

Appendix

THE SECOND COMMON DEMAND

The complete road maps

By country in alphabetical order

AUSTRIA1. Name der **Gewerkschaft** und des **Landes/der Region**

Gewerkschaft: Pro- Ge Land/Region: Österreich
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2. Welche Art der **Kampagne/Verhandlungen** werdet ihr voraussichtlich nutzen, um die Zweite Gemeinsame Forderung umzusetzen (z. Bsp. Tarifverhandlungen, gemeinsame Projekte mit Arbeitgeberorganisationen, politische Initiativen, Pressearbeit, andere)?

* Umsetzung durch jährliche **Kollektivvertragsverhandlungen für Arbeitskräfteüberlassung für rund 45.000 Beschäftigte (ArbeiterInnen) seit 2002-** voraussichtlich im Spätherbst 2010 nächste KV-Runde

-Ziele: Durchsetzung von Realloohnerhöhungen (Dez. 2009 : 1,5%), schrittweise Angleichung im Rahmenrecht;

- **Vorgesehen:** Arbeitsgruppe der Sozialpartner zur Ausarbeitung eines eigenen Entgeltfindungssystems (Wunsch der Arbeitgeber) und arbeitsplatzsichernder Maßnahmen im Kollektivvertrag (Präsentation der Ergebnisse im Mai 2010)

* **2009 Unterschriftenkampagne der Pro-Ge für Einrichtung einer Arbeitsstiftung zur Weiterqualifizierung von arbeitslosen Leiharbeitern (11.000 Unterschriften);** Umsetzung der Forderung als JUST Aufleb Outplacement Stiftung für 2000 junge arbeitslose Leih-/Zeitarbeiter und Beschäftigte in KMUs (bis 250 Beschäftigte), die durch Länder, Arbeitsmarktservice, Unternehmen und öffentliche Hand finanziert wird;

* in Planung: **Kampagne** gegen die Umgehung des kollektivvertraglichen Kündigungsschutzes bei Stehzeiten von Leih-/ZeitarbeiterInnen

* Beteiligung der Pro-Ge an **Kampagne des Österreichischen Gewerkschaftsbundes (ÖGB) „Fair teilen“ gegen Armut und für Verteilungsgerechtigkeit als Schwerpunktthema 2010** (Inhaltlicher Auftakt Armutskonferenz Ende Februar 2010); **Pro-Ge betreut Thema Arbeitszeiten im Rahmen der Kampagne** (Organisationsweite Diskussion über Arbeitszeitverkürzung; Ziel: gesetzl. bzw. durch Generalkollektivvertrag geregelte Verkürzung von 40 auf 38,5 Stunden);

*Beteiligung an ÖGB **Kampagne „Ich will´s fair“ für Mindestlohn**

3. Auf welcher **Ebene**/auf welchen Ebenen (national, regional, betrieblich, etc.) soll die Kampagne/sollen die Verhandlungen zur Zweiten Gemeinsamen Forderung voraussichtlich stattfinden?

National; Informationen für MitarbeiterInnen, BetriebsrätInnen

4. Wann plant ihr, die Kampagne/Verhandlungen zur Gemeinsamen Forderung mit den Sozialpartnern **zu starten**?

Inhaltlicher Auftakt der ÖGB- Kampagne Ende Februar 2010, Arbeitszeitkampagne im Frühjahr 2010

5. Was sind die **konkreten Ziele** (siehe Text), die ihr durch die Kampagne/in den Verhandlungen erreichen wollt?

ÖGB- Kampagnen u.a. : Anhebung des Mindestlohns auf 1.300€;
Einbeziehung aller Beschäftigungsverhältnisse in Pflichtversicherung;
Anhebung der Arbeitslosenunterstützung auf EU-Niveau (von dzt. 55% auf 60% des letzten Nettobezugs);

Arbeitszeitkampagne: Abwehr von Verlängerung von Durchrechnungszeiten (Ö Spitzenreiter in EU bei tatsächlicher Arbeitszeit); Abwehr von Flexpool für Leiharbeiter

6. In welchem **Zeitraumen** beabsichtigt ihr, die Kampagne/die Verhandlungen zur Zweiten Gemeinsamen Forderung durchzuführen?

Geplanter Start: Frühjahr 2010
Geplanter Abschluss: ...

BELGIUM - 11. Name of **Trade Union** and **Country/Region**

Trade Union: ...ACV_CSC METEA Country / Region: ...BELGIUM

2. What **kind of campaign/negotiations** will you presumably use to promote the 2nd Common Demand (e.g. collective bargaining, joint projects with employers' organisations, political initiatives, press articles, other)?

<p>...We are intending to put it on the list of issues to be negotiated during the next collective bargaining round. This means the collective bargaining round of 2011 -2012, starting end of this year (novembre, decembre 2010).</p>

<p>We must look into our collective agreements and make an inventarisation of all the measures that have already been accepted by the employers up till now. Than w'll try to improve this messures.</p>
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<p>About what do we think?</p>

- | |
|---|
| <ul style="list-style-type: none"> - Temporary agencyworkers – when they get hired with a fixed term contract or open ended contract by the enterprise that used them as an agency worker, we want to give them the same rights as the other workers. (this we have already in a certain way (but this is restricted to certain conditions → we can try to enlarge this conditions, and we must have also the power on the plant level to control whether these rights are respected) - We can think about flexibility in favour of the worker him or herself → not only on demand of the employer, to be able to combine work and private life. |
|---|

3. On which **level** or levels (national, regional, company level, etc.) will the campaign/negotiations on the 2nd Common Demand presumably take place?

...The level will the national sector level. (for all metal industry sector)
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4. When do you intend to **launch** the campaign/negotiations on the 2nd Common Demand with the Social Partners?

...we must therefor prepare our own membres and shopstewards, to determine what is the most important in this matter, in order to list up our priorities. We will start this in autumn 2010

5. What are the **concrete goals** (see text) that you are aiming at in the campaign/negotiations?

...We will try to make our members a ware of all the problems that occur in a precarious jobsituation and try to formulate answers to these problems;

This we will do troughout all means, e.g. in learning sessions for shopstewards and active members.

Preliminary discussions to list up our priorities...

6. What is the expected **time frame** of the campaign/negotiations on the 2nd Common Demand?

Intended start: ...autumn 2010

Intended end: ... summer 2011

BELGIUM – 21. Name of **Trade Union** and **Country/Region**

Trade Union: ABVV-Metaal/MWB-FGTB
Country / Region: Belgium

2. What **kind of campaign/negotiations** will you presumably use to promote the 2nd Common Demand (e.g. collective bargaining, joint projects with employers' organisations, political initiatives, press articles, other)?

Next Collective bargaining round (2011-2012) in the metal branches
Temporary agency work: distribute all over the country "Interim times", a newspaper for one day about the situation of the temporary agency workers

3. On which **level** or levels (national, regional, company level, etc.) will the campaign/negotiations on the 2nd Common Demand presumably take place?

National level

4. When do you intend to **launch** the campaign/negotiations on the 2nd Common Demand with the Social Partners?

These Negotiations will start second half of January 2011

5. What are the **concrete goals** (see text) that you are aiming at in the campaign/negotiations?

Temporary agency work: negotiate on sectoral level, limiting the use of temporary agency work, negotiate to maximize the equal treatment
Fixed-term contracts: negotiate on sectoral level limiting the number of consecutive fixed-term contracts, maximize the equal treatment, the moment of transition to an open-ended contract
Outsourcing/subcontracting: in case of subcontracting prior agreement and information of trade unions in the mother company, elaborate a code of conduct about the respect for safety regulations

6. What is the expected **time frame** of the campaign/negotiations on the 2nd Common Demand?

Intended start: negotiations will start January 2011, the eventual agreement will cover 2011-2012
Intended end: ...

BULGARIA1. Name of **Trade Union** and **Country/Region**

Trade Union: TRADE UNION "METALICY"
Country / Region: BULGARIA/ SOUTH-EAST EUROPE

2. What **kind of campaign/negotiations** will you presumably use to promote the 2nd Common Demand (e.g. collective bargaining, joint projects with employers' organisations, political initiatives, press articles, other)?

We will publish the 2nd Common Demand in our websites, we will disseminate it among our members /through print-out translated in Bulgarian versions/, we will organize a special meeting with our social partner BAMl /Bulgarian association of metallurgical industry/ at branch level dedicated to the 2nd Common Demand.

3. On which **level** or levels (national, regional, company level, etc.) will the campaign/negotiations on the 2nd Common Demand presumably take place?

sectoral and company level

4. When do you intend to **launch** the campaign/negotiations on the 2nd Common Demand with the Social Partners?

March 2010

5. What are the **concrete goals** (see text) that you are aiming at in the campaign/negotiations?

Popularizing 2nd Common demand, informing our members about the concept of 2nd Common Demand, reaching joint statement with the employers on 2nd Common Demand and finding an appropriate way of its transposition in the Branch collective agreement

6. What is the expected **time frame** of the campaign/negotiations on the 2nd Common Demand?

Intended start: March 2010

CROATIA

1. Name of **Trade Union** and **Country/Region**

Trade Union: METALWORKERS' TRADE UNION OF CROATIA
 Sindikat metalaca Hrvatske – SMH
 Country / Region: CROATIA – South-East Region

2. What **kind of campaign/negotiations** will you presumably use to promote the 2nd Common Demand (e.g. collective bargaining, joint projects with employers' organisations, political initiatives, press articles, other)?

Collective bargaining at all levels, press conferences, protests we already held on the occasion of adoption of the new Labour Code in the Parliament, posting EUCOB@N banner on SMH's web site. We would also like to point out that a joint decision was taken for the continuation of negotiations for Collective Agreement for Metal and Electroindustry.

3. On which **level** or levels (national, regional, company level, etc.) will the campaign/negotiations on the 2nd Common Demand presumably take place?

The campaign can in Croatia take place on national or company level. We will either send certain demands towards the Government and employers' association (HUP) within the national confederation (UATUC) or define certain rights in collective agreements at national and company level.

4. When do you intend to **launch** the campaign/negotiations on the 2nd Common Demand with the Social Partners?

One form of the campaign is already completed. Namely, when the new Labour Code in Croatia was to be adopted, the UATUC organized a protest with the participation of more than 50 SMH members – SMH employees and shop stewards from larger local branches – who were stopped by the police near the Parliament building. The EMF is informed about this protest and an article is published on EMF web site. Moreover, Peter Scherrer sent a letter to our Prime Minister Jadranka Kosor and Minister in charge of labour Đuro Popijač for which we are very thankful.

The result of all these activities is a new provision in the Labour Code which limits fixed-term work with the same employer to three years. Our aim is to further reduce this time period. Other provisions, which for example introduce the so called comparable worker as a control mechanism for monitoring employers' behaviour towards workers for a certain period of time, are not so bad.

It is too soon to talk about other forms of campaigning because they could cause changes in the Labour Code. We should wait maybe 8 months to see what provisions the employers will abuse and then prepare specific answers to those abuses.

We are alongside negotiating for collective agreements so we will try to reach the wanted level of workers' rights in a systematic way.

5. What are the **concrete goals** (see text) that you are aiming at in the campaign/negotiations?

Reduce the duration of fixed-term work which is now 3 years.

6. What is the expected **time frame** of the campaign/negotiations on the 2nd Common Demand?

Intended start: by 30 June 2010 at the latest when the Employment Rules must be harmonized with the new Labour Code

Intended end: the end is not planned. Those are our continuous tasks.

Since we do not have a branch collective agreement we are constantly in the process of collective bargaining.

THE CZECH REPUBLIC

1. Name of **Trade Union** and **Country/Region**

Trade Union: Czech Metalworkers fed. KOVO
Country / Region: Czech Republic

2. What **kind of campaign/negotiations** will you presumably use to promote the 2nd Common Demand (e.g. collective bargaining, joint projects with employers' organisations, political initiatives, press articles, other)?

In the framework of the campaign all available means will be used, for example trade union press, national media, lobbying, promotional papers, such as leaflets, folders, EMF brochures,...).

KOVO will collaborate with the Ministry of Labour and Social Affairs and with Employment offices in the field of inspection and hold a dialogue with labour agencies, too.

Company trade union organisations acting on company level and specialists of regional OS KOVO offices will, according to their possibilities, provide consultancy to agency workers, who's rights in the scope of labour legislation are infringed, especially in the field of providing equal working and wage conditions.

3. On which **level** or levels (national, regional, company level, etc.) will the campaign/negotiations on the 2nd Common Demand presumably take place?

On national level OS KOVO will support changes of labour and employment legislation to better defend the rights of workers. This means the support to the legislation, which will tighten up conditions in giving licence to agencies and bring more checking in the area of observing relevant laws, especially in the field of providing equal working and wage conditions to agency and core workers.

On sectoral level OS KOVO will include into negotiation agenda of sectoral collective agreements proposals restricting the using of precarious work.

On company level collective negotiators will be trained to enforce the negotiation of obligations, which will restrict using precarious forms of employment. Concretely we mean such provisions, which will:

- restrict chaining of fixed-term contracts;
- set limits (e.g. in proportion to all employees in a company) of allowable number of agency workers ;

- reduce or prohibit employment of workers by contracts excluded out of labour law framework.

All needed information will be transferred to company negotiators through OS KOVO guidelines (produced yearly) and by training and mentoring practised on regional or national level.

4. When do you intend to **launch** the campaign/negotiations on the 2nd Common Demand with the Social Partners?

Campaign has been launched on October 7, 2009 and would be implemented permanently.

5. What are the **concrete goals** (see text) that you are aiming at in the campaign/negotiations?

The main goal is to minimise the appearance of precarious work or to minimize the risks of these forms of employment.

6. What is the expected **time frame** of the campaign/negotiations on the 2nd Common Demand?

Intended start: 7.10.2009 – action day
Intended end: permanent objective

DENMARK - 11. Name of **Trade Union** and **Country/Region**

Trade Union: CO-industri
Country / Region: Denmark

2. What **kind of campaign/negotiations** will you presumably use to promote the 2nd Common Demand (e.g. collective bargaining, joint projects with employers' organisations, political initiatives, press articles, other)?

Collective bargaining will be the main tool. An existing joint project with the employers, the education and training fund, will be another tool.

3. On which **level** or levels (national, regional, company level, etc.) will the campaign/negotiations on the 2nd Common Demand presumably take place?

The negotiations will take place at the national level.

4. When do you intend to **launch** the campaign/negotiations on the 2nd Common Demand with the Social Partners?

The collective bargaining round started officially on the 6th of January 2010.

5. What are the **concrete goals** (see text) that you are aiming at in the campaign/negotiations?

In the current collective bargaining round the goal is to improve the existing possibilities for the workers to participate in education and training even further and to implement the temporary agency workers directive.

6. What is the expected **time frame** of the campaign/negotiations on the 2nd Common Demand?

Intended start: 6th January 2010

Intended end: End of February 2010 (it is expected that the items agreed upon will be subject to implementation during the period where the new agreement is valid)

DENMARK – 21. Name of **Trade Union** and **Country/Region**

Trade Union: IDA Country / Region: Denmark

2. What **kind of campaign/negotiations** will you presumably use to promote the 2nd Common Demand (e.g. collective bargaining, joint projects with employers' organisations, political initiatives, press articles, other)?

Collective bargaining, political initiatives and press articles

3. On which **level** or levels (national, regional, company level, etc.) will the campaign/negotiations on the 2nd Common Demand presumably take place?

As regards the collective bargaining, IDA has no national collective bargaining agreements, only a few company level agreements. As for the political initiatives, these would be national.

4. When do you intend to **launch** the campaign/negotiations on the 2nd Common Demand with the Social Partners?

Collective bargaining agreements differ in renewals. We are renewing agreements at the moment, and we have agreements that will need renewing in 2011.
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5. What are the **concrete goals** (see text) that you are aiming at in the campaign/negotiations?

As of now IDA has no concrete plan, but it will be relevant to look at eliminating the use of fixed term contracts, bogus self-employment and non-solicitation agreements through collective bargaining.
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6. What is the expected **time frame** of the campaign/negotiations on the 2nd Common Demand?

Already running.

FRANCE1. Nom du **syndicat** et **pays/région**

Syndicats : **CFDT / CFTC / CGT et FO, CGC ?...**
 Pays / région : **France**

2. Quel **type de campagne / négociations** allez-vous utiliser pour promouvoir la 2^{ème} revendication commune (par ex. négociations collectives, projets conjoints avec les organisations patronales, initiatives politiques, articles de presse, etc.)

Communiqué de presse commun en mars 2010 ; Conférence de presse pour lancer l'interpellation des employeurs de la Métallurgie UIMM en y associant la FEM ; Interpellation de l'UIMM par un courrier commun ; Diffusion de matériels auprès de nos militants syndicaux ...

3. A quel(s) **niveau(x)** (niveau national, niveau régional, niveau de l'entreprise, etc.) la campagne / les négociations sur la 2^{ème} revendication commune aura-t-elle / auront-elles lieu?

Au niveau de la branche UIMM dans un 1^{er} temps puis dans les entreprises et au niveau territorial...

4. Quand planifiez-vous de **lancer** la campagne / les négociations sur la 2^{ème} revendication commune avec les partenaires sociaux ?

Lancement au printemps 2010 et déroulement sur 2010 - 2011

5. Quels **objectifs concrets** (voir texte) visez-vous avec la campagne / les négociations ?

Maîtriser l'état des lieux ; partir du diagnostic précis de la réalité

de la précarité dans la branche pour Evaluer l'ensemble des garanties conventionnelles existantes ; Identifier les sujets de négociations ; les porter ensemble devant l'UIMM...

6. Quel est le **calendrier** prévu pour la campagne / les négociations sur la 2^{ème} revendication commune?

Début prévu le : **Mars – Avril 2010...**

Fin prévue le : **Fin 2011...**

FRANCE-21. Nom du **syndicat** et **pays/région**

Syndicats : FGMM-CFDT (Blandine Landas) Pays / région : France

2. Quel **type de campagne / négociations** allez-vous utiliser pour promouvoir la 2^{ème} revendication commune (par ex. négociations collectives, projets conjoints avec les organisations patronales, initiatives politiques, articles de presse, etc.)

<p>Communiqué de presse commune aux fédérations françaises de la métallurgie en mars 2010</p> <p>Conférence de presse commune aux fédérations françaises de la métallurgie pour lancer l'interpellation des employeurs de la Métallurgie UIMM en y associant la FEM</p> <p>Interpellation de l'UIMM par un courrier commun pour expliciter la 2ème revendication commune de la FEM et expliciter nos demandes</p> <p>Diffusion de matériels auprès de nos militants syndicaux et représentants syndicaux dans les entreprises</p>

3. A quel(s) **niveau(x)** (niveau national, niveau régional, niveau de l'entreprise, etc.) la campagne / les négociations sur la 2^{ème} revendication commune aura-t-elle / auront-elles lieu?

<p>Au niveau de la branche UIMM dans un 1^{er} temps puis dans les entreprises et au niveau territorial...</p>

4. Quand planifiez-vous de **lancer** la campagne / les négociations sur la 2^{ème} revendication commune avec les partenaires sociaux ?

Lancement au printemps 2010 et déroulement sur 2010 - 2011

5. Quels **objectifs concrets** (voir texte) visez-vous avec la campagne / les négociations ?

Réaliser dans un premier temps un état des lieux précis au niveau de la branche
S'appuyer sur un diagnostic précis et partagé de la réalité de la précarité dans la branche pour Evaluer l'ensemble des garanties conventionnelles existantes
Identifier les sujets de négociation potentiels pour la branche

6. Quel est le **calendrier** prévu pour la campagne / les négociations sur la 2^{ème} revendication commune?

Début prévu le : **Mars – Avril 2010**
Fin prévue le : **Fin 2011 ou au-delà en fonction des résultats obtenus**

GERMANY1. Name of **Trade Union** and **Country/Region**

Trade Union: IG Metall Country / Region: Germany

2. What **kind of campaign/negotiations** will you presumably use to promote the 2nd Common Demand (e.g. collective bargaining, joint projects with employers' organisations, political initiatives, press articles, other)?

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|--|
| <ul style="list-style-type: none"> • Collective bargaining campaign Metal and Electrical Industries 2010 (CBC-ME 2010) • Collective Agreements for temporary agency workers (CA-TAW) • Political campaign on regulations of temporary agency work (continuation) |
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3. On which **level** or levels (national, regional, company level, etc.) will the campaign/negotiations on the 2nd Common Demand presumably take place?

<p>CBC-ME 2010: negotiations at regional level, agreement will be adopted with possible smaller regional differences in each region. So in the end we have an agreement in the whole metal and electrical industries.</p>
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<p>CA-TAW: Negotiations/Collective Agreements at different levels.</p>

- | |
|--|
| <ul style="list-style-type: none"> • National level together with our confederation DGB in a CB-alliance, counterpart is the employers association of the agencies • with the agencies • Agreements on better conditions with companies that hire agency workers. |
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<p>The political campaign will include (and included in the past) activities at national, regional, local and company level.</p>

4. When do you intend to **launch** the campaign/negotiations on the 2nd Common Demand with the Social Partners?

The CBC-ME 2010 starts in the 10 th of February 2010-02-09
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CA-TAW: ongoing process

The conception of the follow up for **political campaign** on temporary agency work will not be published before March 2010.

5. What are the **concrete goals** (see text) that you are aiming at in the campaign/negotiations?

CBC-ME 2010: Agreement on additional instruments to secure employment and an agreement for apprentices to give a perspective to young workers to avoid redundancies. Every saved job means avoiding precarious work.

CA-TAW: Improve the working conditions for agency workers.

Political campaign: Find regulations to reduce temporary agency work, find regulations on equal pay.

6. What is the expected **time frame** of the campaign/negotiations on the 2nd Common Demand?

CBC-ME 2010

Intended start: 10th February 2010

Intended end: Partly success achieved: Improved instruments to guarantee employment for young workers on completion of their apprenticeship. As a result of the collective bargaining round February 2010 in the region 'Sea Coast' (Hamburg, Schleswig-Holstein, Mecklenburg-Western Pomerania) IG Metall and regional employer's association decided (among other issues) to start a dialogue on temporary agency work in the metal and electrical industries.

CA-TAW: ongoing process

Political campaigns

Intended start: with the new conception: First half of 2010

Intended end: as long as it is necessary

ITALY1. Name of **Trade Union** and **Country/Region**

Trade Union: *Fiom-Cgil*
Country / Region: *Italy*

2. What **kind of campaign/negotiations** will you presumably use to promote the 2nd Common Demand (e.g. collective bargaining, joint projects with employers' organisations, political initiatives, press articles, other)?

To promote the 2nd Common Demand we will certainly use all our communication's tools – web site, press articles etc. -, our Congress (next April) and the collective bargaining

3. On which **level** or levels (national, regional, company level, etc.) will the campaign/negotiations on the 2nd Common Demand presumably take place?

The campaign/negotiations on the 2nd Common Demand will take place on all levels

4. When do you intend to **launch** the campaign/negotiations on the 2nd Common Demand with the Social Partners?

As you know for Fiom-Cgil the national contract will expire at the end of 2011, so the negotiations on the 2nd Common Demand with the Social Partners will begin presumably in 2012

5. What are the **concrete goals** (see text) that you are aiming at in the campaign/negotiations?

Drastic reduction of precarious work

6. What is the expected **time frame** of the campaign/negotiations on the 2nd Common Demand?

Intended start: *Our next Congress (April 2010)*
Intended end: *Open*

THE NETHERLANDS

1. Name of **Trade Union** and **Country/Region**

Trade Union: ...FNV Bondgenoten
Country / Region: ...the Netherlands

2. What **kind of campaign/negotiations** will you presumably use to promote the 2nd Common Demand (e.g. collective bargaining, joint projects with employers' organisations, political initiatives, press articles, other)?

...collective bargaining

3. On which **level** or levels (national, regional, company level, etc.) will the campaign/negotiations on the 2nd Common Demand presumably take place?

...sectoral level

4. When do you intend to **launch** the campaign/negotiations on the 2nd Common Demand with the Social Partners?

...January 2010

5. What are the **concrete goals** (see text) that you are aiming at in the campaign/negotiations?

Our Letter of Proposal is as follows:
The CBA and regulations on temporary workers from Central and Eastern European countries have formulated complex, are interpreted differently in practice and not sufficiently known. We therefore propose to clarify the collective agreements and a campaign to promote awareness of the collective bargaining arrangements to enhance inter-agency, hired foreign workers, employers, employees and works councils. We want to add an article which obliges the employer to ensure himself that temp agency workers are paid the correct wage and benefits.

6. What is the expected **time frame** of the campaign/negotiations on the 2nd Common Demand?

Intended start: ...January 2010, Intended end: ...February 2010

NORWAY-11. Name of **Trade Union** and **Country/Region**

Trade Union: Fellesforbundet
Country / Region: Norway/Nordic

2. What **kind of campaign/negotiations** will you presumably use to promote the 2nd Common Demand (e.g. collective bargaining, joint projects with employers' organisations, political initiatives, press articles, other)?

Fellesforbundet has actively pursued the contents of the 2nd common demand through both collective bargaining, but more importantly through the Norwegian legal system. We will continue to do both and also take some common initiatives with the employers.

3. On which **level** or levels (national, regional, company level, etc.) will the campaign/negotiations on the 2nd Common Demand presumably take place?

The campaign on the 2nd common demand will most notably take place at the national level, but it will be important especially when it comes to implementation to also involve the regional and company level.

4. When do you intend to **launch** the campaign/negotiations on the 2nd Common Demand with the Social Partners?

This years collective bargaining starts in March 2010.

5. What are the **concrete goals** (see text) that you are aiming at in the campaign/negotiations?

Se enclosed details

6. What is the expected **time frame** of the campaign/negotiations on the 2nd Common Demand?

The negotiations will start in the middle of March, and be finalized in April for most of our sectors. The demands will be followed up also in a longer time frame and our legal work and work on local implementation will continue for a long time.

Details on the implementation of the EMF 2nd common demand:

Temporary agency work

Common demands:

- Full access to all existing benefits within the company
- Access to and information about all health and safety regulations and equipment and training.
- Access to the right to individual training
- Negotiating collective agreements
- Limiting the use of temporary agency work
- Excluding temporary agency workers as replacement workforce during a strike

What do we have?

In Norway temporary work agencies have full employer responsibility, also for the legal rights of the workers, including health and safety education and individual training. The hiring company has responsibility for the coordination of the health and safety work on the workplace. We have strict regulations on the use of temporary work agencies. The law stipulates open ended contracts, and the use of temporary work agencies is only accepted in extraordinary circumstances and for the temporary replacement of a specific person. A company can circumvent the regulation by closing an agreement with the shop stewards in the hiring company. The shop stewards through this have a right to veto the use of temporary agency work. The trade union uses this regulation to limit the use of temporary agency work force. Hired personnel has the right to an open ended contract if the hiring is illegal and also if the hiring contract lasts for more than four years.

What will we do?

Because of the restrictive practice for the use of temporary workforce, signing collective agreements with these agencies has not been a priority in our sectors. The use of agency work force has increased a lot, and we now have made a priority of signing collective agreements with agencies. Fellesforbundet has signed a collective agreement with a few agencies in the construction sector, but we now await developments from LO. Our confederation (LO) is currently in negotiations with our employer opposite to make a collective agreement for the agencies. In addition to this we have a discussion on whether or not to expand the use of the possibility

to extend our sectoral collective agreements to include temporary work agencies.

Fixed term contracts

Common demands:

- Limiting the number of consecutive fixed term contracts in one company

- Upper limit on the number of fixed term contracts in one company

- Full access to all benefits of the company

- Limiting the reasons for use of fixed term contracts

- Guaranteeing a possible transition to an open ended contract

What do we have?

Norwegian law stipulates open ended contracts. Only in extraordinary circumstances can fixed term contracts be used. If a worker has been employed on a fixed term contract for more than four years he/she should be considered as employed on an open ended contract. Workers on fixed term contracts have the same rights as those on open ended contracts, but the conditions might be considered to be worse because of the mere fact that the contracts are on fixed term.

What will we do?

The trade unions will continue to fight for stricter regulations on the use of fixed term contracts.

Bogus self-employed

Common demands:

- Negotiate a clear definition of self-employed versus bogus self-employed

- Exclude or limit the use of bogus self-employed

- Limit the reason for use of these kind of contracts

What do we have?

We have had several court trials where our government and the trade unions have succeeded in defining so called self-employed as being in an ordinary employment relationship with the obligations and rights that follow from such a definition. It is not accepted to dismiss workers in order to reemploy them on other conditions, including self-employment. Health and safety regulations are also valid for ordinary self-employed. We have up till now managed to limit the use of bogus self-employed.

What will we do?

The use of bogus self-employed has increased with the increased influx of migration of workers. This happens in order for employers to circumvent the rights of posted workers. We have won several court trials also on this issue. The authorities who control wages and working conditions use

these rulings to set the standard. The trade unions have raised a debate on strengthening the law on the definition of the concept of a worker, so that fewer "workers" may act as bogus self-employed.

Project-based contracts

Common demands:

- Clarify which kind of projects could be covered by such contracts
- Clear descriptions of the projects, including technical aspects as well as social and working conditions
- Clear description of responsibilities and duties
- Normal working time clause
- Access to social security

Same as for fixed term contracts.

Zero hour contracts

Common demands:

- Rejection of all zero hour contracts
- Clear agreements for traditional on-call work

What do we have?

We do not have these kinds of contracts in the metal sector.

Part-time work

Common demands:

- Promote the voluntary aspect of part-time work
- Individual right to part-time work through agreements
- Full access to social security
- Equal access to training facilities and possibilities
- Equal career opportunities
- Possibility to return to full-time contract

What do we have?

Part time workers have priority rights to open ended contracts. We have the option to work part time and the right to open ended contracts included as a principal in the law. Part-time workers have the same rights as full-time workers, but some rights are in proportion to wages, as for example retirement rights.

Outsourcing/subcontracting

Common demands:

- Joint and several liability

- Agreements on equal treatment for wages, working conditions, training and career opportunities
- Social standard clauses in collective agreements of the mother company
- Minimum regulations for the outsourced activities
- Prior agreement with trade union on outsourcing
- Foresee trade union control over activities of outsourced activity
- Provide basic code of conduct for subcontractors

What do we have?

New Norwegian legislation as of 1st January 2010 includes joint and several liability in sectors where the collective bargaining agreement is made generally applicable. Where outsourcing occurs we have regulations on transfer of undertakings, where workers retain their rights. When work is transferred to other companies we immediately try to organise the workers and demand a collective agreement. Norwegian trade unions traditionally focus on wages and working conditions in subcontractors. Within the sectors where the collective agreements are made generally applicable Norway has introduced a system of right of inspection for shop stewards regarding wages and working conditions in the subcontractors.

What will we do?

Fellesforbundet constantly considers making collective agreements generally applicable where we find evidence of underpayment and social dumping. In the collective bargaining round this spring we will demand that the employers join us in a request to government on a simplification of the law on general applicability. Today it is a lengthy process to make an agreement generally applicable and the demands on resources and documentation from the party making the claim is overwhelming. Changes will imply that the parties to a collective agreement can reach an agreement on general applicability without the involvement of the public tribunal which today decides on these cases.

Non-solicitation agreement

Common demands:

- Total prohibition of all non-solicitation agreements
- Agreements should at least be co-signed by the workers in question
- Limitation of non-competition clauses in individual labour contracts
- Maximum limit in time and scope of non-competition clauses

What do we have?

This is not a major problem in our sectors.

Job security for open-ended contracts

Common demands:

- Promote open-ended contracts as the standard
- Provide improvements in dismissals clauses (eg lengthening of notice periods)
- General job security clauses in collective agreements
- Provide training as a reinforcement of the career
- Include internal career opportunities

What do we have?

In Norway we have strong individual employment protection

What will we do?

At the moment we do not feel the need for any extra work on this issue.

NORWAY-21. Name of **Trade Union** and **Country/Region**

Trade Union: ...NITO Country / Region: ...Norway

2. What **kind of campaign/negotiations** will you presumably use to promote the 2nd Common Demand (e.g. collective bargaining, joint projects with employers' organisations, political initiatives, press articles, other)?

...Collective Bargaining

3. On which **level** or levels (national, regional, company level, etc.) will the campaign/negotiations on the 2nd Common Demand presumably take place?

...National level

4. When do you intend to **launch** the campaign/negotiations on the 2nd Common Demand with the Social Partners?

...Approx. April 2010

5. What are the **concrete goals** (see text) that you are aiming at in the campaign/negotiations?

... Too early to tell.

6. What is the expected **time frame** of the campaign/negotiations on the 2nd Common Demand?

Intended start: ...May 2010 Intended end: ...Autumn 2010

POLAND

Metalworkers' Secretariat NSZZ „Solidarność
Poland/ Eastern Region

Roadmap for the 2nd Common Demand of the EMF

1. January – may 2010: dissemination of EMF materials regarding passage of 2nd Common Demand,
2. Analysis of content ruling of company collective bargaining with 2nd Common Demand
3. June – discussion and adoption resolution regarding realisation of 2nd Common Demand during the Congress of Metalworkers' Secretariat NSZZ “Solidarność”.
4. From 2011 - resumption of negotiations and enforcement into company collective bargainings regarding 2nd Common Demand

use information campaign and cooperation with other trade unions organisations

SLOVAKIA1. Name of **Trade Union** and **Country/Region**

Trade Union: Odborový zväz KOVO Country / Region: Slovak Republic
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2. What **kind of campaign/negotiations** will you presumably use to promote the 2nd Common Demand (e.g. collective bargaining, joint projects with employers' organisations, political initiatives, press articles, other)?

Collective bargaining within the sectorial collective agreements and subsequent transposition into the collective agreements on the company level, initiation of legislative changes of legal documents aimed at relevant area, subject on draft laws and regulations by participating in the Economic and Social Council of the Slovak Republic, the use of mass media communication instruments and own magazine, negotiations with representatives of the employers' associations.

3. On which **level** or levels (national, regional, company level, etc.) will the campaign/negotiations on the 2nd Common Demand presumably take place?

Campaign activities will run simultaneously, because of synergies achievement at national, federal (employers' associations) and company level.

4. When do you intend to **launch** the campaign/negotiations on the 2nd Common Demand with the Social Partners?

The campaign was launched in December 2009 by commencement of collective bargaining of sectorial collective agreements, participation in the legislative process in preparation of amending acts regulating the relevant area phase (the Economic and Social Council of the Slovak Republic, that is consultation and negotiation body of the Slovak Government and social partners at national level) and by negotiations with representatives of employers associated in various employers' associations according to sectorial classification
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5. What are the **concrete goals** (see text) that you are aiming at in the campaign/negotiations?

Focus area:

Legislative area:

- Liberalization of conditions for employment of foreigners, through amendatory act - the possibility for foreigners to start to work immediately after entering the territory of the Slovak Republic,
- This possibility of immediate job opportunities for foreigners, provide also for students - foreigners after a lawful entry into the Slovak Republic,
- Amendment of legal standards governing labour relations in the Slovak Republic in sections:
 - specification of the definition of "comparable employee" important in the application of certain legal institutes (employment of fixed-term, employment for part-time, agency workers, etc..), including ban on discrimination of employees with a modified form of employment
 - shortening the period of re-extension of employment for a fixed period workers, possibility for not longer than 2 years
 - the protection of employees after termination of employment on an agreed part-time work
 - equalization of employment conditions of agency workers to the permanent employees
 - under sanction of nullity of the legal act to remove the prohibition to enter into employment with the agency workers
 - trade unions proposal to establish chamber of employees with compulsory participation of employees - a possibility to negotiate collective agreements for agency workers

Collective bargaining:

- Procedure of liberation of employees (subcontractors and others) in the time of economic crisis and subsequent after consolidation of the situation in the economy, the procedure of recruitment and renewal of commercial relations,
- Limitation of the use of temporary agency work by determination of the limits, eventually by defining of terms
- Application of the institute of expansion of sectorial collective agreements to employers entities under the same SK NACE
- Higher-protection for workers employed by the employer long time before laying off

Economic and Social Council of Slovak Republic:

- Close participation in the consultations during preparation of amendments, documents submitted to the Slovak parliament.

Mass media communication:

- Information about activities related to enforcement of the 2nd Common Demand on national and company level

Co-operation with employers' associations:

- Collective bargaining of sectorial collective agreements
- Goal-oriented workshops to the area of interest

6. What is the expected **time frame** of the campaign/negotiations on the 2nd Common Demand?

Intended start: December 2009

Intended end: December 2012

SLOVENIA

1. Name of Trade Union and Country / Region

Trade Union: **SKEI**Country / Region: **Slovenia**2. What kind of campaign / negotiations will you presumably use to promote the 2nd Common Demand (e.g. collective bargaining, joint project with employers' organizations, political initiatives, press articles, other)?**Collective bargaining**3. On which level or levels (national, regional, company level, etc.) will the campaign / negotiations on the 2nd Common Demand presumably take place?**National branch level**4. When do you intend to launch the campaign / negotiations on the 2nd Common Demand with the Social Partners?**In February 2010**

5. What are the concrete goals (see text) that you are aiming at in the campaign / negotiations

Monitoring and limitation all kind of precarious work6. What is the expected time frame of the campaign / negotiations on the 2nd Common Demand?Intended start: ...**spring 2010**, Intended end: ... **end of 2010**

SPAIN-11. Nom du **syndicat** et **pays/région**

Syndicat : **Federación de Industria de CCOO**
 Pays / région : **Espagne**

2. Quel **type de campagne / négociations** allez-vous utiliser pour promouvoir la 2^{ème} revendication commune (par ex. négociations collectives, projets conjoints avec les organisations patronales, initiatives politiques, articles de presse, etc.)

La 2^{ème} revendication commune est incorporée aux Critères et Orientations pour la Négociation Collective et elle exercera une influence au moment de l'élaboration des Plateformes de la négociation des conventions collectives et de cette manière elle fait partie de l'accord souscrit avec les organisations patronales dans la lutte contre la temporalité du travail

3. A quel(s) **niveau(x)** (niveau national, niveau régional, niveau de l'entreprise, etc.) la campagne / les négociations sur la 2^{ème} revendication commune aura-t-elle / auront-elles lieu?

L'approche aura su influence dans la négociation collective au niveau national, régional et d'entreprise.

4. Quand planifiez-vous de **lancer** la campagne / les négociations sur la 2^{ème} revendication commune avec les partenaires sociaux ?

Elle appartient à l'ensemble des revendications pour la négociation collective que nous avons mis en marche au mois de janvier 2010

5. Quels **objectifs concrets** (voir texte) visez-vous avec la campagne / les négociations ?

Etre adressé à deux groupes les plus touchés par le travail précaire : les travailleurs du secteur du montage et de l'entretien ; les jeunes travailleurs
 Nous ajoutons les propositions :

La lutte contra la précarité : le règlement du secteur du montage et de l'entretien

La VI Conférence de Négociation Collective de la Fédération Européenne des Métallurgistes tenue à Madrid les 17 et 18 novembre 2009, a décidé la deuxième revendication commune : la lutte contre la précarité. Elle est appelée à être développée par les différents syndicats européens dans le secteur du métal et nous devons l'incorporer de manière coordonnée dans notre négociation collective dont les résultats seront périodiquement évalués.

Nous avons choisi le secteur du montage et de l'entretien comme cadre spécifique pour concrétiser notre activité de cette campagne européenne, le nombre de travailleurs occupés dans ce secteur représente quelques 150.000 personnes, leurs conditions d'embauche sont sous la modalité de contrats d'ouvrage ou service, ceci signifie que la stabilité de travail n'est pas une des caractéristiques du secteur soumis au changement de contractant et par conséquent à la cessation des contrats et à la nouvelle embauche avec la renégociation des conditions à la baisse par des salaires journaliers, etc.

En ce sens l'objectif d'obtenir la stabilité de travail maximale vient de la main d'inclure les droits de subrogation dans les conventions provinciales pour les travailleurs étant donné le changement de contractant.

Durant les dernières 10 années on a incorporé des clauses qui règlent le droit de subrogation des travailleurs de l'entretien, dans 24 conventions provinciales on a introduit ces clauses qui ont des contenus variés, dans quelques conventions il a été introduit pour des travaux dans l'administration publique et dans le moindre des cas pour l'entreprise privée, où sont réglementées plusieurs activités que les nouveaux contractants sont obligés d'être subrogé aux travailleurs de l'ancien contractant s'ils réunissent la condition d'une ancienneté minimum d'un an.

Bien qu'il existe une importante opposition patronale (en particulier les patronales du secteur) à ce règlement nous devons continuer de faire pression pour incorporer ces clauses qui ont eu des effets positifs sur l'amélioration de la stabilité du travail.

Il serait nécessaire d'obtenir un règlement au niveau du secteur du montage qui ferait partie de la Convention Générale de la Métallurgie et on éviterait ainsi l'actuelle situation qui crée d'importants problèmes entre l'embauche en origine et destin et la convention d'application aux niveaux provinciales où le travail est effectué.

ANALYSE DU TRAVAIL DES JEUNES

- Importante éventualité unie à des conditions de travail précaires, définies sur la base de divers aspects (bas salaires, inadéquation entre la formation acquise et l'activité effectuée, faible qualification fruit de l'abandon éducatif précoce, ou irrégularité de la journée de travail).
- La jeunesse espagnole se situe entre les Européens qui enregistrent de plus grands taux chômage et de temporalité et plus petite participation à la croissance de l'emploi en Espagne.
- Ces conditions de travail spécifiques sont précisément ce qui détermine que ce collectif de travailleurs et travailleuses est plus vulnérable et pour cette raison, il convient de souligner que la jeune population constitue un des groupes les plus touchés par la crise économique, puisque depuis la fin de 2008 une augmentation considérable du chômage est enregistrée, atteignant dans tous les domaines un taux de 28% en 2009.
- La précarité et l'éventualité ne doivent pas être synonymes. Le temporaire est une modalité d'embauche généralisée pour l'insertion au travail de ce groupe et afin qu'il constitue une authentique forme de transition professionnelle il ne peut être marqué par la vulnérabilité devant l'emploi, les conditions de travail et le risque de ne pas pouvoir maintenir une trajectoire professionnelle stable.
- Le pourcentage de jeunes dans des pratiques (sans contrat de travail) ne cesse d'augmenter. Ceci met en doute la fonction formative des bourses et met en évidence la croissance de relations de travail cachées.
Ceci crée une absence de protection légale et une très faible rémunération, mais malgré cela c'est un pas presque obligé étant donné les attentes d'obtenir un contrat de travail.

PROPOSITIONS POUR AMÉLIORER L'INSERTION ET LA STABILITÉ DE TRAVAIL DES JEUNES :

- Promouvoir le « contrato relevo » (à 60 ans, remplacement par un jeune selon certaines conditions) ou de substitution par anticipation de l'âge de la retraite.
- Stimuler l'embauche de jeunes qui ont pris part à des politiques actives d'emploi à caractère expérimental.
- Améliorer les services d'orientation et d'information professionnelle.
- Agir sur la formation professionnelle reconnue, d'occupation d'emploi et continue pour améliorer la qualification des jeunes.
- Établir des bonifications et des subventions pour embauche qui garantissent un emploi stable et de qualité.
- Renforcer la promotion de l'auto-emploi.
- Garantir le but formatif des bourses et des pratiques théoriques

(non de travail) dans les centres de travail en établissant une convention de pratiques avec les centres d'études qui englobe : Contenu, durée, lieu, horaire, plan formatif, supervision des tuteurs de la formation et le contrôle syndical.

6. Quel est le **calendrier** prévu pour la campagne / les négociations sur la 2^{ème} revendication commune?

Début prévu le : la campagne commence en janvier 2010 et nous espérons avoir un premier résultat lors du bilan de négociation collective qui a lieu à la fin de l'année, sachant que la campagne sera en vigueur durant les années suivantes et leur bilan correspondant.

SPAIN-21. Name of **Trade Union** and **Country/Region**

Trade Union: ...MCA-UGT
Country / Region: ...SPAIN

2. What **kind of campaign/negotiations** will you presumably use to promote the 2nd Common Demand (e.g. collective bargaining, joint projects with employers' organisations, political initiatives, press articles, other)?

We'll use the recently started collective bargaining process to promote the EMF 2nd Common Demand.
This process begins with a Collective Bargaining Workshop in which all our trade union policy officials from our organisation will participate and in which the demands to be address at the negotiating rounds are discussed. Then once these demands are discussed jointly, new platforms are drawn up which our union will propose as priority targets of the negotiation process.
Also we'll use media articles, both within our own magazine and in others that we have access. We'll inform as well through our website and in our blog.

3. On which **level** or levels (national, regional, company level, etc.) will the campaign/negotiations on the 2nd Common Demand presumably take place?

Collective bargaining in the metal sector is taking place in two levels (regional and company level) because so far we do not have an agreement at national level. We only have a Metal sector agreement at national level in which only some items are included such as Occupational Category, the sector structure, matters related to Health and Security, to Education and Training, etc.

4. When do you intend to **launch** the campaign/negotiations on the 2nd Common Demand with the Social Partners?

We intend to launch the campaign on the 2nd Common Demand as soon as collective agreements negotiations begin.

5. What are the **concrete goals** (see text) that you are aiming at in the campaign/negotiations?

The concrete goals in this negotiation process is the improvement of job security and quality.

Regarding job security, they are three matters to take into account:

- Establish the open ended contracts as the norm and the fixed term contracts to be the exception
- Set commitments to make fixed term contracts to open ended ones
- Reduce the number of fixed term contracts.

Regarding limiting temporariness, we propose to establish clauses that reinforce causality and limit the use of temporary contracts via:

- Better legal regulation for temporary contracts (for the provision of certain business activities of a temporary nature, relief contracts, temporary replacement of workers)
- Restrict temporary contracts chaining

Another important aspect to take into account in this negotiation process is the recruitment quality. We propose to improve the conditions for job-training contracts, short time contracts and hand-over contracts.

Finally, another matter we propose to address in the collective bargaining is anything that has to do with principal enterprise and subcontracting as well as illegal transfer of workers.

6. What is the expected **time frame** of the campaign/negotiations on the 2nd Common Demand?

Intended start: At the beginning of the year. Concluding most of agreements between the third and fourth semester

Intended end: Due the current economic situation and taking into account that year 2009 was a very difficult year with many agreements blocked, it is possible some delay in the conclusion of the collective bargaining rounds for this year 2010

SWEDEN-11. Name of **Trade Union** and **Country/Region**

Trade Union: IF Metall

Country / Region: Sweden

2. What **kind of campaign/negotiations** will you presumably use to promote the 2nd Common Demand (e.g. collective bargaining, joint projects with employers' organisations, political initiatives, press articles, other)?

Demands on CB round 2010

Lower limit of time for fixed term contracts, upper limit are in place in Nat. Collective Agreements.

The right for workers of fixed term contracts to take part in foundation for supporting to find new jobs.

3. On which **level** or levels (national, regional, company level, etc.) will the campaign/negotiations on the 2nd Common Demand presumably take place?

National

4. When do you intend to **launch** the campaign/negotiations on the 2nd Common Demand with the Social Partners?

Already in place

5. What are the **concrete goals** (see brochure) that you are aiming at in the campaign/negotiations?

See above

6. What is the expected **time frame** of the campaign/negotiations on the 2nd Common Demand?

Intended start: Dec 09

Intended end: March 10

SWEDEN-21. Name of **Trade Union** and **Country/Region**

Trade Union:	Unionen
Country / Region:	Sweden

2. What **kind of campaign/negotiations** will you presumably use to promote the 2nd Common Demand (e.g. collective bargaining, joint projects with employers' organisations, political initiatives, press articles, other)?

Collective bargaining

3. On which **level** or levels (national, regional, company level, etc.) will the campaign/negotiations on the 2nd Common Demand presumably take place?

National and company level

4. When do you intend to **launch** the campaign/negotiations on the 2nd Common Demand with the Social Partners?

In Sweden the negotiations start at 1 January 2010. We hope that we get a new agreement from 1 April 2010.

5. What are the **concrete goals** (see text) that you are aiming at in the campaign/negotiations?

- | |
|--|
| <ul style="list-style-type: none"> • Better conditions for employees who has been lay of. Under the notice time they must get training. After (nine month) and under the notice time a company must reemploy this employees for the same jobs and not take in temporary agency workers. • Better training for employees. |
|--|

6. What is the expected **time frame** of the campaign/negotiations on the 2nd Common Demand?

Intended start:	1 January 2010
Intended end:	We hope that we get a new agreement from 1 April 2010.

SWITZERLAND1. Nom du **syndicat** et **pays/région**

Syndicat : Unia
Pays / région : Suisse_ Europe ouest

2. Quel **type de campagne / négociations** allez-vous utiliser pour promouvoir la 2^{ème} revendication commune (par ex. négociations collectives, projets conjoints avec les organisations patronales, initiatives politiques, articles de presse, etc.)

Négociations collectives nationales entre Unia et le patronat mais aussi informations auprès des comités d'entreprise, presse

3. A quel(s) **niveau(x)** (niveau national, niveau régional, niveau de l'entreprise, etc.) la campagne / les négociations sur la 2^{ème} revendication commune aura-t-elle / auront-elles lieu?

Au niveau national lors des négociations de l'accord collectif de branche
Au niveau régional dans les groupes de métallurgistes membres de Unia
Au niveau entreprise lors de discussions/négociations avec les directions

4. Quand planifiez-vous de **lancer** la campagne / les négociations sur la 2^{ème} revendication commune avec les partenaires sociaux ?

Septembre 2010 mais des actions préliminaires auront lieu le 26 février 2010 et le 31 mai 2010.

5. Quels **objectifs concrets** (voir texte) visez-vous avec la campagne / les négociations ?

Limiter le nombre de personnes employées temporairement, intégrer les contrats de travail de durée limitée au champ d'application de l'accord collectif national, dénoncer les inégalités salariales entre les sexes et les nationalités (suisses et résidents)

6. Quel est le **calendrier** prévu pour la campagne / les négociations sur la 2^{ème} revendication commune?

Début prévu le : automne 2010, Fin prévue le : automne 2011

