

Framework

Within the alliance agreed between General Motors and FIAT, the European Employee Forum of General Motors sets forward a framework for the implementation at national levels, the following:

- The transfer of the employees will be handled according to the respective national legislation. It is the intention that employees will not be disadvantaged.
- Communication on a European level will continue with the subcommittee of the EEF as set forth in the 4 May 2000 meeting. This subcommittee will continue until the formation of the JVs [joint ventures] is completed and they are operational.
- The companies, establishments and parts thereof that have belonged to GM until the present and that will be part of the joint venture shall remain within the European Employee Forum of General Motors Europe initially until 2004. Their continued representation will be discussed at the appropriate time.
- Any form of double representation, also on respective FIAT forums should be avoided.
- With relation to the GM/FIAT Alliance, the same information will be shared at the national level, through the Personnel function, with appropriate employee representatives.
- The EEF will continue to be the appropriate forum to discuss the topic of national information and consultation in general.
- Unless prohibited by law, national negotiations will ensure that the existing employee representation, eg through works councils, national negotiating committees, shop stewards and within the supervisory board, will be retained. Union recognition will remain the same.
- Employees transferring to the JVs shall be treated as if they continued to be employed by their previous employer. Where applicable, new employment contracts or amendments to existing contracts shall confirm this.
- Current collective agreements will be the subject of local/national negotiations and will stay in force as collective agreements.
- In the unlikely event of a failure of the GM-FIAT alliance, employees will be afforded the right to return to existing former employment location.
- On the basis of competitiveness, we will continue to pursue new business opportunities thus utilising our people and facilities.
- Implementation of this framework shall occur on national levels. Any issues or concerns with regard to this framework document shall be brought to the attention of the EEF leadership for clarification and/or resolution.

[Signed on 6 July 2000 by GM management, the GM EWC and the European Metalworkers' Federation.]