



EFFAT

EUROPEAN FEDERATION OF FOOD, AGRICULTURE AND TOURISM TRADE UNIONS

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

Agenda item 7: **Political Framework and follow up on Action Plan 2020-2021**

C) Transnational Companies / European Works Council

Decision: The Executive Committee takes note of the reports and endorses the documents presented.

EFFAT



EWC/TNC Activity Report

June 2019 – February 2020

Negotiation of EWC Works Councils Agreements

Ongoing EWC negotiations

Currently the EFFAT Secretariat is involved as SNB Expert in EWC Negotiations with the following Companies:

Kraft Heinz – Kraft Heinz was established by the merger of Kraft Foods Group and Heinz in 2015. The merger was backed by private equity funds 3G Capital and Berkshire Hathaway. EFFAT has met with the new Brazilian management in the Netherlands and relaunched the EWC. A new agreement is being negotiated. The last meeting took place on 27 February in Amsterdam.

Gallina Blanca/Campbell: Following the acquisition of Continental Food by Gallina Blanca, new negotiations are about to start to set up the Gallina Blanca EWC.

AccorInvest: AccorInvest is today the largest operator of Accor-branded hotels with some 900 hotels worldwide, stemming from an exclusivity agreement. AccorInvest has been created following the spin-off of HotelInvest. EFFAT and the IUF are jointly negotiating the new EWC agreement of Accorinvest. The Agreement should be signed by next summer.

Compass Plc: The EWC started negotiations on amending the EWC agreement following the Post Brexit transition of the legal basis of the agreement from UK to German legislation. Furthermore, the EWC concluded resolutions on Sexual Harassment and Workplace Bullying and on E-Learning, calling upon the company to engage with EFFAT and the EWC with a view to developing company-wide guidance on these issues.

Elior: A first meeting of the EWC after the split off of the travel catering part Areas took place in February 2020. Elior has subsidiaries in France, Spain, Italy, UK, Luxembourg and Portugal. First steps regarding negotiations on amending the EWC agreement in the light of the new developments have started. The possibility to set up an EWC in Areas has to be explored, the company having subsidiaries in France, Belgium, Luxembourg, Spain, Portugal, Italy, Germany. Altogether, Areas has 23000 employees, including in the United States, Mexico and the Dominican Republic.

LSG SkyChefs / GateGourmet: In November 2019, the takeover of LSG SkyChefs by GateGourmet was announced. The acquisition is actually subject to EU Merger Regulation which prohibits mergers and acquisitions which would significantly reduce competition in the Single Market. EFFAT and ETF are jointly looking into possibilities to give workers and their representatives a say in the merger control process, and will undertake steps to ensure a smooth transition of the EWCs which exist in both companies.



EWC/TNC Activity Report

June 2019 – February 2020

<p>New Agreements signed</p>	<p>Asahi Breweries Europe Group Ltd (“ABEG”) and AEL (Asahi Europe Ltd) were managed as two separate businesses. until September 2019. Now they are again integrated and EFFAT has negotiated and signed the new EWC Agreement that now covers also the Netherlands and Italy. The re-opening of the agreement was an opportunity to further improve it.</p> <p>Coca-Cola European Partners: After 3 years negotiations, a demonstration and 18 tough negotiation rounds , the agreement establishing the Coca-Cola European Partners (CCEP) EWC has been signed. Operating in 12 European countries and employing 23000 workers the company is the biggest Coca-Cola bottler globally in terms of revenue. More information on the agreement can be found here</p> <p>Bel Groupe. A new EWC Agreement has been signed by EFFAT with the French Group Fromagerie BEL on 19 June 2019. EFFAT call on its affiliates to play an active role in the EWC designation process. The first meeting is expected to take place in June. The appointed EFFAT Coordinator is Alexandre Dubois, FGA-CFDT.</p>
<p>Main TNCs news</p>	
<p>AccorInvest acquires Orbis</p>	<p>At the beginning of February 2020 the European Commission has approved, under the European Merger Regulation, the acquisition of joint control of a portfolio of 73 hotels located in Hungary, Lithuania, Poland, Romania, Slovakia and the Czech Republic by AccorInvest S.A., based in Luxembourg, and the Accor group, based in France. The portfolio of 73 hotels is currently owned by the Polish investment company Orbis, a subsidiary of Accor, and includes luxury, upscale and economy class hotels.</p>
<p>Coca Cola</p>	<p>Coca Cola European Partners Germany: In February 2020 a restructuring has been announced in Coca Cola European Partners Germany. Among other measures, seven logistics sites – in Hamburg, Ziesendorf, Münster, Kenn, Ramstein, Ravensburg and Eltersdorf – are expected to be closed, affecting at least 317 jobs. The EFFAT Coca-Cola early warning network was alerted immediately, and the restructuring plans in Germany will be discussed at the 1st CCEP EWC meeting taking place in London on 24-26th March 2020</p> <p>Coca Cola Hellenic Italy: Coca-Cola HBC Italia has threatened the end of further investments at its production sites in Italy, after the government announced new taxes on sugar content and plastic. Coca-Cola plants in Marcanise and Oricola are also said to be at risk of closure. EFFAT affiliates in Italy have reiterated their disagreement with the way the sugar and plastic taxes have been conceived but strongly condemn the pretext of these taxes as a reason to close production sites. The sugar</p>



EWC/TNC Activity Report

June 2019 – February 2020

	and plastic taxes introduced by the Italian Government have also been one of the elements that triggered the breakdown of the sectorial collective bargaining negotiations in the Italian Food industry. h
Unilever	EFFAT affiliates have called on Unilever to save its historic Warrington factory after it was threatened with closure. EFFAT is also in contact with the Unilever EWC to ensure that information and consultation is carried out properly at every level
Barry Callebaut Germany	In September 2019 NGG workers at the Hamburg plant of Barry Callebaut, won a long-fought battle for some of their key trade unions rights. Although contemplated in their general collective agreement of confectionery industry, workers were denied of equal treatment on pay, working time and Christmas bonuses and penalised for taking part in industrial actions or joining strikes. After months of failed negotiations and repeated warning strikes organised by EFFAT's affiliate NGG as well as intimidation from the management, the agreement was concluded. EFFAT coordinated solidarity from affiliates during the whole negotiating process and addressed the European management with an official letter.
EFFAT TNCs Committee officially established	<p>The EFFAT TNCs Committee has been officially established at the V EFFAT Congress in Zagreb following the revision of the EFFAT Statute. Its first meeting will take place in June in Rome alongside the annual EFFAT TNC Conference. The elected Chairperson is Silvie Marien (FGTB Horval). Two Deputy Chairs will be elected at the next Executive Committee meeting. This Committee has been created to achieve the following aims:</p> <ol style="list-style-type: none"> 1. Taking stock of current EFFAT work in transnational companies (TNCs) and European Works Councils (EWCs); 2. Supporting teh Secretariat in strenghtening EFFAT Company Policy 3. Empowering EFFAT action in TNCs.
EFFAT-ETUI Seminar: EWCs as an instrument for organising workers	In October 2019 an EFFAT-ETUI Seminar focused on the role EWCs can play for organizing workers took place in Florence. Participants from 8 TNCs took part in a 3 days seminar focused on developing tailored-made organizing projects for their company. The seminar aimed at understanding the potential role of EWCs in organizing. Following the Seminar some organizing projects have now been developed and will be supported by EFFAT and the IUF.




EWC/TNC Activity Report

June 2019 – February 2020

The new EFFAT TNC-EWC Portal

The [EFFAT Portal on Transnational Companies and European Works Councils](http://www.effat-ewc.org/) is available online (<http://www.effat-ewc.org/>) with a link on the EFFAT homepage! The portal is at the disposal of all EFFAT affiliates as well as of EWC members. EFFAT has invited TNC-EWC coordinators to fill the EWC database which is part of the Portal. Some companies are still missing. To make use of the portal we invite affiliates to ask login details to the EFFAT Secretariat. We will create your own account.

Its key features include:

- a restyled [homepage](#) presenting TNC-EWC related news, dedicated links and easy access to the two other sections of the portal;
- a renewed user-friendly [resources page](#) with the downloadable EFFAT brochure in multiple languages and easy access to useful material and other working documents edited by the EFFAT Secretariat;
- the newly created [EWC database](#) !! EWC agreements and other relevant information of each EWC will now be available for all users. EFFAT Coordinators will directly provide such information by clicking on the  button.

EU PROJECTS

EFFAT project: Making full use of the EU Social acquis : This project aims at assessing the possible impact of automatization and robotisation in the European food and drink industry in the medium and long term focusing in particular on

- the digitalisation of tasks, jobs and workplaces;
- the human-machines interactions;
- work organisation (including working time and the concept of smart factories)
- working conditions and employment contracts;
- improvements and challenges for workplace health and safety;
- the required skills and qualifications;
- reconciliation of private and working life (right to disconnect);
- privacy, GPS tracking and data protection;
- labour relations, workers participation and collective bargaining.

The first part of the project entailed 5 case studies of TNCs operating in the food and drink sector. This first part has now been finalised with our expert carrying out company visits and EWC trainings. The second part of the project will now be focused on a legal analysis on the tools provided to workers by national legislation and the EU Social acquis to deal with the impact of technological developments.



EFFAT

EUROPEAN FEDERATION OF FOOD, AGRICULTURE AND TOURISM TRADE UNIONS

EWC/TNC Activity Report

June 2019 – February 2020

ETUFs ETUC project on subcontracting:

EFFAT together with other ETUFs and the ETUC is part of the EU project "Securing Workers Rights in sub-contracting chains". Objectives of the project are:

- Carrying out an analysis on violation of workers' rights in subcontracting practices through case studies in different sectors
- Map and clarify the existing legal frameworks on subcontracting at national and EU level
- Based on experts' conclusions, propose policy recommendations for a consistent EU approach towards subcontracting.
- To build the case for an EU legislative initiative on subcontracting

EFFAT took part in the project with two cases. The mid term conference of the project will take place on 28 April

NEWLY DESIGNATED EFFAT TNC-EWC COORDINATORS -TO BE ENDORSED AND CONFIRMED BY THE EXECUTIVE COMMITTEE:

NAME OF COORDINATOR	COMPANY
Enrico Somaglia , EFFAT	CCEP
Pascal Savoyet, FO	PERNORD RICARD
Alex Dubois, FGA-CFDT	Groupe BEL