

1.4. Trade union alliances - steps

1.4.0. Introduction on trade union alliances

Trade union alliances

EWCs should always reflect the aims and objectives of the trade unions that organise in a company.

The EWCs need to be regarded as tools for UNI Europa and its affiliates to defend and promote employees' interests.

There is a need to ensure that trade union members genuinely benefit from the European legal provisions and that companies' managements do not circumvent legitimate trade union representation.

For this reason, the development of trade union alliances is a fundamental element in our work for strong EWCs.

1.4.a. The aim of a trade union alliance

Any SNB and EWC should be embedded in a stable and clearly defined European trade union alliance covering the company concerned. The alliance should link unionized SNB/EWC members, the SNB/EWC coordinator and the representatives of affiliates (trade union officials) organizing in the company concerned.

The aim of a trade union alliance is to:

- ensure maximum support to the SNB/EWC.
- secure a common trade union approach to the company concerned.
- gather information to obtain a comprehensive overview of the company.
- ensure a balance between the national interests of affiliates, in order to allow for a truly European/international approach, creating a stable basis for transnational trade union activities (such as campaigns or negotiations for a global framework agreement).
- develop the EWC as a tool to empower members from countries with little or weak trade union involvement to demand and enjoy the same rights as colleagues from countries with stronger trade union power.
- discuss and implement strategies for raising the unionization rate in the company, and in the EWC.
- protect and promote the interests of employees within multinational companies operating in Europe.

The alliance can be extended beyond Europe to become an international trade union alliance. UNI Europa sectors should initiate and coordinate trade union alliances for the companies in their sectors, deciding on the structure, the scope and possible rules of procedure and ensuring that this process is transparent.

Cooperation with other European Trade Union Federations

If different European Trade Union Federations that are members of the ETUC organize in the same company, UNI Europa will cooperate with these Federations in an open and constructive way, for the benefit of the employees concerned.

The T.U.A. can be set up:

- 1) *Before starting the procedure to set up the EWC or the designation of the SNB also in case of the Societas Europea*
- 2) *Within an already existing EWC.*

Case 1) is normally better in terms of effectiveness, but case 2) is normally more frequent due to the simple fact that the T.U.A. strategy is a result of the experiences made by UNI within the EWCs.

1) Platform and alliance building

- Ø *It is key to prepare a draft of the EWC Agreement, so that negotiations take place on OUR text and not on that which would almost certainly be proposed by the company. Such draft should be ready to be shared by the SNB before starting the negotiation to be brought at the first session of the latter.*
- Ø *It is key to take advantage of our direct contacts in various countries and unions interested in the establishment of the SNB, so as to assure the highest promptness in the procedure and to prevent the Management from nominating SNB members who are not genuine trade-union reps, or at least genuine employees reps. (SEE ALSO 2.5.0)*

1.4.c. Geographical and Financial information

Go to 2.2.c Business accounting: use of the manual

It's fundamental to collect information about geographical distribution and Financial leverage (chain of command by participations) to understand who is really managing the group and where, to bargain at the right level of ownership.

Go to 5.3. Glossary annex business accounting

In particular: B, C, D.1