



European Cooperation and Solidarity

***Analysis of the prerequisites of
cooperation between workers
representatives at the Delta
Group of General Motors
Europe***



- Research question
- Possible factors for cooperation
- The Delta Group
- Main findings
- Actual situation of the Delta Group



1 Research Question

- Under which conditions did it come to a cooperation between workers representatives on plant level and national trade unions in the Delta Group?
- How does the cooperation look like?



2 Factors of cooperation

Motives for European and international trade union cooperation	Anner et al. (2006); Pulignano (2006); Mertens (1994); EMF (2005)
New forms of international solidarity between trade unions	Gollbach/Schulten (2000); Schulten (2001, 2003); Hyman (1999, 2004)
Information exchange in the EWC / Organisation of the workers representative structure	Platzer/Rüb (1999); Lecher/Platzer/Rüb (2001); Marginson (2004)
Interaction of the EWC	Platzer/Rüb (1999); Lecher/Platzer/Rüb (2001); Marginson (2004)
Structural factors (company and management structure; platform of ind. relations; management policy)	Marginson (2004); Kotthoff (2006)
Trustbuilding process in the EWC / getting to know each other	Kotthoff (2006); Kädtler/Sperling (2001); Stirling/Tully (2004)
Ressources	Lecher et al. (1999); Lamers (1998)
Transnational solidarity	Weston/Lucio (1997); Marginson et al. (1998); Hancké (2000); Weiler (2004)
Development of transnational coordination	Haipeter (2006); Rehfeldt/Da Costa (2006)



2 Potential prerequisites for cooperation

- Self-interest of the workers representatives to follow their goals through the Delta Group
- Former cooperation within the EEF
- Trust-building processes
- GM structure / Resources
- Intra-organisational bargaining



3 The Delta Group at GME

- Consequence of the restructuring process in 2004
- Developed by the EEF and the Delta plants together with the IG Metall
- Financed through GMEECO Project
- EMF Trade Union Group



3 Members of the Delta Group

EEF Vorsitzender Betriebsratsvorsitzender Standort Antwerpen Betriebsrat Standort Bochum Arbeitnehmersvertreter Standort Gliwice Arbeitnehmersvertreter Standort Ellesmere Port Arbeitnehmersvertreter Standort Trolhättan	EMB-Koordinator Belgien: sozialistische (ABVV Metaal), christliche (ACV Metaal) Gewerkschaft (die liberale Gewerkschaft wird von den anderen beiden mit vertreten) Deutschland: IG Metall Polen: Solidarnosc Großbritannien: TGWG, Amicus Schweden: IF Metall, Sif
Projektkoordinator GMEECO Projekt Wissenschaftlicher Mitarbeiter des EEF Wissenschaftliche Unterstützung	



4 Main Findings

- Trust and Solidarity
- The European Solidarity Pledge through intra-organisational bargaining
- Path-dependent development of the Delta Group
- Resources and company-structure



5 Actual situation of the Delta Group

- Decision about production of the new Astra model from 2010 onwards
- Substantial reduction of the workforce at the Antwerp plant
- But: no plant closure; discussion about an European framework agreement



Thank you for your
attention