



EFFAT

EUROPEAN FEDERATION OF FOOD, AGRICULTURE AND TOURISM TRADE UNIONS

**Meeting of the EFFAT Executive Committee
BRUSSELS, 03 and 04 March 2020**

Agenda item 2:

Minutes of the EFFAT Executive Committee of 11 and 12 September 2019

Decision: The Executive Committee adopts the minutes of the Executive Committee of 11-12 September 2019

EFFAT

MINUTES

EFFAT Executive Committee Brussels, EESC Building Room VM3

11 September 2019 from 9.30 am to 5.30 pm
12 September 2019 from 9 am to 4.30 pm

Chairwomen: Malin Ackholt

Excused: Dominik Roland, CGSLB

Working documents: <https://www.effat.org/eventbrite-event/effat-executive-committee-4/>

1. Adoption of the Agenda

Decision: The Executive Committee adopted the agenda.

2. Minutes of the EFFAT Executive Committee 5-6 June 2019

Decision: The Executive Committee adopted the minutes of 5-6 June 2019.

3. Update on campaigning and solidarity actions: interventions from member organisations

Gerry McCormack updated participants on the latest Brexit developments and other members shared their concerns.

Kristjan Bragason shared his experiences in Italy on the fight and campaign against exploitation of migrant workers in agriculture sector. It was discussed how EFFAT can address this at European level and come up with proposals for how better to organise migrant workers and to call upon countries to ratify the ILO convention 184.

Clas Delp informed the members on the actions at Foodora (Norwegian Food riders) and briefed the members on their fight for decent work conditions and fair pay.

Discussion: Walker Scot, Gerry McCormack, Henri Lindholm, David Gill, Kristjan Bragason, Fabrizio De Pascale, Gerhard Riess, Sue Longley, Ermanno Bonaldo, Harald Wiedenhofer, Clas Delp

Decision: The Executive Committee acknowledged reports from members on campaigns and solidarity actions undertaken and ongoing.

4. Preparation of the 5th EFFAT Congress 2019

a) Organisational matters (registrations, etc.)

Harald briefed the members on the practical organisation of the Congress and informed the members that working documents will be made available soon.

Decision: The Executive Committee took note of the practical information.

b) Provisional schedule

Decision: The Executive Committee took note of and endorsed the provisional schedule.

c) Voting rights for the Congress (state September 2019)

Harald Wiedenhofer called upon the member organisations to pay their affiliation fees to be able to vote at the 5th EFFAT Congress.

d) Composition of the Credentials Committee

Decision: The Executive Committee proposed to the 5th EFFAT Congress Loredana Pesoli (Confederdia, Italy), Cornelia Felten (NGG, Germany), Peter Holm (3F, Denmark) as members of the



Credentials Committee.

e) **Composition of the Congress Presidium**

Decision: The Executive Committee proposed to the 5th EFFAT Congress the election of Malin Ackholt (HRF), Ermanno Bonaldo (FAI CISL), Marianne Landa (VIDA), Ivan Blazevic (STUH), Harald Wiedenhofer as members of the Congress Presidium.

f) **Composition of the Auditing Committee**

Decision: The Executive Committee proposed to the 5th EFFAT Congress the election of Denise Cordemans (SETCA), Steen Karlsen (NNF), Dirk Van der Plancken (CCAS) as members of the Auditing Committee.

g) **Composition of the Executive Committee**

Decision: The Executive Committee took note of the nominations received so far and encouraged members to nominate their representatives as soon as possible. The 5th EFFAT Congress will check and confirm the nominations.

h) **Budget 2020-2021**

Harald Wiedenhofer briefed the Executive Committee about the last discussions in June on the budget and the demand to examine the availability of additional financial resources for the EFFAT budget.

The secretariat has submitted motion 10 to the Executive Committee to be adopted at the 5th EFFAT Congress asking to adopt a budget for 2020-2021 with a moderate increase of fees. The proposed budget provides now for an annual increase of fees of 0,02 € and 0,01 € for affiliates in CEE/SEE. The motion is asking the Executive Committee to look for additional financial resources and instructing the Executive Committee to decide about the affiliation fees for the years 2022 to 2024.

Discussion: Gerhard Riess

Decision: The Executive Committee took note of the proposal and documents and proposes to the 5th EFFAT Congress the adoption of the budget 2020-2021 and the adoption of motion 10

i) **Draft Agenda of the 5th Congress**

Discussion: Gerhard Riess, Christian Cretier

Decision: The Executive Committee adopted the amended draft agenda as presented.

5. **Draft EFFAT Statutes**

Harald Wiedenhofer presented the draft EFFAT Statutes and highlighted the main new elements.

The members further discussed the issue of the 3 electoral/geographical areas and regions as well as minor changes on wording on cross-border contract agreements and domestic workers.

Discussion: Valentina Vasilyonova, Sebastian Serena, Juan Manuel Blanco, Gerhard Riess; Ermanno Bonaldo, Pietro Ruffolo, Joe Clarke, Eva Guovelin

Decision: The Executive Committee took note of and endorsed the proposals as a recommendation to the Congress. The Secretariat will put forward an updated document at the 5th EFFAT Congress taking into account the proposals.

6. **Draft Political Framework 2020-2024**

Kristjan Bragason presented the Political Framework 2020-2024 taking into account the proposals made at the Executive Committee in June.

Discussion: Gerhard Riess



Decision: The Executive Committee has adopted the political framework document 2020-2024 as a recommendation to the Congress.

7. Motions and Resolutions

Harald Wiedenhofer presented 10 motions and informed the members that we expect still motion 11 on CAP after the Agriculture General Assembly which is taking place on 17 October 2019.

The Secretariat did not receive any proposals for amendments since last Executive Committee in June but the technical Working Group for the preparation of the Congress had put forward some drafting changes.

Decision: The Executive Committee has adopted the 10 motions as a recommendation to the Congress

8. Draft Action Plan 2020-2021

Kristjan Bragason presented the draft Action Plan 2020-2021 and identified the focus points and priorities.

The members made some further proposals on LGBTQI, international solidarity, health and safety, better monitoring our work etc...

Discussion: Gerhard, Manuel Hernandez

Decision: The Executive Committee took note of the proposals and the Secretariat will put forward an updated document at the 5th EFFAT Congress taking into account the proposals.

9. Future EFFAT leadership

a) EFFAT President

Decision: The Executive Committee takes note of the proposal and is recommending to the 5th EFFAT Congress the nomination of Malin Ackholt as EFFAT President

b) Two Deputy Presidents

Decision: The Executive Committee takes note of the proposals and is recommending to the 5th EFFAT Congress the nomination of Pia Stalpaert as EFFAT Deputy President (Centre region) and recommends that the second deputy president is from the Southern region (Italy).

c) Composition Coordination Group

Decision: The Executive Committee takes note of the proposal and is recommending to the 5th EFFAT Congress the following nominations as members of the Coordination group: President (Malin Ackholt); Vice President (NN) and Pia Stalpaert; General Secretary (Kristjan Bragason); Chair Agriculture Sector (Valentina Vasilyonova); Chair Food Sector (Ole Wehlast); Chair Tourism Sector (Pilar Rato); Chair Women's Committee (Suzann Dräther); TNC Committee (Silvie Marien); Chair Bureau Youth Committee (Ivan Blazevic); Chair Small Farmers Committee (Luigi Rotella); Representatives of the three Geographical areas (Joe Clarke; H  l  ne Deborde; Guido Zeitler)

10. Side Meetings EFFAT Congress 2019

Harald Wiedenhofer briefed the participants on the agendas of the side conferences (LGTBQI Conference, SEE/CEE Conference, Youth Conference, Women's Conference)

Decision: the Executive Committee took note of and endorsed the side conference programmes.

11. European political and social challenges ahead

Speaker: Agnes Jongerius, Member of the European Parliament

Agnes Jongerius Informed the Executive Committee on achievements and progress made in the



European Directives (ELA, posting of workers directive, parental leave, transparent working conditions now on the table to transpose into national legislation, ban zero-hours contracts)

The members discussed the challenges in terms of minimum wages, in-work poverty, Brexit, CAP and the need to revitalise and strengthen the social dialogue at national level,

Discussion: Joe Clarke, Valentina Vasilyonova, Peter Schmidt, Gerhard Riess, Arnd Spahn

Speaker: Esther Lynch, Deputy General Secretary of ETUC

Esther Lynch highlighted the most important priorities of the ETUC and informed the Executive committee that the ETUC is calling for a European initiative strengthening collective bargaining.

The members discussed the role of the ETUC and the challenges to sectoral collective bargaining in their countries.

Discussion: Ermanno Bonaldo, Enrico Somaglia, Gerhard Riess, Fabrizio De Pascale, Gerry McCormack, Peter Schmidt, Juan Manuel, Kerstin Howald, Grazina Gruzdiene

Decision: The Executive Committee takes note of the report and the Secretariat will support the ETUC

12. Financialization: “People before profit”

Speaker: Herman Soggeberg, Chairperson Unilever EWC

Herman Soggeberg briefed the members on the ‘People before Profit’ campaign and the work done by Unilever EWC to fight for a more social policy and to make people aware of the negative consequences of short-term profit maximisation.

Members welcomed this good example and the secretariat encouraged them to continue to fight and campaign for strong collective bargaining, to strengthen Transnational Company agreements, and to call for fair taxation.

The EFFAT Congress will be proposing some actions to tackle the negative consequences of short-term profit maximisation.

Discussion: Joe Clarke, Gabriele Guglielmi

Decision: The Executive took note of the presentation and will continue to support the campaign.

13. EFFAT Youth / Young Adults

Speaker: Mathias Westbrand, HRF

Mathias Westbrand informed the Executive Committee on the composition of the HRF Youth Committee and inspired the members with some positive examples on how to recruit and involve actively young workers in the Trade Union movement.

Discussion: Sue Longley, Harald Wiedenhofer, Joe Clarke, David Gill, Grazina Gruzdiene

Decision: The Executive Committee took note of and endorsed the presentation presented.

14. EFFAT Women’s Committee

Speaker: Suzann Dräther, NGG

Suzann Dräther introduced herself as new President of the EFFAT Women’s Committee

Kerstin briefed the members on the composition of the EFFAT Women’s Committee.

15. Oral Update on other EU Issues (if necessary)

a) International Trade



- b) Transparent and Predictable Working Conditions
- c) Access to Social Protection for Workers and Self-Employed
- d) CAP
- e) Company law package
- f) Coordination of social security systems
- g) European Labour Authority
- h) Directive on unfair trading practices
- i) Posting of Workers
- j) European Globalisation Fund
- k) European Platform Tackling Undeclared Work
- l) EWC handbook and democracy at work campaign
- m) EU project on securing workers' rights in the subcontracting chains
- n) Other EU issues

16. Activity Reports and EFFAT Work Areas 2019 (oral update)

a) Food, Drinks and Tobacco

Estelle Brentnall briefed the members on the latest developments concerning the bio-economy project, the fish Steering Committee, Social dialogue in the sugar sector.

Discussion: Raul Montoya, Debi Bell, Sebastian Serena

Decision: The Executive committee takes note of and endorsed the oral report.

b) Agriculture

Arnd Spahn briefed the members on the composition of the new European Parliament and Commission and new appointments in the agriculture sector. Arnd reported on the transposition of the directive on the transparent and predictable working conditions as well as the activity of the Social Dialogue Committee.

c) Tourism

Kerstin reported on the latest developments on responsible procurement and the project with FoodServiceEurope as well as the updated guide to the economically most advantageous offer in contract catering.

Discussion: Pilar Rato, Andreas Gollner

Decision: The Executive Committee takes note of the oral report.

d) Cooperation between the sectors

The Executive Committee did not deal with this item.

e) Transnational Companies / European Works Councils (TNC/EWC)

Enrico Somaglia briefed the members on the Barry Callebaut conflict in Germany, the announcement of the closure of the PMI factory in Berlin, the ongoing fight at Coca cola (SIPTU), Mondelez.

EFFAT is still involved in the negotiation of 4 new EWC agreements and 15 renewed EWC agreements in 15 cps.

Enrico called upon the EWC coordinators to keep the EWC portal updated.



Discussion: Joe Clarke

Discussion: The Executive Committee takes note of the oral update.

f) Gender Equality

Kerstin Howald reported on the ongoing project regarding fighting sexual harassment in the workplace and the questionnaire which was sent out to collect information to compile examples of initiatives of member organisations. Recommendations will be drafted and discussed at the Congress and will be taken up at the SSD's;

Discussion: Anja Westberg, Pilar Rato, Gabriele Guglielmi

Decision: The Executive Committee takes note of the oral update.

g) Domestic Workers

Kerstin Howald presented the motion on Domestic workers which will be put forward at the Congress.

Decision: The Executive Committee takes note of the document.

h) EFFAT Communication (Website/Newsletter)

Maddalena reminded the members the Communication working group meeting is taking place on 18 September. The participants will share experiences and discuss ideas how to improve communication.

i) List of Meetings 2019

The secretariat presented the list of meetings for 2019.

Decision: the Executive Committee endorsed the list of meetings 2019.

17. Membership and Affiliation Fees

a) Overview of Payments

Harald Wiedenhofer informed the Executive Committee that 17 organisations have not yet paid fees and called upon them to pay the fees as soon as possible. Member organisations which have not paid fees are not entitled to vote at the Congress.

b) New Affiliations

EFFAT received a request for re-affiliation from SETAAB Portugal but the organisation is asking to be exempted for 2019.

Decision: The Executive committee adopted the re-affiliation of SETAAB Portugal and accepted the exemption for 2019.

c) Disaffiliation and Exemptions

Harald Wiedenhofer briefed the members that the secretariat is sending last reminders to those affiliates that are in affiliation fee arrears, namely FTPAW (Cyprus), AGROSTAR (Romania), UIMEC UIL(Italy), SINDALIMENTA (Romania).

Decision: The Executive Committee takes note of and endorsed the document presented.