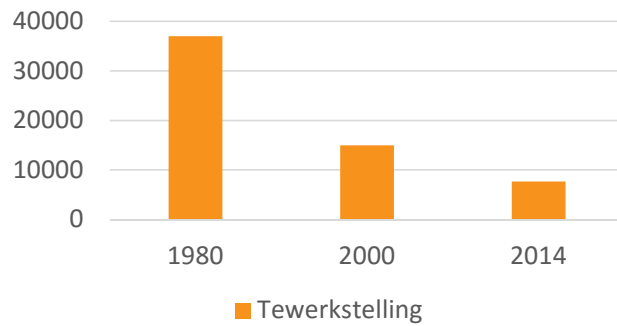


ACV-CSC METEA

ACV-CSC METEA defends the interests of employees in the metalworking and textile industry in 23 sectors.

Joint Committee	Sector
JC 100	Supplementary for manual workers
JC 104	Steel
JC 105	Non ferrous
JC 107	Tailors
JC 109	Clothing and ready-to-wear
JC 110	Textile care
JC 111.01 & 111.02	Metalworking
JC 111.03	Fitters
JC 112	Garages
JC 120	Textiles and knitted fabrics
JSC 120.01	Textile industry Verviers
JSC 120.02	Flax
JSC 120.03	Jute
JSC 142.01	Metal recovery
JSC 142.02	Textile recovery
JSC 149.01	Electricians
JSC 149.02	Panelbeaters
JSC 149.03	Precious metals
JSC 149.04	Metals dealers
JC 311	Large retailers
JSC 315.01	Maintenance in civil aviation
JC 322	Temporary employment

Steel



Bargaining at sector level

- Every 2 years
- High-quality agreements
- Purchasing power is discussed at company level

- 2 large groups:
 - Arcelor Mittal
 - Duferco
- Products:
 - Flat carbon steel
 - Long products
 - Stainless and special steel



Metalworking – Assembly – Non ferrous

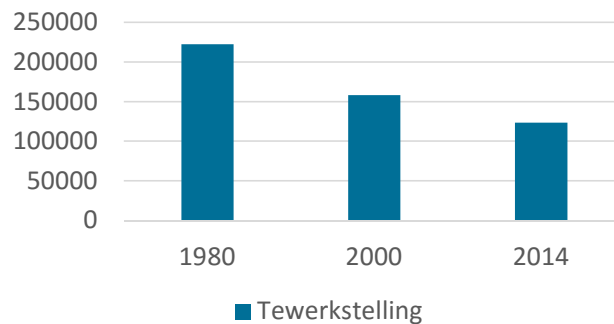
Common characteristics:

- Falling employment
 - Outsourcing
 - Transition manual workers – office employee status
 - Temporary work
- Competition from other countries
 - Wage costs
- The same employers' federation
 - Agoria

...

- Influence of environmental legislation
- Sensitive to economic climate:
 - Effects of globalisation
- Expensive raw materials
- High energy costs
- Sector-specific system of social security

Metalworking – Assembly

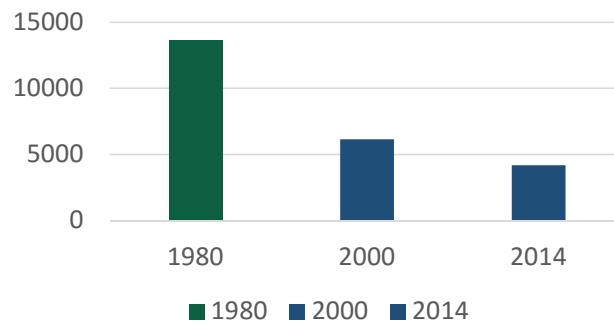


- Very active joint committee with regional sections
- Jointly-managed pension fund
- Training and education:
 - National
 - Regional
 - Regional

- Very large sector with very varied activities:
 - SMEs
 - Large companies
 - Very large companies
- Products:
 - Machinery
 - Cars, buses, freight, airlines, ...
 - Material and parts
 - Assembly sector



Non ferrous



- Less large sector with larger firms
- Activities:
 - Making or processing non-ferrous metals into semi-finished products

- Return On Capital Employed bonus (besides Collective Labour Agreement No. 90)
- Supplementary pension plans and social security at company level based on a sector-specific agreement.



Textiles and knitted fabrics



Sector

- Difficult economic situation: many restructuring operations and bankruptcies in period 2008-2009
- Poor financial situation of the funds
- Sharp fall in total payroll

- Related sectors with separate negotiating structures:
 - Textile industry Verviers
 - Flax
 - Jute
- Since 1 September 2015, we represent both manual workers and clerical workers in this sector.



Clothing and ready-to-wear



Sector

- Employment mainly in East and West Flanders
- Mainly female employment
- SME sector

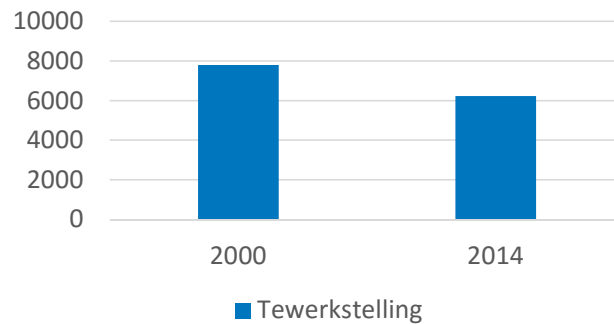
• Activities:

- Clothing and underwear
- Bed and table linen
- Clerical vestments and accessories
- Lampshades
- Belts, caps, hats
- Umbrellas, parasols, tents
- Interior trim of vehicles
- ...

- Since 1 September 2015, we have represented both the manual workers and clerical workers in this sector.



Textile care



- **Activities:**

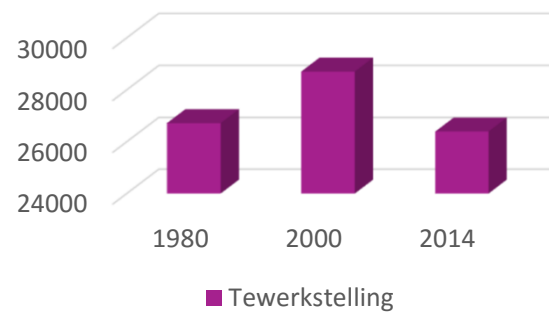
- Industrial washing and dyeing
- Washing for private individuals
- Drop-off

Sector

- SME sector and a few large players
- Mainly female employment
- Technological developments in washing procedures



Garages



Sector

- SME sector
- Sector-specific agreements, FBZ, Pension fund, Educam
- Stand-by arrangements

Activities:

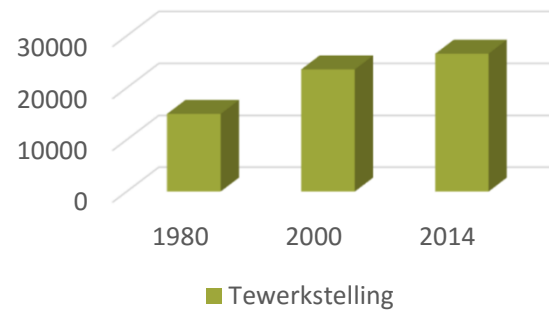
- Sales, maintenance and repair of vehicles
- Breakdown assistance
- Carwash
- Tyre dealers
- ...

Specific elements:

- New cars need less maintenance
- Car sales are falling
- Larger groups are being formed



Electricians



Sector

- SMEs
- Sector-specific agreement with 4 employers' federations
- FBZ, pension fund, Vormelek
- Mobility

• Activities:

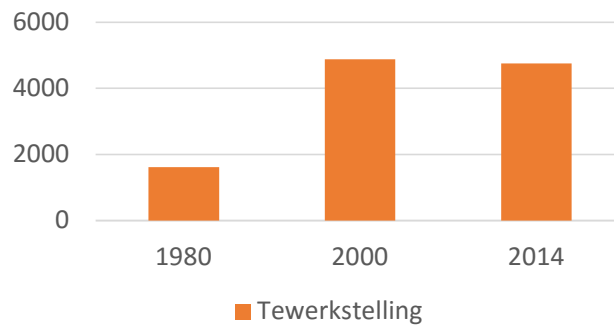
- Installation and distribution of activities in electricity and electronics
- ...

• Specific elements:

- Track & Trace systems
- Link with construction sector



Bodyworks



Sector

- Two-year sector-specific agreements
- FBZ, pension fund, Educam

• Activities:

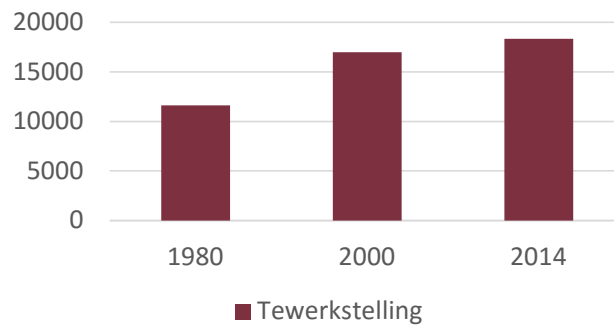
- Self-employed bodywork repair firms
- Coachbuilders
- ...

• Specific elements:

- Creation of larger groups



Metals dealers



Sector

- SME sector
- Two-year sector-specific agreements
- FBZ, pension fund, Educam

• Activities:

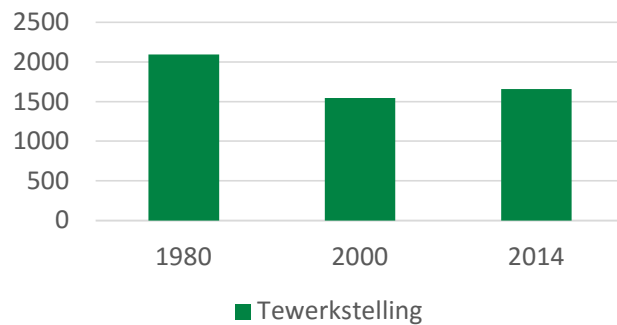
- Steel stockholders and retailers
- Car parts
- Goods handling
- Agricultural machinery
- ...

• Specific elements:

- Service technicians
 - Time credit
 - Travel time
 - ...



Metal recovery



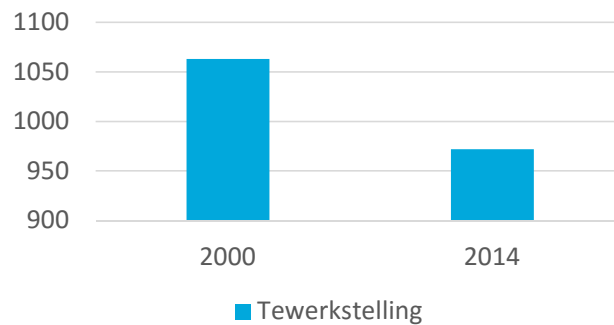
- **Activities:**
 - Recovery and recycling of scrap metal
 - ...
- **Specific elements:**
 - Creation of larger groups

Sector

- Two-year sector-specific agreements
- FBZ, pension fund, Educam
- SME sector



Textile recovery



- **Activities:**
 - Recycling of collected textiles
 - Production waste from textile firms
 - Second-hand clothing
- **Specific elements:**
 - Creation of larger groups

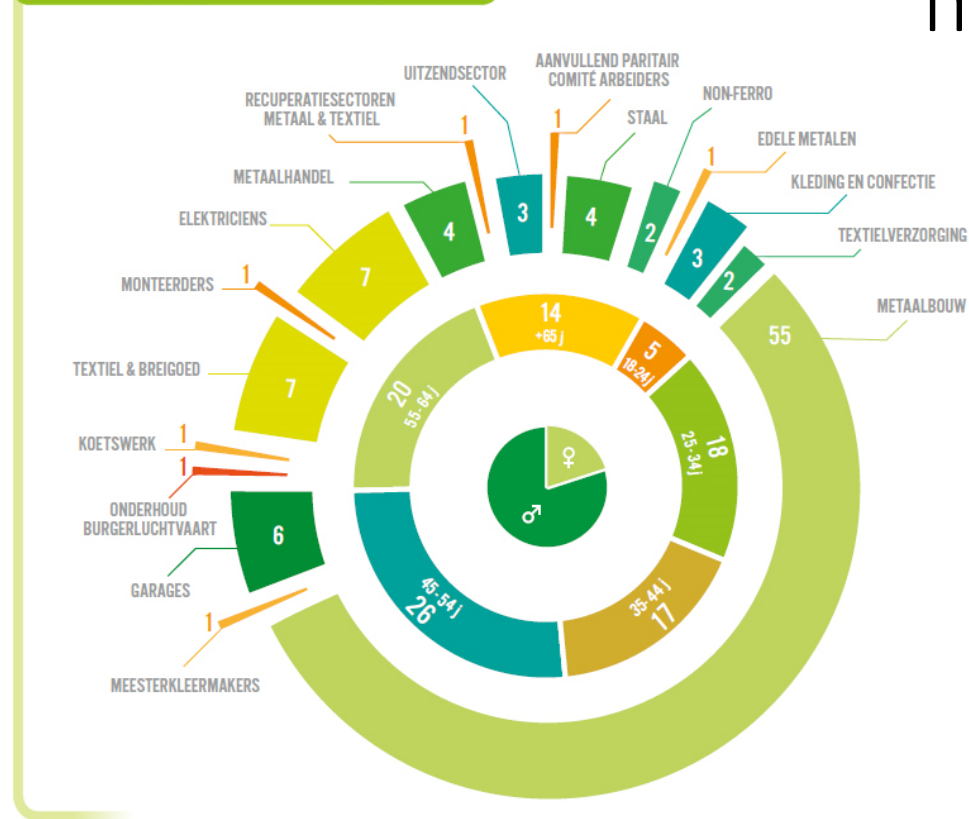
Sector

- Two-year sector-specific agreements
- FBZ
- SME sector



ACV-CSC METEA IN 100 MENSEN

220,000
members



Mission

ACV-CSC METEA is fighting for:

- A decent society and more solidarity
- Better working conditions and secure income
- A just social security system
- Welfare and better appreciation of workers and their representatives
- Job security and sufficient opportunities for vocational training

ACV-CSC METEA stands for

- Promotion of members' interests
- Company-level operation
- Sector-specific operation
- Service provision
- Administration for social funds
- Information and communication
- Training of activists

A national trade union, together with ...

- Represented at European level in the IndustriALL European Trade Union.



- Represented at world level by the IndustriALL Global Union



How?

- Via social dialogue with the aim of Collective Labour Agreements
- By influencing decisions by government and employers (or trying to)
- Dialogue wherever possible, action if necessary



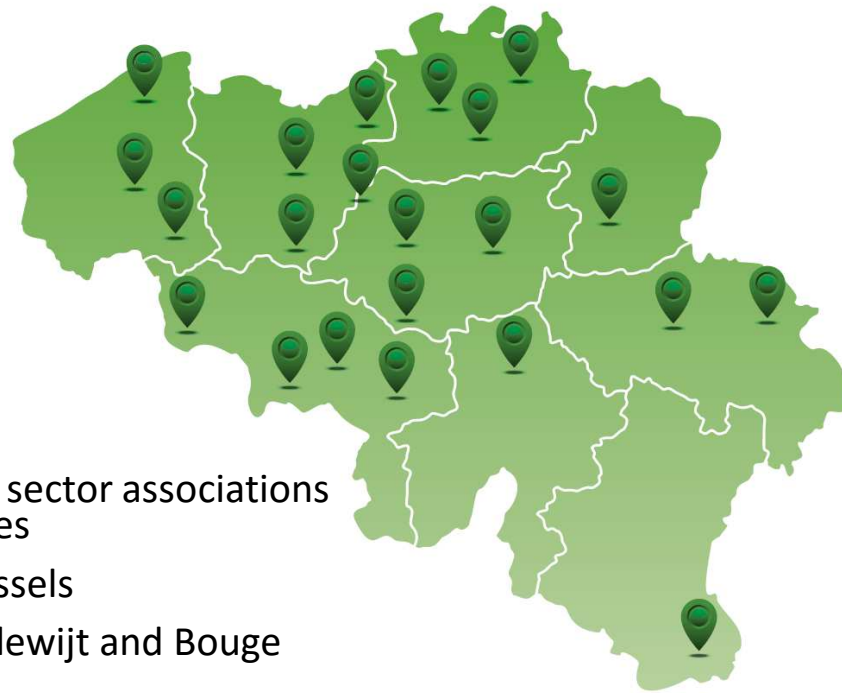
Support for industrial workers

Guidelines for sector-specific dialogue

7 priorities

1. Job security
2. Secure income
3. Permanent upgrading of knowledge
4. A better, common and unified employee status
5. Quality of life, at work too
6. Working time and flexibility, only via negotiations
7. Free, national and sector-specific negotiations

Organisation structure

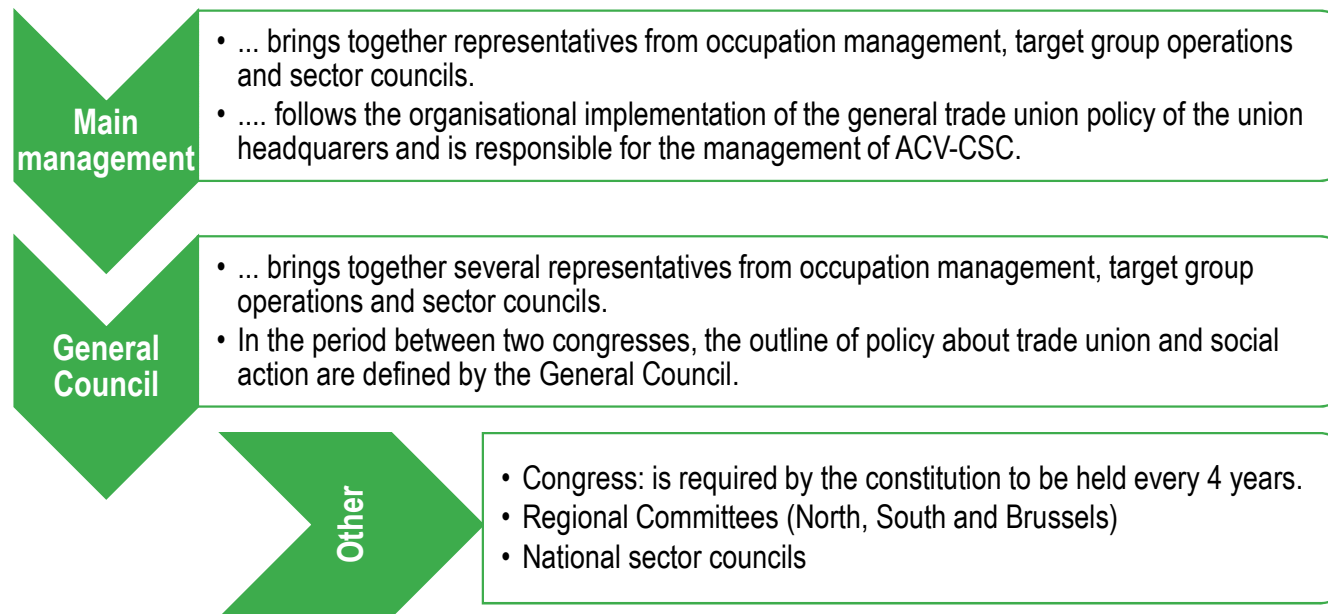


- 28 secretariats in 22 sector associations monitored via 8 zones
- headquarters in Brussels
- Training centres in Elewijt and Bouge

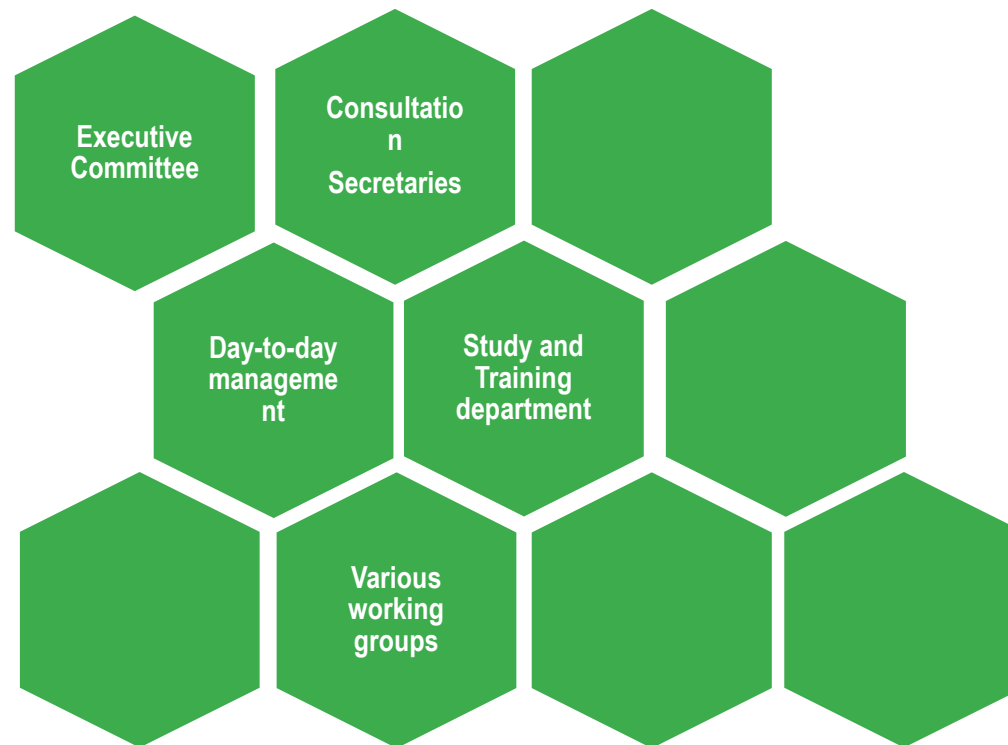
Multi-stage democracy

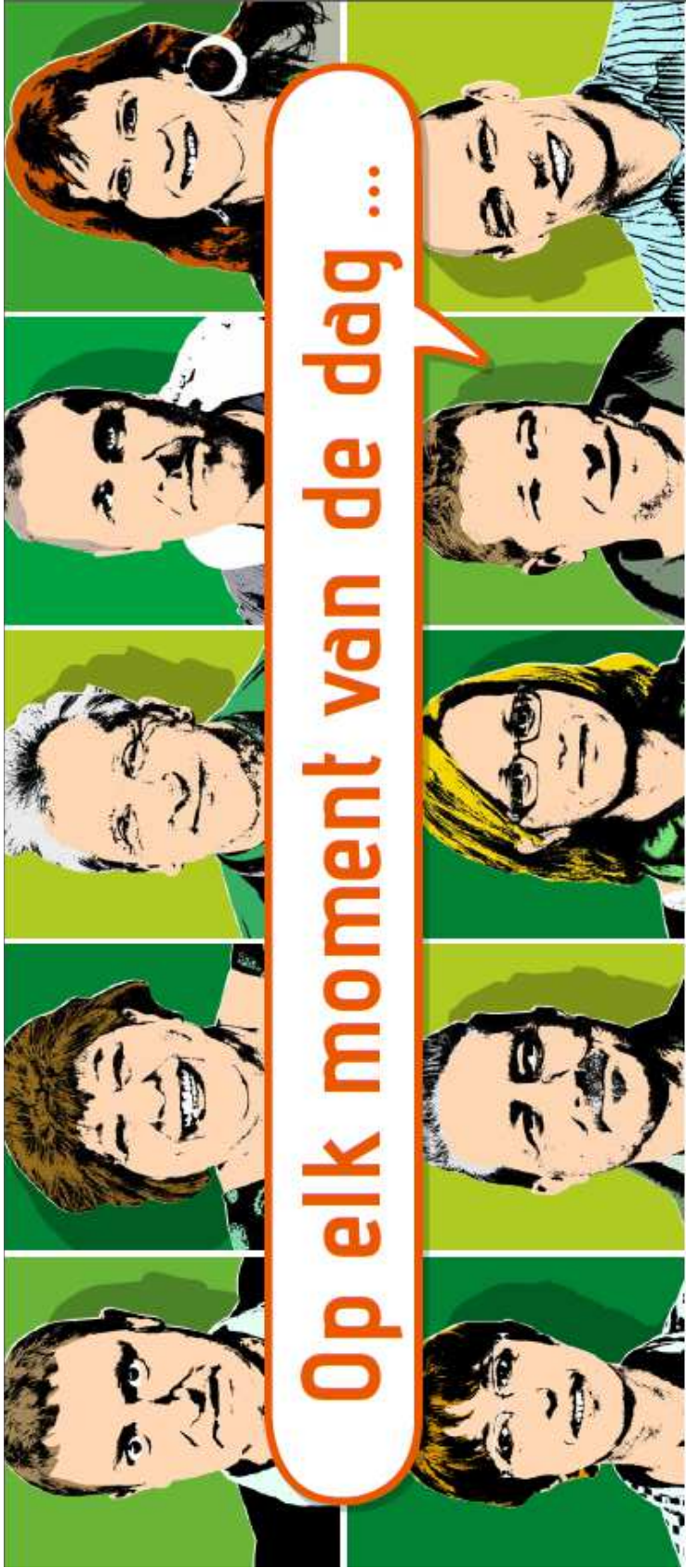


Multi-stage democracy



Executive bodies





Op elk moment van de dag ...

... staan wij voor jou klaar!

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acv-csc-metea.be



The METEA Team is the team of activists. They are the spearhead of our operation.

They form an indispensable link in our trade union work:

- First and foremost in their company;
- More equality within sectors and
- In the context of the regional and national policy of ACV-CSC METEA.

With their active commitment, militants ensure the democratic character of our operation and in the decision-making process.



Activists

An activist is any ACV/CSC METEA member that wants to contribute actively to the work of the trade union.

Being an activist is:

- Being a spokesman for fellow workers
- Defending the interests of colleagues
- Participating actively in taking decisions and helping set up actions
- Showing active commitment in trade union actions
- Forming the link between colleagues and ACV-CSC METEA
- Receiving training and exclusive information

Activist's Charter

ACV-CSC METEA wants to give the following commitments to its activists and guarantee their implementation:

- Right to information and training
- Right to be part of the activist core
- Right to provide input
- Right to support in trade union work
- Right to protection
- Right to various interpretations of policy.

Activist's Charter

ACV-CSC METEA expects that its activists will:

- Be active members of ACV-CSC METEA
- Subscribe to the aims and values of ACV-CSC METEA
- Work actively to defend the aims and values of ACV-CSC METEA
- Be a link between workers (m/f) and ACV-CSC METEA.