



EUROPEAN CENTRAL BANK

EUROSYSTEM

SOCIAL DIALOGUE WITH REGARD TO THE EUROPEAN SYSTEM OF CENTRAL BANKS

Introduction:

These amendments to the Social Dialogue agreement of the European System of Central Banks (ESCB) are without prejudice to the Social Dialogue agreement of the Single Supervisory Mechanism.

The European trade union federations:

- UNI Europa (the European services workers union, Rue Joseph II, 40, 1000 Brussels, Belgium), represented by Mr. Oliver Röethig, Regional Secretary;
- EPSU (European Federation of Public Service Unions, Rue Joseph II, 40, Box 5, 1000 Brussels, Belgium), represented by Mr. Jan Willem Goudriaan, General Secretary;
- SCECBU (Standing Committee of European Central Bank Unions, Banque de France, 25 rue Radziwill, 75001 Paris, France), represented by Mr. Thierry Desanois, President;

and

the European Central Bank (ECB), Sonnemannstrasse 20, 60314 Frankfurt am Main, Germany, represented by the President of the ECB;

have agreed to establish a Social Dialogue with regard to the ESCB for the purpose of information and discussion on issues which have or will have a major impact on the employment situation in the national central banks and the ECB and are a consequence of the tasks and of the activities of the ESCB, as follows:

1. Objective and scope

(a) The realisation of Economic and Monetary Union in Europe, which includes the introduction of a single European currency, and the establishment of the ESCB and the ECB, will have an impact on the function, the role and the activities of the national central banks in the ESCB. Even if no legal obligation exists, it reflects a good principle of labour relations, that employee representatives are informed and can give an opinion in the preparatory phase of decisions of the decision-making bodies of the ECB which affect or will affect the employees of the national central banks and the ECB.

(b) The Social Dialogue between employee representatives and the ECB shall provide for the exchange of information, and opinions on prospective decisions to be taken by the ECB's decision making bodies in fulfilment of the tasks of the ESCB, as defined in Article 3 of the Statute of the ESCB, that may have a major impact on the quantitative and qualitative employment situation in the national central banks. In this context, the Social Dialogue shall discuss the context, background and reasons for the prospective decisions of the ECB's decision-making bodies and shall address all relevant factors with regard to the quantitative and qualitative employment effects of these decisions. It shall include regular contact with the President of the ECB and the members of the ECB Executive Board, when matters falling under their responsibility are being discussed, as well as with the Chief Services Officer.

(c) Conditions of employment or working conditions of the national central banks or the ECB shall not be discussed within the Social Dialogue.

(d) In cases where certain activities require significant joint work between various national central banks and/or there is a strong involvement of the ECB, the Social Dialogue is an available and appropriate platform to discuss them.

(e) Information which has a major social impact stemming from changes to the institutional role of the national central banks should be discussed within the Social Dialogue.

(f) The Social Dialogue shall operate independently of and in addition to any national and/or local system of employee representation and consultation, and shall in no way affect their rights, function, competence and jurisdiction. Furthermore, the Social Dialogue shall not serve the purpose of concluding collective agreements, as it is referred to in the ILO Convention No. 87 and does in no way limit the freedom of national central banks, of the ECB or of the European trade union federations to conclude collective agreements.

(g) Information which has a major impact on employment and working conditions of employees in the ESCB should be discussed within the Social Dialogue before the decision-making process is finalised.

(h) For reasons of strict confidentiality, issues which are politically or market sensitive may be excluded from the Social Dialogue. In such cases these issues can be dealt with by the ECB and:

- the contact persons of the European trade union federations for politically sensitive matters; and/or
- the staff representatives who are experts in the activity concerned.

(i) If, in case of urgency, a meeting of the Social Dialogue cannot be convened the ECB shall endeavour to inform the contact persons of the European trade union federations.

(j) Seminars by representatives of the Human Resources Conference (HRC) and representatives of the European trade union federations participating in the Social Dialogue may be organised on a biennial basis, on a theme that is jointly agreed. These seminars are complementary to the Social Dialogue meetings and aim to strengthen the link between the Social Dialogue and the activities of the Human Resources Conference.

(k) By rotation, a representative of the HRC is invited to each Social Dialogue meeting.

2. Provision of Information

(a) The ECB shall undertake to provide the European trade union federations before the meetings and on an ongoing basis with written information as referred to above under 1b), 1d) and 1e).

This information will be submitted in English and in other languages if available. The information will be sent directly to the participants in the Social Dialogue and the contact persons of the European trade union federations. The information shall be sent in due time to permit the staff representatives to study it thoroughly before the Social Dialogue meeting.

(b) The ECB shall undertake, that any proposals, opinions or resolutions of the European trade union federations on prospective decisions as referred to under 1b) are distributed, without undue delay, to the members of the relevant decision-making bodies of the ECB for their consideration.

(c) Except where information is designated as confidential as referred to in 1h), the European trade union federations shall be free to disseminate information received from the ECB and their views relating to the discussions held at meetings.

(d) After each Social Dialogue meeting, the ECB and the European trade union federations will provide their respective concluding remarks in writing in a joint document.

(e) The European trade union federations should provide in timely manner working papers on specific agenda points for discussion during the Social Dialogue meetings.

3. Meetings

(a) The ECB shall convene meetings of the Social Dialogue at least once a year. The ECB may convene additional meetings. At the request of at least two of the European trade union federations, additional meetings will be considered by the ECB.

(b) Social Dialogue meetings shall be preceded by a preparatory meeting and/or followed by a review meeting of the European trade union federations at their request. Social Dialogue meetings, preparatory and review meetings shall together not take more than two days.

(c) The preparation and the organisation of the Social Dialogue, including the setting of the agenda, shall be co-ordinated between the signatories of this document. For this purpose, the signatories shall each nominate a contact person. The agenda of a meeting will be agreed, where possible, six weeks prior to the date of the meeting.

(d) Employee representation within the Social Dialogue shall be undertaken by the European trade union federations as referred to above. The employee representation shall not exceed a total of 43 members. In addition the three contact persons of the European trade union federations shall participate in the Social Dialogue.

(e) Experts may participate in the Social Dialogue, when all parties agree that the participation of experts would facilitate the Social Dialogue. The costs of experts will be borne by the ECB.

(f) The ECB shall provide the meeting facilities.

(g) The accommodation and travel expenses of employee representatives will be borne by the ECB.

4. Establishment of the Social Dialogue

(a) The Social Dialogue shall be established upon signing of this document by all signatories.

(b) The Social Dialogue shall be implemented in a manner reflecting its voluntary and co-operative character. In the event of disputes concerning the interpretation and/or the implementation of this document, the contact persons shall endeavour to seek an amicable solution.

(c) The authoritative language for the present document is English. The present document is available in all EU languages for the attention of all ESCB staff.

(d) The present agreement is open-ended. However, the signatories of this document have the right to withdraw from the Social Dialogue respecting a period of notice of six months.

Done at Frankfurt am Main on 3 April 2019

EUROPEAN SERVICES WORKERS UNION:

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Oliver Röethig

EUROPEAN FEDERATION OF PUBLIC SERVICE UNIONS:

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Jan Willem Goudriaan

STANDING COMMITTEE OF EUROPEAN CENTRAL BANK UNIONS:

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Thierry Desanois

EUROPEAN CENTRAL BANK:

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Mario Draghi