Dayco

10 – 12 – 1996

AGREEMENT FOR A EUROPEAN WORKS COUNCIL FOR THE DAYCO GROUP

Dayco Europe, represented by Massimo Papa, Christian Berta, Antonio Gonzales and Bo Jonsson and the Special Negotiation Body, represented by Birgitta Enander for Dayco Bjorkmans AB; Denny Pettersson for Dayco Hevas AB; Guy Briffault for Dayco Europe S.A.R.L.; Detlev Schotte for Dayco Europe GMBH; Giuseppe Curaba and Filippo Terranova for Dayco Sacic S.A.; Enrique Calafeii and Teodoro Navarro for Dayco PTI S.A.; Vincenzo Pirozzi, Egidio Gioia, Giuseppe Decandia for Dayco Europe SpA; Roberto La Corte, Carlo Di Bello, Antonio Rotolone for Dayco PTI SpA, assisted by F.E.M. and EMCEF and by the National Trade Unions Representatives, have reached the following Agreement for the establishment of the EWC based on the provisions of the European Community 94/45 Council Directive of 22/09/94. The aim is to promote and develop the information exchange and communication between workers and management of the company at an international level.

1. VALIDITY

1.1 This Agreement will be valid for Dayco Europe and the branches which Dayco is directly or indirectly responsible for, and for the companies controlled by Dayco which are located in European Union Member States (including Great Britain). The list of the companies is indicated in the Enclosure 1 and will be annually updated.

2. COMPOSITION OF THE COUNCIL

2.1 The nomination of Council members will be carried out in conformance both with the contractual and legislative provisions of each State and with the agreements in force between the parties.

2.2 The Council members must be involved in a work relationship with Dayco, or with one of its branches, or with an organisation controlled by Dayco, or with one of its branches, or with an organisation controlled by Dayco.

2.3 The duration of the commission held by Council members is for 4 years, as long as the positions held by representatives do not change after nomination. The possibility of renewing the commission is implicitly expected.

2.4 For each actual member, a substitute member will take the member's place, in accordance with the procedures detailed in Article 2.1 of the present Agreement, in the case of expiring of his terms of office, or temporary unavailability or clear inability to participate in Council business.

2.5 The criteria regarding the composition of the Council are as follows :

- 1 representative for each nation
- 1 additional representative for each production or sales location having a workforce of 100 to 350 workers (total 2)