

## Alstom & Siemens Mobility's European workers defend their jobs and industry

### Joint declaration of the European trade unions of Alstom and Siemens Mobility workers

Brussels, 5 March 2018

On 26 September 2017, Alstom and Siemens announced their intention to merge their railway transport and mobility activities. Should the closing, expected at the end of 2018, proceed, annual synergies of 470 million euros are anticipated - the details and consequences of which remain unspecified.

Irrespective of the outcome of the process, trade unions representing and defending the interests of both Alstom and Siemens Mobility workers throughout Europe seek to ensure the future of jobs and promote a genuine European strategy for the railway supply industry. At the meeting organised under the auspices of industriAll Europe on 14 February, trade unions from Austria, Belgium, France, Germany, Italy, Norway, Spain, Switzerland and United Kingdom stressed the high level of uncertainty which persists surrounding the Alstom-Siemens Mobility plan five months after the announcement.

Whereas the financial consequences and gains for shareholders have been made clear, Alstom and Siemens Mobility workers and their representatives still lack visibility on the long-term strategy underpinning the intention. The likely industrial and social implications of the merger plan remain unknown, as well as the consequences for all the European workers and their families. A collective agreement aimed at securing the jobs, sites and innovation capacities in Germany for four years following the closing was reached between Siemens management and IG Metall. On the other side, the security agreement struck between the French government and Siemens management remains confidential and still undisclosed to trade unions, which raises questions as to the reliability of announced commitments. Moreover, no social guarantee has been provided for any of the other countries concerned.

Whatever outcome the project leads to, the European trade unions of Alstom and Siemens Mobility defend a future-oriented industrial activity of which Europe is global leader, leading to job creation and industrial development.

The strategies pursued by the companies must neither jeopardise the future of Alstom and Siemens Mobility's jobs and sites in Europe nor dilute workers' rights. The two companies cannot afford to be deprived from their workers' essential technological expertise and know-how, which are crucial in seizing the opportunities offered by a high-growth market. Moreover, there is no legitimate reason not to ensure that all Alstom and Siemens Mobility workers are treated equally throughout Europe.

#### **European trade unions therefore demand that:**

- ⇒ **All jobs and all European sites, in all countries be secured by the opening of negotiations with trade unions as soon as possible.**

Alstom and Siemens have enjoyed a leading position on the international stage thanks to the cutting-edge technologies their workers have developed over years of experience. If Alstom and Siemens are to retain this market leadership and be prepared to take up the many challenges ahead, such as that of digitalisation and integrated mobility, their ability to come up with ground-breaking technologies by relying on skilled workers must also be secured.

**European trade unions therefore demand that:**

- ⇒ **Both Alstom and Siemens secure the innovation capacities of all sites by developing R&D programmes, investment plans as well as workers' skills and qualifications.**

The future of Alstom and Siemens Mobility business lies on nothing but a forward-looking industrial strategy that not only fosters innovation capacities but also job creation, high-quality jobs and ensures the companies thrive in the long-term. We cannot accept that the many questions concerning the industrial logic and sustainability of the current merger plan remain unanswered.

**European trade unions therefore demand that:**

- ⇒ **Both Alstom and Siemens provide workers' representatives with all the information on their long-term industrial project and how it will help secure the future development of the two companies.**

IndustriAll Europe and its affiliated trade union organisations attach the greatest importance to the application of European standards of social dialogue, of workers' involvement in strategic decision-making and solid workers' representation structures. They are pre-conditions for a socially responsible management of companies, which is conducive to growth and the creation of quality jobs.

**European trade unions therefore demand that:**

- ⇒ **Workers' rights to information, consultation and participation on the envisaged merger plan be respected, and that high-level standards of social dialogue be secured in the future.**

The European rail manufacturing industry is a strategic part of Europe's fabric and delivers solutions to many of our major social challenges such as mobility, climate change, energy efficiency, demographic change and urbanisation. The discussions surrounding Alstom and Siemens Mobility plans further highlight the pressing need to fully grasp the sector challenges and come up with a European response.

**European trade unions therefore demand that:**

- ⇒ **EU policy-makers swiftly deliver an ambitious European railway policy that supports the competitiveness and long-term development perspectives of the rail supply industry.**

Committed to defending the future of Alstom and Siemens Mobility jobs and sites across Europe, European trade unions will pursue their coordination at national and European level in the coming weeks under the auspices of industriAll Europe and consider further trade union actions.