilateral cooperation	Need to have first contacts with the employer and opportunities for contacts with employees
Liebherr Group	2 companies in BG (Liebherr-Hausgerfäte, Liebherr-Transportation)	SFMM Podkrepa (BG)	IG Metall (DE)	Waiting info from IG Metall (supporter)	Information campaigns(on labor and social security rights). Meeting with workers. Training on working conditions.
Magna international Inc	To be defined	IG Metall	To be defined	Waiting info from IG Metall. (on-going bilateral cooperation between Austrian and Serbian trade unions to organise the ca. 2000 workers in Serbia)	To be defined

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Otis	OTIS dizala Hrvatska (HR)	SMH-IS (HR)	Headquarters trade union(s)	Contact with headquarters trade union(s) to be made	Envisage contact with the management or with the EWC delegate representing Croatia as a way to start organising activities in the company.
Palfinger	Palfinger Produktionstechnik Bulgarien e.o.o.d.	SFMM Podkrepa (BG)	Pro-GE (AT)	Previous organising attempts upon another Bulgarian trade union's request failed (local management is anti-union). Wait for the outcome of works council's election in Austria (end of Oct.) to re-launch a cooperation	Information campaigns(on labor and social security rights). Meeting with workers. Training on working conditions.
Safil (part of Südwole Group)	Bulsafil (BG)	CITUB FOSIL (BG)	TU at IT (Safil) and DE (Südwole) HQ	Waiting info from Italian/German trade unions at the HQ.	Need to have first contacts with the employer and opportunities for contacts with employees
Safran	No specific plant, nor country (general campaign)	CFDT FGMM - Safran EWC (FR)	To be defined	Wait for on-going and forthcoming reorganisations to be over (esp. Zodiac aerospace takeover) to specify target plants/countries (on the radar screen: CZ, DE, PL)	Meeting with workers and local trade unions. Information campaign through EWC's website
Zodiac Aerospace	Zodiac Galleys Europe s.r.o. (CZ)	OS KOVO (CZ)	French trade unions	Wait for forthcoming reorganisation to be over (takeover by Safran). (previous attempts failed due to limited workers' interest and management pressure)	Information and promotional meetings with workers in the company, explanation of positive aspects of having trade union at company level, distribution of information and other materials (leaflets)

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Sumitomo Electric Bordnetze SE	3 plants in Buchin, Severin and Targu Jiu (RO)	FNS Solidaritatea Metal (RO)	IG Metall (DE)	Waiting info from IG Metall (supporter)	Posters, having union leaders explaining the advantages of a union, through the experience of a transnational federation
Volley Fashion Group	T Fusion Bulgaria e.o.o.d.	FLI Podkrepa (BG)	Italian trade unions (IT)	Waiting info from both Bulgarian (proposer) and Italian (supporters) trade unions	
No mother company (part of sub-contracting chain)	Aledam fashion (MK)	STKC (MK)	To be defined	Working for German brands Pionir, Hatiko and Zajnestiker. Management is anti-union	Unspecified
No mother company (part of sub-contracting chain)	Imperijal (MK)	STKC (MK)	To be defined	Working for German brands Georg Haupt Bekleidungswerke GmbH, Thuy Jagd und Sporthemden-Mayen, and CWS Boco Supply Shain Management GmbH.	Unspecified
No mother company (part of sub-contracting chain)	Juka (MK)	STKC (MK)	To be defined	Working for Swiss brand Workfashion.com AG. Management is anti-union	Unspecified

3/ Following preliminary assessment, challenging cases which require further consideration

MNC	Target plant/company	Proposer	Supporter	State of play	Envisaged organising actions
Cross fashion	Balkantex ltd (BG)	FLI Podkrepa (BG)		HQ outside Europe, in Switzerland No EWC	unspecified
Delta Galil	Delta Textile Bulgaria (BG)	CITUB FOSIL (BG)		HQ is located outside Europe, in Israel. No EWC	unspecified
Dräxlmeier		Southeastern affiliates	IG Metall (DE)	Unfavorable situation at the headquarters gives HQ trade union only limited leverage for support.	
Gestamp	CZ, HU	UGT FICA - Gestamp EWC		Proposal withdrawn as expectation for a dedicated budget was not met	unspecified
Kion	KION Český Krumlov (CZ)	OS KOVO (CZ)	IG Metall (DE)	Previous attempts with IG Metall's support failed. Unfavorable conditions (no workers' interest; independent union in place)	Information and promotional meetings with workers in the company, explanation of positive aspects of having trade union at company level, distribution of information and other materials (leaflets)
Montupet	Montupet (BG)	SFMM Podkrepa (BG)	French trade unions (FR)	Unfavorable situation at the headquarters gives HQ trade union only limited leverage for support.	unspecified
Pirelli	Pirelli Tyres Romania (RO)	FSLCP (RO)	Italian trade unions (IT)	Waiting for feedback information from all Italian trade unions. Unfavorable conditions: Loose contact with the EWC. A 'company union' organizes 1300 of the 2200 workers in the plant.	Holding discussion with the 'company' union

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Prevent Dev GmbH	Prevent Goražde d.o.o (BiH) Prevent Lether d.o.o. (BiH)	STKOG (BiH)	IG Metall (DE)	Unfavorable conditions (no EWC, no TCA, local management is anti-union, previous attempts failed). Existing IG Metall network and global coordination (a trade union network meeting was organised in Rio) might be used though?	Putting pressure on CEO in order to set up a meeting with workers and local management to present the trade union (as a first step towards organising workers)
Ravago Group	Resinex Group Romania (RO)	UFS ATLAS (RO)	Belgian trade unions (BE)	Unfavorable situation at the HQ (no works council, nor strong social dialogue) gives HQ trade union only limited leverage for support.	unspecified
Robert Bosh	3 production sites; Hatvan, Eger, Miskolc (HU)	VASAS (HU)	IG Metall (DE)	Inclusion in the existing joint VASAS / IG Metall transnational cooperation project (TPI) is under consideration	Support to reach the 10% organising rate which is needed to conclude a wage or collective agreement
Sanofi	Not specified	CFDT FCE (FR)		Case withdrawn by proposer	unspecified
Santinelli	Santinelli 2007 EOOD (BG)	FLI Podkrepa (BG)		HQ is located in Turkey. No EWC	unspecified
Siemens	Končar Energetski transformatori, Siemens d.d., Siemens Convergence Creators d.o.o. (HR)	SMH-IS (HR)	IG Metall (DE)	Previous attempts failed. Existing IG Metall network may be used though?	Visit of an IG Metall delegation on sites to meet trade union representatives, workers and/or management
ThyssenKrupp	Thyssenkrupp Presta (HU)	VASAS (HU)	IG Metall (DE)	Inclusion in the existing joint VASAS / IG Metall transnational cooperation project (TPI) is under consideration	