



Minutes

GMEECO II Kick-off Meeting, 23rd January 2008 in Elewijt/Belgium

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Objectives of GMECCO II as discussed in Elewijt

In relation to the first project the follow-up project GMEECO II should be further developed, in particular in following points:

- a)** a stronger framework orientation and greater openness for process-related necessities, in consideration of the actual and ongoing developments within GM and GME
- b)** the European co-operation process between the GME plants should be understood as a transparent bottom up model
- c)** all employees and their representatives should recognize that they are a part of a European strategy
- d)** better involvement of unions and a more advanced European strategy
 - Extend information and consultation processes to all sites of GME in particular to those sites in Central and Eastern Europe which are not represented in the EEF
 - Develop a common platform of interest and activities for union representatives and workers representatives at the sites.
 - Anticipate the consequences of globalised production processes at GM

- Develop preventive and innovative measures for transnational information, consultation, participation and organisation processes
- Extend the dialogue with all sites to strengthen solidarity among European workers and act as one voice.

Implementation of a European “Task-Force”

The Task-Force will visit the project plants, exchange information and carry out workshops together with local workers' representatives:

- What is the current situation at the different GME plants (analysis of current threats, developments etc.)?
- What are the main challenges of the plants - nowadays and in anticipation of tomorrow?
- How can solidarity between the GME employees and the plants be strengthened?

Main ideas developed during the discussion:

Target: Integrating local plant and union actors on a Pan-European level in order to build up a common framework for the development of a European employees' strategy in anticipation of GME-Management strategies and decisions.

Following main questions are the result of discussions among GME workers' representatives and are in the focus of GMEECO II:

- Chevrolets from 2010 for the European market: *which models are produced at which production sites and for which local markets?* Relocation of production from Korea to Europe is expected.
- Many Powertrain sites in Europe do not have follow-up projects in the future, in particular Bochum, Kaiserslautern, Strasbourg and Szentgotthard. *What are the management strategies to close or to downsize GME Powertrain plants and to cut employment?*
- *How to deal with the next Site-Selection-Process of the GAMMA platform at the involved sites in Eisenach, Saragossa, and Warsaw from 2009?* Due to smaller margins for GAMMA platform cars threat of relocation into low-cost countries occurs.

- GME has announced a new restructuring plan with possible 5000 jobs threatened. *Which sites are concerned in what way?*
- *How to deal with strategies of outsourcing (European Framework Agreement) and the question of temporary employment as well as elderly employees and restricted work conditions?*

According to these main questions, in the beginning of the project the involved local employees' representatives should wonder about the specific interests of their local plants they represent and send these formulated interests to all project members.

Main strategic questions

- What kind of information do we want to have from management on their concepts and strategies?
- Which forms and strategies of communication do we need within the project and between all involved plants?
- After defining local interests - how do we speak with "one voice" towards the management?

Next steps:

1. The GME Coordination Group of the trade unions will meet up in Frankfurt/Germany on 13.03.2008 to discuss actual tendencies and management strategies of GME.
2. The new restructuring plan will be discussed at the next EEC meeting with management. Workers' representatives want to be involved BEFORE management has made decisions.
3. A questionnaire will be sent out to all involved employees' representatives in order to learn about their main topics, problems, challenges, tasks and points of views which are discussed within the workers representatives bodies.
4. In order to develop questions for the management the GMEECO II project team will send out suggestions and asks for close involvement, feedback and input of the project sites within the next fortnight.

5. Flexible GAMMA and POWERTRAIN task force teams will be set up. The first GAMMA task force meeting will be in Eisenach/Germany from 25th to 27th of February 2008.

Unanimous vote for the contents and process of GMEECO II among the participants:

All participants agree on the discussed objectives and steps of the project and will support it to strengthen European solidarity.

- END OF MEETING -