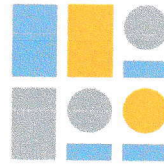




**Industrial  
union**



**pro**

## **Together for Sustainable Shipbuilding**

### **Finnish-German cooperation of worker's representatives of Meyer Shipyard Group**

#### **I. Initial situation**

The Meyer Shipyard Group, with its shipyards in Papenburg, Rostock and Turku, and a large number of other maritime industry companies, with over 5,000 employees, is one of the most important and innovative producers of cruise ships in the world. As a consequence of the COVID-19-pandemic, cruise tourism has almost come to a standstill worldwide. As a result, new orders were largely absent and existing orders were stretched. This had and still has a significant impact on the employment situation, the working conditions of the employees and the capacity utilization prospects of the locations.

Especially since the beginning of the pandemic, topics such as the reduction of permanent jobs, the non-transparent use of work contracts and temporary work have become virulent and have caused unrest and uncertainty among the workforces.

In general, it is assumed that – as soon as the effects of the pandemic no longer have a negative impact on tourism overall – cruise tourism will resume the growth momentum of the pre-crisis level. However, it is currently not possible to estimate when this will be the case. But there can be no doubt: increased demand for new buildings and innovative offers for passengers will be the consequence of the revival of cruise tourism. In this respect, it is not just about overcoming the current crisis phase in passenger ship construction caused by the COVID-19-pandemic. The necessary steps must also be taken in order to position the Meyer Shipyard Group as a whole for the future and to open up further markets and technology sectors.

#### **II. Objectives of the cross-border cooperation between the locations**

The works councils and personnel representatives of the shipyards belonging to the Meyer Shipyard Group have decided to jointly tackle the challenges for the shipyards in view of the pandemic and the medium-

term global development trends in world shipbuilding. A contribution is to be made within the framework of a regulated cross-border exchange of information and joint initiatives

- to improve the working conditions of employees,
- to preserve jobs,
- to secure know-how and
- to contribute the competitiveness of the Meyer Shipyard Group.

The cross-border cooperation of the works councils and personnel representatives should also help to improve the quality of social relations in the company and the constructive dialogue between employees and employers. From the point of view of the works council and personnel representatives, a regular exchange of information, actively practiced co-determination and a transparent corporate policy are key prerequisites for a successful future of the Meyer Shipyard Group and the associated companies and locations.

### **III. Topics & working method**

The joint cross-border cooperation should include the following topic-oriented priorities:

1. Quality of work/working conditions
2. Work contracts & temporary work
3. Diversification
4. Competitiveness
5. Cooperation of the workforce

The exchange on these topics takes place at regular intervals (at least once a quarter via video conference). In addition, a personal meeting will take place once a year as part of a workshop at one of the locations, to agree on the themes of cooperation for the following year.

### **IV. Group of participants**

The transnational cooperation is not anchored purely at the trade union official level, but above all at the trade union base in the company. It should be designed reciprocally at eye level and for the long term to build up and expand trade union countervailing power along the above-mentioned company-specific topics.

Participants:

Germany:

- Representatives of IG Metall Bezirk Küste, Hamburg
- Representatives of IG Metall Leer/Papenburg
- Representatives of IG Metall Rostock/Schwerin
- Works councils of Meyer Werft GmbH & Co. KG, Papenburg
- Works councils of Neptun Werft GmbH & Co. KG, Rostock
- Representatives of Agentur für Struktur- und Personalentwicklung GmbH (AgS), Bremen
- Representatives of IG Metall Vorstand, Transnational Department

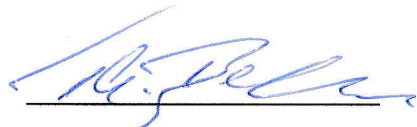
Finland:

- Shop stewards of industrial and salaried employees, Meyer Turku
- Representatives of Industrial Union
- Representatives of Trade Union Pro

Turku 18/08/2022



Betriebsrat Meyer Werft GmbH & Co. KG



Betriebsrat Neptun Werft GmbH & Co. KG



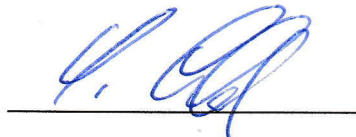
Main shop steward, Industrial Union  
Meyer Turku Oy



Main shop steward, Trade Union Pro,  
Meyer Turku Oy



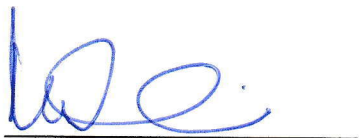
IG Metall Leer/Papenburg



IG Metall Rostock/Schwerin



IG Metall Bezirk Küste



Trade Union Pro



Industrial Union