



Leadership Workshop Photo log

Building trade union capacities for better collective bargaining
and sustainable industrial recovery in Central and Eastern
Europe

BTUC4Recovery

Kecskemét, 3 – 4 April 2023

Building strong unions for strong collective bargaining in strong industries

Every workplace
with a union.
Every worker
in the union.

Agenda

Objectives

- Discussion and exchange on ways to build your own trade union structures with a membership focus and the mechanisms to retain membership
- Exchange on ways to support the organisers in their mapping, identification of targets and when building campaigns
- Building a network of organising unions in the project countries to exchange and learn from each other

3 April 2023

9:00 Welcome

9:30 Introduction of participants/Expectations

11:00 Exchange of experiences

14:00 Building sustainable structures

15:30 The craft of organising

16:00 The organising tool box

4 April 2023

9:00 Coordinating, cooperation and leading organisers

13:30 Support of the VASAS campaign at Mercedes plant

14:45 Debate on the gate action, lessons learned

15:00 End of meeting and departure

Expectations

exchange experiences } • how to
strengthen TUs } mobilize people
use new tools } • join our forces
map the areas } • increase TU
increase level of membership } density
how to win young people }
gain more experience }
get much information }
set up networks }
to learn, establish relationships }
establish new cooperation }
listen how to challenge transition of members }
improve working conditions of workers }
protect working class in Europe }

- What are the aims, targets of your organising work?
- What have been the main steps of work since your assignment?
- How do you as organiser and your union(s) exchange/ cooperate to proceed and how is the work integrated into the regular work of the union(s)?
- What worked well, what would need improvement/adaptation?



Wall of actions

Wall of Actions

Country	Aims	Target(s)	+	-
CZ Tomáš + Jaromír DS Kovo	<ul style="list-style-type: none"> proper national trainings new strategies for coll. bargaining 6 basic principles of organizing 	<ul style="list-style-type: none"> 6 companies topics: <ul style="list-style-type: none"> - foreign wages - inflation - digitization criteria! 	<ul style="list-style-type: none"> physical presence! changing thinking patterns! responsibilities! clear tasks! mapping, research priorities training 1:1 talks get contact data facebook! questionnaire focus on existing TUs Our reputation progressive ways digital communication research on companies grass root level Industrial action exchange ideas train activists questionnaire "voice of workers" 	<ul style="list-style-type: none"> inflexible structure generational differences people get afraid → continue carefully ? how to increase expect. 2 days? (short time so far) we need more common trainings
HU Eszter BDSZ	<ul style="list-style-type: none"> new companies initiate campaigns shop stewards networks find new ways of communication 	<ul style="list-style-type: none"> without TU safer easily reached need people who are interested temporary/foreign workers potential employers attitude min. 30% should join find out topics of people together mapping + decide target wages = topic regional responsibility transnational cooperation negotiations positive image of TUs 	<ul style="list-style-type: none"> people get afraid → continue carefully ? how to increase expect. 2 days? (short time so far) we need more common trainings 	<ul style="list-style-type: none"> use access of supplier badge
SK Monika Gabriel OZ Kovo	<ul style="list-style-type: none"> develop strategies with regional coordinators combine with collective bargaining train out functionalities learn from others holistic approach 	<ul style="list-style-type: none"> potential employers attitude min. 30% should join find out topics of people together mapping + decide target wages = topic regional responsibility transnational cooperation negotiations positive image of TUs 	<ul style="list-style-type: none"> people get afraid → continue carefully ? how to increase expect. 2 days? (short time so far) we need more common trainings 	<ul style="list-style-type: none"> use access of supplier badge
RS Dalibor	<ul style="list-style-type: none"> Cooperation of TUs overcome our weakness to be involved in transition how to deal with MNCs involve grass root youth level 	<ul style="list-style-type: none"> potential employers attitude min. 30% should join find out topics of people together mapping + decide target wages = topic regional responsibility transnational cooperation negotiations positive image of TUs 	<ul style="list-style-type: none"> people get afraid → continue carefully ? how to increase expect. 2 days? (short time so far) we need more common trainings 	<ul style="list-style-type: none"> use access of supplier badge

PL

Marek
OPZZ Meksłowcy

Aims

- recruitment of members
- new companies
- start from zero

targets

- regional responsibility
- agreed on milestones
- Mercedes Jawor (a.)
- COM 40 (Coches) (b.)

+

- use access of supplier badge

-

- Mercedes offer 15% wage increase
- many benefits
- high fluctuation
- White collars
- bad w. conditions
- no worker reps.

a.: "yellow organisation?"

selected companies

RLS training

26 activists got certificate

Country	Aims	Targets	What worked	What didn't work
CZ: Tomas & Jaromir @OS KOVO	Proper national trainings	6 companies	Physical presence!	Inflexible structures
	New strategies for coll. bargaining	Topics: foreign workers; inflation; digitalization	Changing thinking pattern within the union enough to dedicate some resources to this project	Generational differences
	6 basic principles of organizing	Criteria for selecting target companies	Responsibilities	
			Clear tasks	



Country	Aims	Targets	What worked	What didn't work
HU: Eszter @BDSZ	Organizing new companies from zero	Companies without TU, accessible by public transport	Mapping, research	People get afraid when you try to engage them --> continue involving carefully
	Initiate and support worker-led campaigns	Need workers who are interested in organizing	Priorities to select companies	How to increase expectations?
	Shopsteward networks	We need strategies/tools to reach temporary/foreign workers	Training	Cold contacting is inefficient, rather personal contacts
			1:1 talks via questionnaire, get contact data	
			Find new ways of communication with workers	
			Facebook - cold messages	



Country	Aims	Targets	What worked	What didn't work
SK: Monika & Gabriel @OZ KOVO	Develop regional strategies with regional coordinators	Increase organizational potential	Focus on existing TU-s	Gabriel has started 2 days ago, not too much to share yet
	Combine with collective bargaining	Employers' attitude	Focus on young people, students	TU's reputation in Slovakia (association with the previous regime)
	Train our functionaries	Min. 30% should join	Progressive ways	
	Learn from others	Find out topics of people	Digital communication with members	
	Holistic approach		Research on companies	



Country	Aims	Targets	What worked	What didn't work
Dalibor & Dragoslav; Milojica; Časlav; Dragan @ CATUS Autonomous Metalworkers; GS Metal Nezavisnost; GS PPI Nezavisnost; GS RIE Nezavisnost; Industrijski Sindikat	Cooperation of previously competing unions	Mapping+decide together	Grassroot level industrial action	Used to work against each other
	Overcome our weaknesses	Target the youth	exchange ideas	We need more common trainings
	To be involved in the green transition	Wages is the main topic	train activists	Need more fieldwork
	How to deal with multinational companies	Regional responsibilities	questionnaire in all union branches	
	Involve grassroots youth level	Transnational cooperation, support from IG METal	"Voice of the workers"	
		Negotiations	Cooperation with a Belgrade-based NGO called "Workers' voice" (trainings)	
			26 activists got certificate on Rosa-Luxemburg (Organising4Power) training	
		Positive image of TUs Selected companies		



Wall of actions Serbia

Country	Aims	Targets	What worked	What didn't work
PL: Marek @OPZZ Metalowcy	Recruitment of members	Regional responsibilities	Organizer got into the facility by using a supplier badge	Mercedes offers 15% wage raise, "too good conditions"
	Organize new companies starting from zero	Agreed on milestones	Contacting unknown workers via Facebook is risky, rather get to know people individually	Mercedes: Many benefits
	Since February: collecting data on companies, mapping, bargaining on previously organized workplaces	Mercedes Jawor	Work secretly	Mercedes: High fluctuation is a big obstacle
		COM40 (produces couches)	Questionnaire	Mercedes: there is an employer's organization within the factory
		Precizo	1:1 talks	COM40: 1/3 of workers white collar COM40: bad working conditions, no worker representation



**Wall of actions
Poland**

The organised workplace:

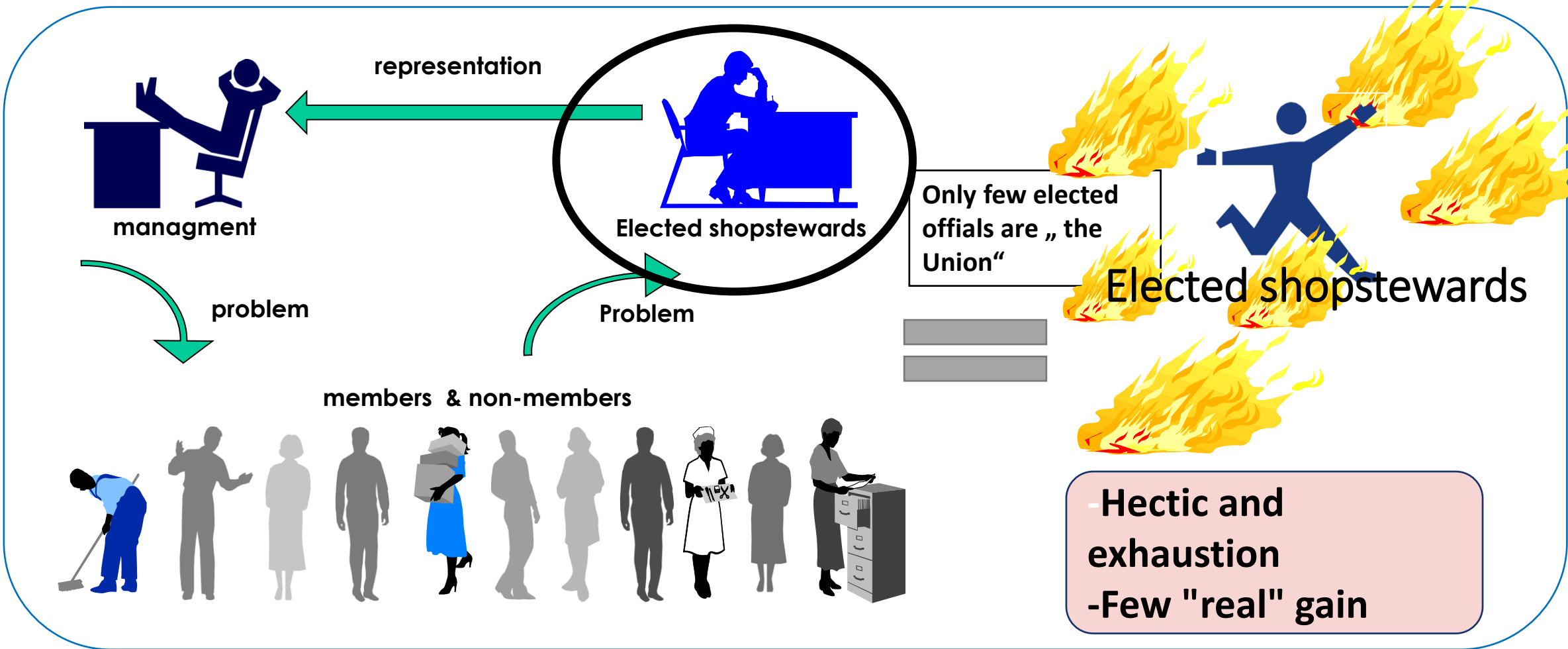
- High union density
- Workers participate in actions
- Team of work place leaders supporting the elected union representatives
- Bargaining capacities, grievance building, collective agreements
- Strike readiness

 **Role of the
organiser:
management
and co-
ordination**



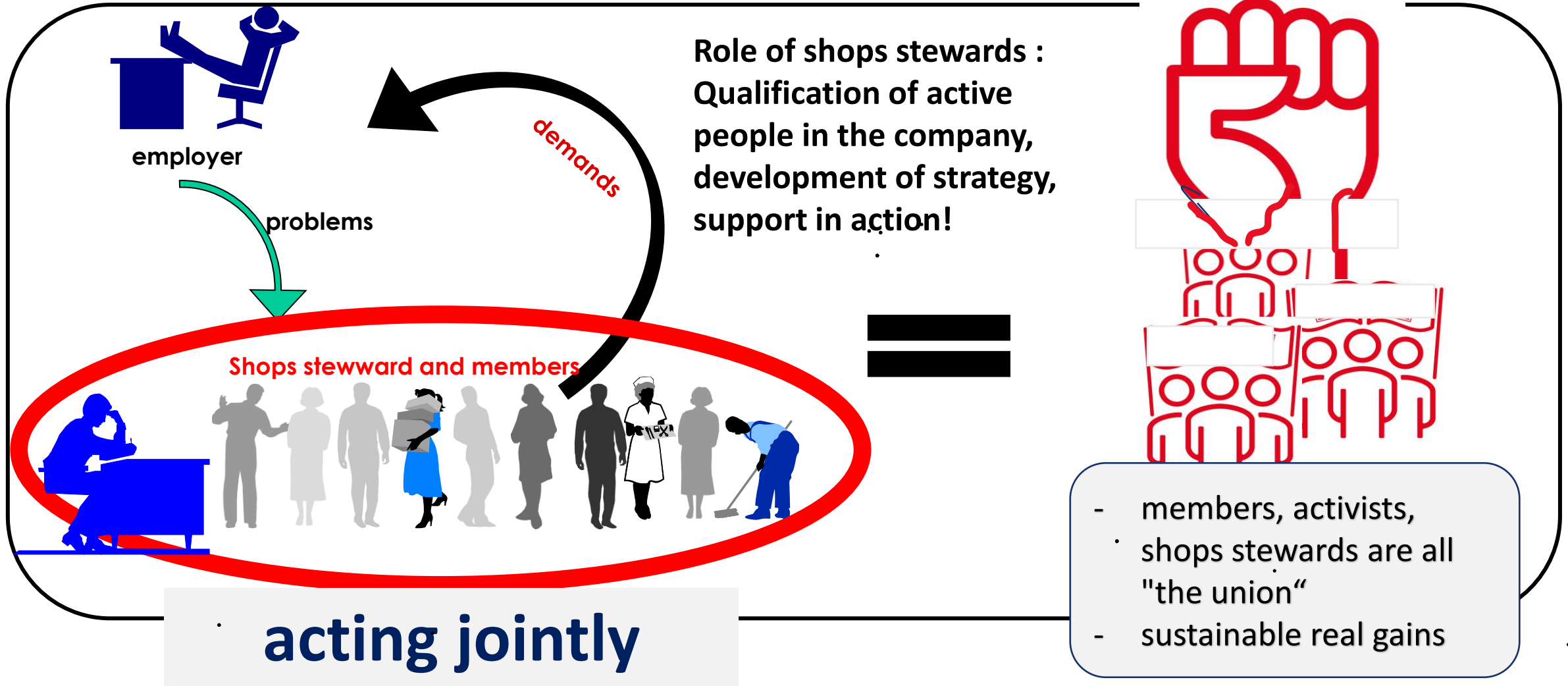
Typical set-up today

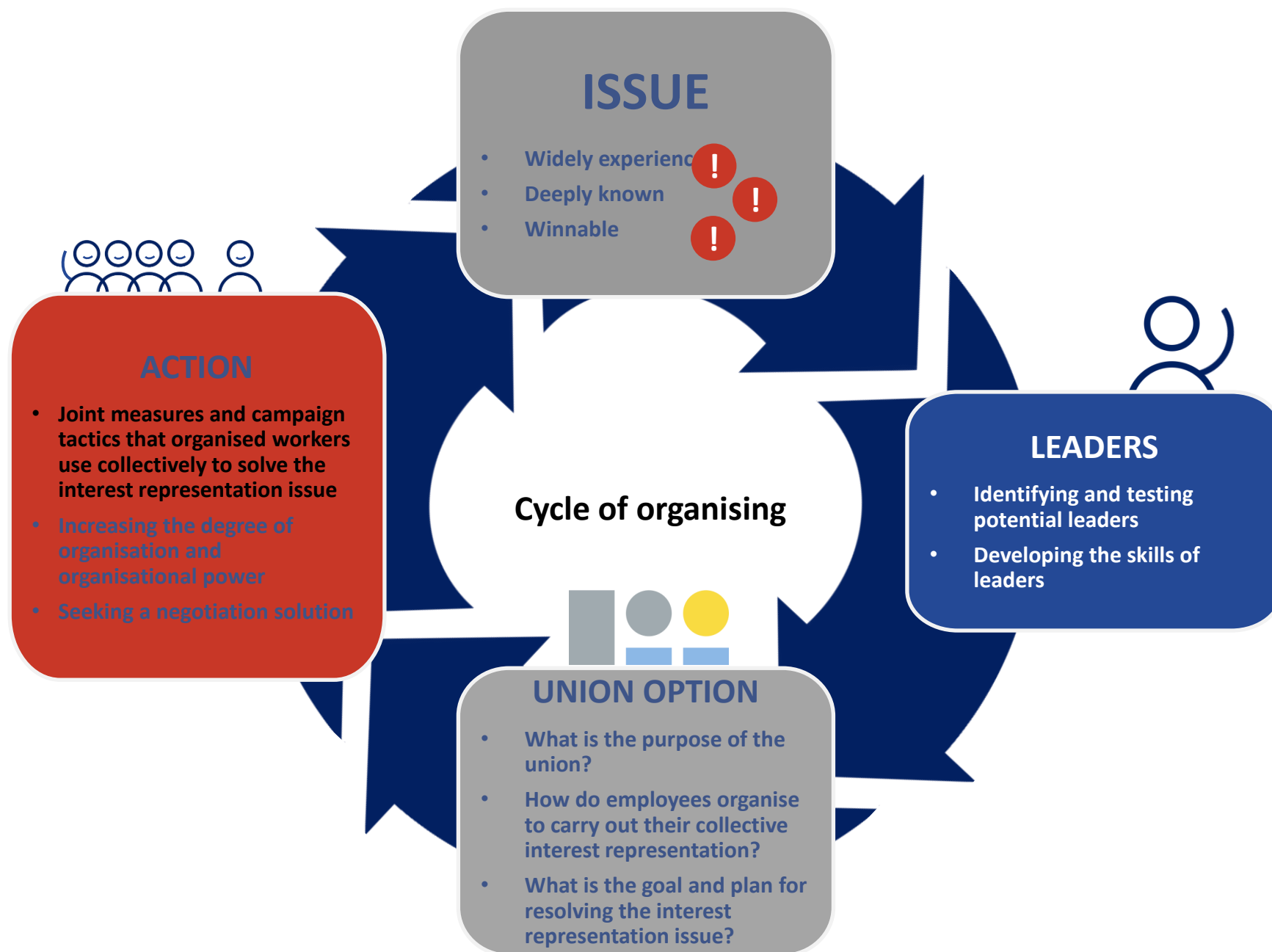
Reactive approach and representation



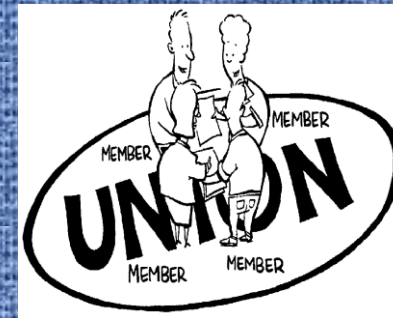
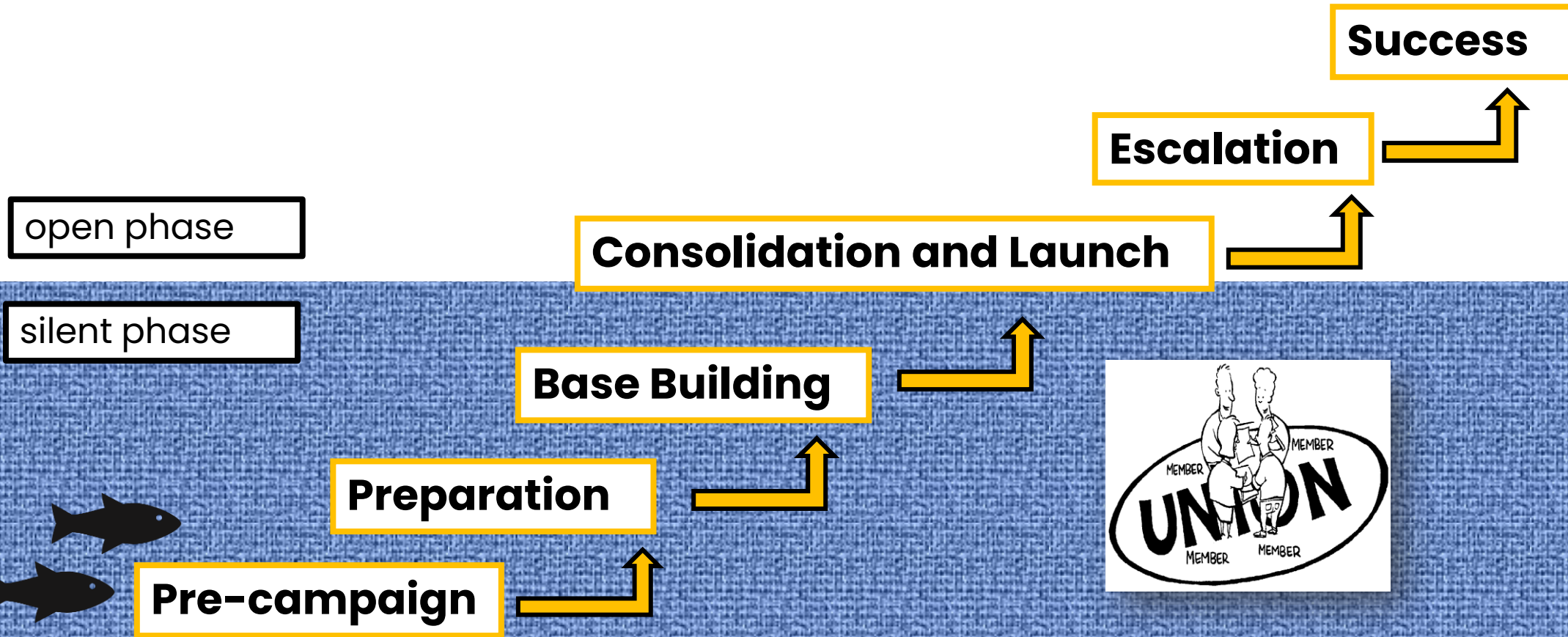
Future:

Participation, Activation with Aims, Plan, Strategy





The Craft of Building Trade Union Power through Organising



Roles/Responsibilities in a Union on Organising

(Roles)

Union leadership

vision

- make everything happen, what organisers need
- convince shop stewards & regional leaders

⇒ change of mind sets

Shop stewards ⇒ model

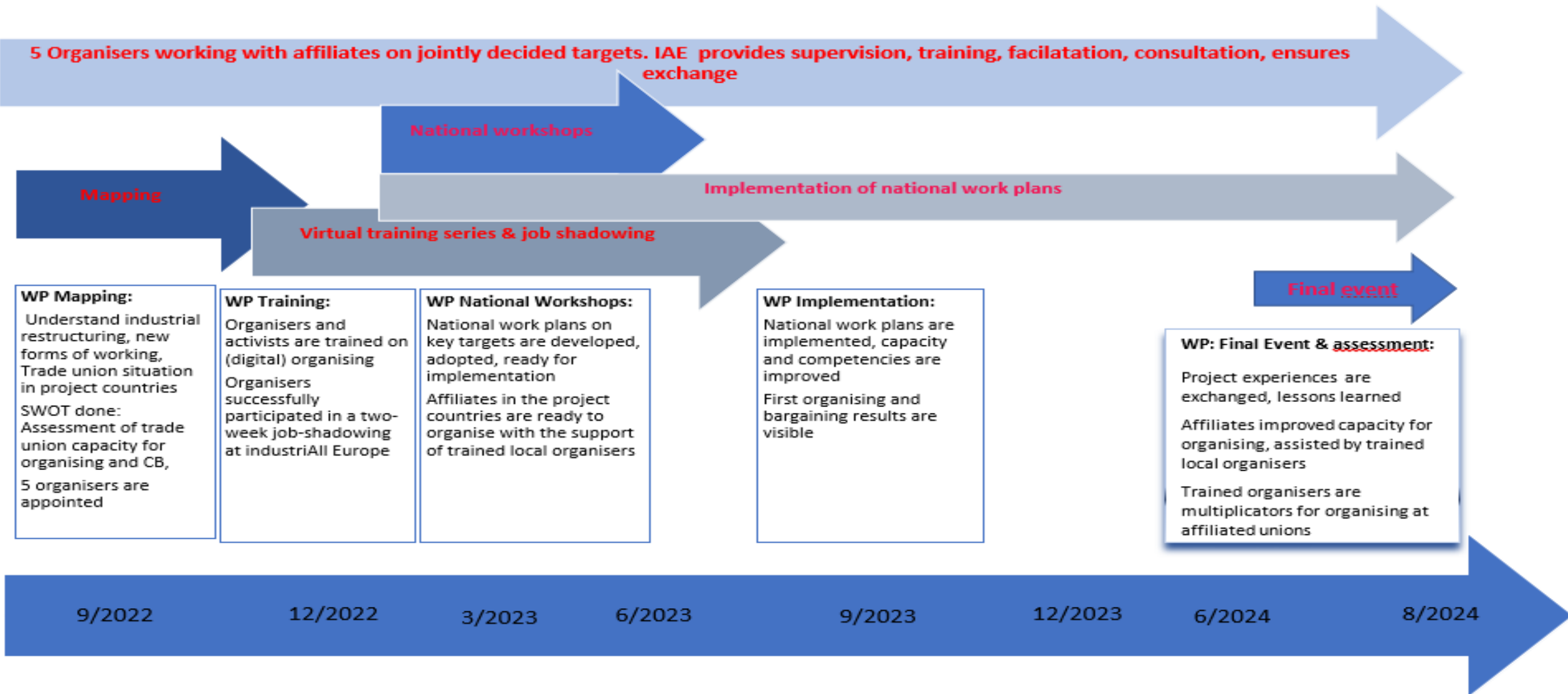
- doing recruitment + organising
- train, knowledge, expertise

Organisers:

- coordinate, lead campaigns, research, train, good example
- make members participate ^{model}

Role of organisers:
 Responsibility of organisers starts only after leadership and union official are convinced!!!! management and co-ordination of concrete organising campaigns

BTUC4 Recovery: Time line





Summary:

VIP = Very important Points

MOOD

commitment
enthusiasm
union power
solidarity
sharing experience
learning from each other
welcoming the new partners from SK
young organisers
overcoming fear

STRUCTURES AND APPROACH

personal recruitment/communication is the most efficient
union density, member recruitment
active members, participation gives the power of the union
identifying hot topics, worker issues
engaging potential union activists
the importance of trainings and experience
joint union strategy and support from leadership
building a good structure in every new union branch is important
the power of unity (cooperation with other unions)
flexibility in which tools do you apply
organising is a craft, with tools, trainings etc.

PRACTICAL ORGANISING TOOLS

importance of campaign planning (6-steps) + evaluation
slow step-by-step work, not immediate results
neighbouring companies “contaminated” by organising work
actions
good communication with members
trainings
carefully selected companies, research
company mapping

OTHER

meeting in-person with other organisers
young people in the unions
Fight against multinationals that exploit low wages and poor working conditions in CEE
we have common problems regardless of the country









Organisation	Given Name	Family Name	Organisation	Given Name	Family Name
CMKOS OS KOVO	Ivo	Navalany	OPZZ FZZMiH Metalowcy	Marek	Jedrzejuk
CMKOS OS KOVO	Jaromir	Vales	OPZZ FZZMiH Metalowcy	Patryk	Wisniewski
CMKOS OS KOVO	Martin	Sykora	CATUS Autonomous Metal	Zoran	Markovic
CMKOS OS KOVO	Tomas	Valasek	GS Metal Nezavisnost	Dragoslav	Velemirov
IG Metall	André	Gunia	GS PPI Nezavisnost	Milojica	Živković
IG Metall	Marika	Varga	GS RIE Nezavisnost	Časlav	Gavrić
BDSZ	Anita	Nyulné	Industrijski Sindikat	Dragan	Matic
BDSZ	Eszter	Turai	OZ KOVO	Martina	Bartovicova
BDSZ	Ferenc	Rabi	OZ KOVO	Monika	Benedekova
BDSZ	Szabolcs	Beóthy-Fehér	OZ KOVO	Gabriel	Tóth
BDSZ	Bertalanné Zsuzsa	Újvári	industriAll Europe	Ildikó	Krén
VASAS	Balázs	Bábel	industriAll Europe	Dalibor	Antanasijevic
VASAS	Richard	Gede	TPI	Michael	Lichel
OPZZ FZZMiH Metalowcy	Justyna	Kopa	TPI	Richard	Gede
OPZZ FZZMiH Metalowcy	Lukasz	Jarczynski	VASAS	Ferenc	Bere
TPI	András	Vegsö	Expert	Jyrki	Raina
TPI	Magdolna	Klein	FES	Edit	Németh



List of Participants

The struggle continues!

Building strong unions for strong collective bargaining in strong industries

Go and organise 100%

