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1. INTRODUCTION

The 2nd General Assembly of the European Metalworkers' Federation took place in Frankfurt on 30 and 31 October 1974. Delegates came from Metalworkers' unions throughout the countries of the Community, representing some 5,800,000 workers in engineering. They discussed the economic and social situation in Europe and adopted several important resolutions.

The General Assembly adopted the report on activities of the European Metalworkers' Federation for the period 1971-1974 and the draft constitution presented by G. Koepke, General Secretary.

The Assembly elected Hugh Scanlon, President of the Amalgamated Union of Engineering Workers, as President of the E.M.F. by acclamation. According to certain delegates, this election is perhaps a symbol of the joining up of British national interests and the trade union conviction of the interdependence of the interests of European wage-earners. For a Britisher to accept at this time a role closely connected with the European Community is in any case an event which will not pass unperceived.

Naturally, in making his first presidential speech, Hugh Scanlon made his position clear, but in a way which subtracted nothing from the importance of the step. He stated that his election was not in contradiction with the position of the British T.U.C. towards the European Community and stressed that his acceptance illustrated the deep internationalism of metalworkers in Great Britain, having nothing in common with the strictly commercial objectives of the E.E.C. "Even if the referendum in Great Britain was to lead to the withdrawal of Great Britain from the Community," Scanlon said, "British metalworkers would not leave the European Metalworkers' Federation, by virtue of their deep-rooted internationalism."

The presidential election was not the only interesting event of this general assembly. It was the 2nd general assembly - the 1st was held in 1971 - it had to take decisions both on the geographical extension and on the ideological extension of the Federation. Thus, the assembly decided by a unanimous vote minus 12 abstentions and a motivated refusal to vote by the Italian delegation, on the admission to the E.M.F. of the Metalworkers unions formally affiliated to the European Metalworkers' Organisation of the World Confederation of Labour.

The constitution of the E.M.F. providing for a particular time-lapse between a request for affiliation and its examination by the general assembly, the application for affiliation made by the Italian Metalworkers' Federation (FLM) could not be taken into account by the general assembly. The assembly instructed the next executive committee of the European Metalworkers' Federation to examine the request for affiliation and to take a decision ad hoc without coming back again to the general assembly. The final decision should be made in the middle of January 1975.

The FLM brings under one cover the former metalworkers' unions in Italy belonging to the CISL, the UIL and the CGIL. Up to now only the first two had been members of the European Metalworkers' Federation.

This delay of several months irritated the Italian delegation, which thereupon decided not to take part in the meetings which would take place up to January. This also explains the refusal of the Italian delegation to take part in the vote concerning the request for affiliation of the WCL organisations.

The general assembly confirmed G. Koepke in his position as General Secretary and D. Fowler in his position as Assistant General Secretary.

The assembly adopted the resolutions which follow:-

European integration policy is passing through a crisis. The development of a democratic structure in the European institutions, with trade union participation, has not made any progress. The Community's capacity for action, during recent years and as the energy crisis has clearly shown, leaves room for doubt as to the real desire of member states to reach common solutions. The objective, demanded by the trade unions, to make the Community a social Community, has not progressed from the early beginnings.

Under these circumstances, the 2nd EMF General Assembly confirms its belief that the integration of Europe is essential for safeguarding peace in Europe in the long term, for further developing the understanding between East and West, for giving effective support to developing countries and for furthering the social progress of the working classes in Europe.

The 2nd EMF General Assembly demands that governments of member states of the European Community take the necessary steps therefore, given the seriousness of the situation and act accordingly.

It calls specifically on governments :

- to abandon narrow economic national interests in favour of a European policy
- to work together to resolve inflation and balance of payment difficulties
- to pursue policies for full employment and income security for working people.

In regard to the forthcoming summit conference, EMF urges governments

- to make binding commitments and not just empty declarations;
- to develop the European Parliament as quickly as possible into a genuine political organ by the direct election of its members and calls upon member governments and parliaments to consider as a matter of urgency the need to examine any necessary constitutional changes with a view to giving the European Parliament real power and possibilities of control;
- to enable new forms of direct participation by workers and their unions in the decision-making process on European policy;
- to make meetings of the Council of Ministers more public and reintroduce the majority principle when votes are taken.

The 2nd EMF General Assembly reaffirms its position that a progressive European policy will only be possible if working people can effectively participate in it, if concrete advantages can be achieved and if the democratisation of the European institutions is accelerated.

EMF Working Group recommendation to the Executive
Committee for adoption at the General Assembly 1974

I. Analysis of the European situation

The concentration of capital and enterprises in Europe, a reduction in trade barriers and the establishment of a customs union in the European Community have in the last twenty years decisively determined the character of European economic integration. The enlargement of the Common Market and the further development to an economic and monetary union presents European unions with further difficult tasks. In spite of the progress achieved, through the efforts of the trade unions, the threats to living and working conditions cannot be overlooked. In a large number of sectors, monopolistic and oligopolistic market structures have been developed which considerably affect the position of the worker. Inflation and a deterioration in purchasing power, the might of the multinational corporations and companies dominating markets, the destruction of the environment, strain at the work place, intolerable living condition for migrant workers, dangerous concentration in industrial centres, all of which is an expression of mistaken development that can be attributed to a lack of democratic planning and insufficient consideration for social aspects during European integration.

Multinational corporations are exploiting the weak areas in national and European social legislation to defend and maximise profits. European employer organisations are co-ordinating their strategy against the workers and their trade unions and stepping up their lobbying in the European institutions.

II. Role of the EMF

The whole trade union movement must rapidly and energetically counter this development. The EMF is aware of its responsibility towards European metal workers. Given the situation, it has great tasks to fulfil. In its statutes, it is committed to defending and furthering the economic, social and cultural interests of metal workers at all levels in the European Community and promoting the spirit of solidarity across national frontiers.

The EMF is drawing up this action programme, therefore to act as a sign-post for its activities and to set out its common short term goals and its means of action to achieve these goals.

The EMF action programme belongs, from a world-wide point of view, in the context of the IMF principles adopted at its Congress in Zurich in 1968 and in the European field with the resolution of the ETUC Congress of 1974 in Copenhagen.

III. Common short term goals

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Improvements in working and living conditions of workers through full employment, a fairer distribution of income, increases in purchasing power, social security and democratisation of the economy remain the essential goals of all trade union forces. These general goals could only be achieved, if the workers themselves are united at all levels of the economy and society, at both national and European level, in strong trade union organisations, in which they show their willingness to fight.

The joint short term goals of the metal worker organisations in the European Metalworkers' Federation are aimed at improvement in working and living conditions of work people in the metal industry of Europe. The EMF confirms its determination to devote its efforts to the realisation of a social and democratic Europe and to eliminate existing privileges. It will fight for changes in the present capitalistic social order.

The EMF will endeavour to achieve its aims through coordination and action of its affiliated organisations, but also through joint action at European level, wherever this appears practical and effective.

The EMF and the metal worker unions represented in it, have set themselves jointly the following six short term goals :

1. Equality in status and equality of opportunity for migrant workers in Europe

- Equality before the law and social equality of opportunity at work, in employment security in vocational training and in the choice of job with indigenous workers.
- Free mobility and free choice to stay in a country.
- Membership in the existing metal unions in joint action against exploitation of working people.
- The absolute ban on subcontracting of labour and the implementation of a progressive action programme by the European Community for migrant workers and their families.

2. Greater influence by worker representatives on the European institutions

- Effective rights of consultation and negotiation with the European Commission.
 - . The right to consultation and negotiation on all social, industrial and competition policy proposals for the metal industry.
 - . Creation of permanent trade union consultative organs for all important branches of the economy: shipbuilding, aerospace, electrical technical, engineering and automobile industries.
- The inclusion of employment guarantees and the social interest of workers in all directives and guidelines of the Council of Ministers.
- Stronger links with the "workers'" group in the Economic and Social Committee and constant pressure on the European Parliament, when proposals are being discussed.

3. Contacts and negotiations with European employer organisations in the metal industry

- The creation of a permanent joint committee between the EMF and the West European employer organisation of the metal industry, WEM.
- Continuation of contacts with the West European economic organisation of the metal industry, ORGALIME.
- Negotiations on employment guarantees and the intervention of the European Social Fund in favour of workers in individual branches of the metal industry between the EMF and the European employer federations in the metal industry.

4. Stronger direct action vis-à-vis the multinational corporations in Europe

- Extension of the trade union co-ordination committees for multinational corporations like PHILIPS, VFW-FOKKER, UNIDATA, AEG-TELEFUNKEN/ZANUSSI, Europemballage Continental Can and others.
- The further development of trade union co-ordination committees in multinational production groups like Concorde / European Airbus in the aerospace industry, and Klöckner-Humboldt-Deutz/Daf/Saviem/Volvo in the production of lorries.
- The exchange of information between trade unions, joint support, the development of common claims and action against the multinational corporations.
- Continuation of the discussions and negotiations with the central management of European multinational corporations with the goal of obtaining agreements on optimum employment guarantees and social advantages for these workers.

5. Co-ordination of national trade union policy of common interest

- Rejection of any national or European incomes policy aimed only at the control of wages
- Trade union influence in industrial reforms, mergers and concentration so as to secure workers interests.
- Promotion of all trade union initiatives that strengthen the influence of workers at the cost of the employers' monopoly of decision making.

6. Development of joint goals and demands of metal worker unions in future negotiations

- Warding off of all attacks by employers and politicians that seek to restrict collective bargaining autonomy and the right to strike.
- Elimination of lock-out and the legal barriers to international solidarity strikes.
- Further development of joint demands by metal worker unions, such as equal status for blue and white collar workers, longer holidays, increasing purchasing power, protection against dismissal for older workers, reduction and changes in shift work and work on the production-line.
- Creation of the possibilities, the pre-conditions and the terms for European collective bargaining agreements on selected issues.

6. IV. M e a n s o f a c t i o n

In order to attain these joint short time goals, EMF's affiliates will employ all suitable means of action in their different countries and EMF will co-operate closely with the IMF and the ETUC. The General Assembly will instruct the Executive Committee to determine the concrete steps and tactical measures for the realization of these goals.

The following means of action can serve as orientation :

- by implementing all the possibilities of collective bargaining policy and legislation in each individual country;
- by popularizing the joint short term goals among work people in the plants through more press work, assemblies and other measures;
- by intensifying exchanges of opinion and strengthening links within the trade union coordination committees of multinational corporations and also at the level of the industrial branches including plant level trade union representatives;
- by continuing the comparison of future trends in negotiations by metal worker unions within the collective bargaining committee of EMF;
- by setting up special committees to work out concrete solutions for special demands;
- by solidarity measures against the employers in social conflicts and strikes;
- by increased trade union pressure by the trade union movement on all democratic political forces in national parliaments, on national governments and European institutions.

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R E S O L U T I O N
ON PORTUGAL, GREECE AND SPAIN

The 2nd EMF General Assembly welcomes the elimination of fascism and dictatorship in Portugal and Greece.

It supports all efforts aimed at accelerating the process of permanent democratic parliamentary government and structures in these two southern European countries.

It condemns the persecution, arrests and torture of Spanish democrats under the domination of dictatorship and declares its solidarity with all those democratic forces in this country, who, at the risk of their lives, are fighting for liberty and justice.

The 2nd EMF General Assembly gives its firm support to the creation of a democratic trade union movement in the sense of a united movement in Portugal and Greece, assuring freedom of opinion, unrestricted coalition and the right to strike. It supports with all its strength the clandestine Spanish trade union movement, which is trying to throw off the yoke of dictatorship.

The 2nd EMF General Assembly recommends the rapid association of Greece and Portugal with the European Community, if the trade union organisations in these countries want to do so, and a close cooperation of the metal workers in these countries with the EMF.

On the other hand, it declares its opposition to any approach by Spain to the European Community, as long as the dictatorship in Spain continues and elementary human rights are trampled underfoot.

EUROPEAN METALWORKERS' FEDERATION IN FIGURES

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FEDERAL REPUBLIC OF GERMANY

MEMBERS

Industriegewerkschaft Metall für die Bundesrepublik Deutschland - IGM	2.500.000
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GREAT BRITAIN

Amalgamated Union of Engineering Workers - AUEW (engineering section)	1.000.000
(Amalgamated Union of Engineering Workers - AUEW (construction section)	35.000
General and Municipal Workers' Union - GMWU (engineering section)	100.000
Iron and Steel Trades Confederation - ISTC	105.000
Electrical Electronic Telecommunication and Plumbing Union - EETPU	200.000
National Union of Sheet Metal Workers, Coppersmiths, Heating and Domestic En- gineers	90.000
National Union of Blastfurnacemen, Ore Miners, Coke Workers and Kindred Trades	17.000
The Association of Patternmakers and Allied Craftsmen	9.000
National Society of Metal Mechanics	7.000

BELGIUM

Centrale des Métallurgistes de Belgique - CMB	160.000
(Centrale Chrétienne des Métallurgistes de Belgique - CCMB)	140.000

NETHERLANDS

MEMBRES

Industriebond NVV	115.000
(Industriebond NKV)	53.000
(Industriebond CNV)	35.000

LUXEMBOURG

Letzeburger Arbechter-Verband L A V	13.000
(Letzebuerger Chrischtleche Gewerk- schaftsbond LCGB)	4.500

FRANCE

Fédération Générale de la Métallurgie (CFDT) - FGM-CFDT	120.000
Fédération Confédérée Force Ouvrière de la Métallurgie - F O M	50.000

ITALY

Federazione Italiana Metalmeccanici FIM - CISL	270.000
Unione Italiana Lavoratori Metallurgici - UILM-UIL	105.000

DENMARK

Centralorganisationen af Metalarbejdere i Danmark	170.000
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IRELAND

Irish Transport and General Workers' Union (Engineering Section)	25.000
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SWEDEN

Svenska Metallarbetareförbundet	370.000
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NORWAY

Norsk Jern-og Metallarbeiderforbund	90.000
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MEMBERS OF THE E.M.F. EXECUTIVE COMMITTEE

President : H. Scanlon
Great Britain

Vice-Presidents : E. Loderer
F.R. Germany
J. Chérèque/B. Mourgues
France
W.A. Wamsteeker
(Benelux)
L. Skau
Scandinavia
G. Benvenuto
Italy

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F.R. Germany	E. Loderer H. Mayr Gg. Benz R. Judith	H. Preiss K.H. Troche F. Koob A. Fuchs	IG Metall " " "
Great Britain	H. Scanlon J. Ashfield L. Buck F.A. Baker	R. Birch C. Cowin D. Davies G. Eastwood	A U E W E E T P U Sheetmetalworkers Union G M W U Nat.Soc.of Metal Mechanics I S T C Ass.of Pattern-makers
Denmark	Ch. Hansen P. Andersen	K.B. Larsen V. Andersen	Centralorganisationen af Metalarbejdere i Danmark
Norway	L. Skau L. Skytøen	Norsk Jern-og Metallarbejderforbund
Sweden	B. Lundin J. Olsson	Svenska Metallindustriarbetareförbundet

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	W.A. Wamsteeker J. van Otterloo	A. Groenevelt) J. de Jong)	Industriebond N V V	
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	J. Chérèque R. Briesch	A. Mercier A. Moutet	FGM-CFDT "	
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	G. Benvenuto L. Della Croce	F. Baicchi S. Veronese	U I L M "	
Luxembourg	M. Castegnaro	N. Daubenfeld	LAV / FOL	
Ireland	P. Donegan	J.F. Carroll	I T G W U	
Belgium	R. Vandeperre F. Decoster	F. Verstraete R. Gillon	C M B "	
	G. Heiremans J. Doyen	J. Philipsen L. Janssen	C C M B "	

12 7. SPECIAL ASSEMBLY TO DISSOLVE THE EUROPEAN METALWORKERS' ORGANISATION OF THE WORLD CONFEDERATION OF LABOUR (WCL), BRUSSELS, 6 NOVEMBER 1974

Unions belonging to the Metalworkers' Federation of the World Confederation of Labour affiliated to the European Metalworkers' Federation during its 2nd general assembly in Frankfurt on 30 and 31 October 1974. In view of this, the metalworkers' organisation of the WCL at European level decided to dissolve on 6 November 1974. The membership of the European Metalworkers' Federation constituted the end of a unitary process at European level started several years ago.

Nevertheless it should be noted that the national metalworkers' federations which joined the European Metalworkers' Federation at European level remain members of the WCL world level Metalworkers' Federation and that a bureau de liaison WCL-European Coal and Steel Community has been created within the world level WCL Metalworkers' Federation, keeping up European activities in the industrial field of steel. Within the limits of its responsibility this body therefore remains the spokesman of the European WCL unions.

We give below extracts from a statement made by the committee of the WCL European Metalworkers' Organisation on the eve of the dissolution congress:

"After 22 years of work in European trade union life, that is at first with the European Coal and Steel Community and then with the European Economic Community, the WCL European Metalworkers' Organisation affirms that its action has constituted an effective and important contribution to the defence of the interests of metalworkers and to the promotion of the ideal of a democratic and social Europe.

The Committee further declares:

1. that the only aim of the affiliation of its constituent bodies to the European Metalworkers' Federation is the defence and furthering of the interests of metalworkers through the reinforcement of European trade unionism, in the face of the European employers and multinational companies and in the face of the European institutions;
2. that to attain this objective the enlarged European Metalworkers' Federation must work out a programme of demands and actions to confront the European employers including in particular the multinational companies;
3. that European trade unity within the E.M.F. must respect the individual personality of each national federation;
4. that the metalworkers' unions which have requested affiliation to the E.M.F. at European level remain members of the WCL Metalworkers' World Federation;
5. that it is necessary to reinforce cooperation and solidarity between European trade unionism and world trade unionism. In this perspective, the representatives of the WCL European body will collaborate to the best of their ability through all instruments available to the metalworkers' unions at international level and at interprofessional level.

On the eve of the cessation of its activities, the WCL European Metalworkers' Organisation reaffirmed its will to see the E.M.F. and the trade union movement become the motor of European integration, so as to achieve an economic and political Europe which is truly democratic and united, pursuing social objectives and the well-being of workers. It is in this spirit that the WCL European body expresses its confidence in European trade unionism, represented by the ETUC and the European Metalworkers' Federation and in a Europe moulded by trade union action.