

UNI Europa Gaming Meeting Luxembourg, 16 February 2010



1. Opening

Pieter welcomed participants and asked them “How much we want to invest in this to make it work” and he showed concern that too many European unions were not involved in the sector work.

Pieter agreed to make contact with the affiliates who did not attend and ensure unions do not forget to mark Gaming on their annual membership surveys to UNI Global Union.

2. Setting the schedule for the agenda

No additions to the draft agenda.

3. Country reports

Belgium

Starting salaries and night work are very low. Employees generally stay for 1 year or so. Sector agreements are made every 2 years. However, 8 or 9 casinos in Belgium have individual contracts which improve on the sector agreement, for example provide lunch vouchers etc. Older workers – no regulation to govern early retirement which is really a problem. Medical problems are difficult to resolve with the employers. Slot machine workers are in a different world and do not provide solidarity to table workers. No structural increase of salary.

Finland

No cuts in staff but management are in a panic after a profit margin of minus 1%. Online gambling is a big effect and customers are not interested in the traditional games anymore. The majority in restaurants are young persons who are working to support their studies and not for the long term. There is a sector agreement for the gaming industry which covers both SUORA & PAM. Less than 50% are organised.

Employers are very well organised and are big organisations who wish employees to work more flexibly. We need more union coordination/cooperation. It is an employers market!

France

Jobs have been lost, difficult to give a percentage. Three years ago in a Nice Casino, 269 were recruited now it's just 209 and the workers hours have increased even after the reduction. It is important that the EU protects our social lives and assist employees to protect acquired rights. Considerable profits being made and any lay off's are being hidden. There is one CBA covering all casinos in France in joint agreement with employers and all unions.

Individualism is a major disease which the employers benefit from this. Everything is done last minute in France on consultation and agreements have to be done quickly. France affiliates called for a European Passport to have qualification for the job. Workers leave the union when they have a financial problem. Turnover is low in France as many have no other skills after doing the same job for 20 years. They have to put up with the changes!

Germany

Separate agreement with each company exists. The casinos suffer losses. The smoking ban, economical crises and illegal online gambling are killing for the business. Bernhard Stracke, excused for this meeting, wants a stronger resolution from UNI against online gambling.

Lithuania

Salary decreases up to 25% !

Unions are good for workers and membership is increasing. The time is ripe for unions to grow in importance and number of members.

Netherlands

Holland Casino is the only employer in the casino-business. The company is state-owned. By the end of 2010 the staff will be reduced by 25%. The over 50's are being made redundant to use younger and cheaper workers. Most are on 20 hour contracts or weekend contracts and not interested in unions as they're laid off quickly and sometimes re-employed after 3 months starting the same process again to save money.

Holland Casino still makes profit, but the illegal online casinos and poker sites are winning the fight for the market. The unions, Vakbond ABC, De Unie and FNV, are putting up a fight without soldiers. The workers are divided and the fear of losing the job rules.

Spain

At the end of 2008, 2,200 jobs in casinos existed. There is an increase in casino jobs in Spain. No overall sector agreement. 41 Casinos each has a separate agreement. Two projects in Spain have not stopped but not really going forward.

UGT & CC.OO have signed a 4 year CBA but is yet to be complied with by the employers.

Older workers are being dismissed to employ younger workers who are paid less. Employers want the workers to be the "Jack of all trades" and do many tasks.

Online gaming legislation, the affiliates have misgivings on this and look towards UNI to assist. What will be made legal? No more employment will be made by legalising internet sales. The Director General for Gaming is not forthcoming with the provisions of the online gaming bill. Employers do not want to invest or discuss employee's benefits; they just won't come to the negotiating table.

United Kingdom

Casinos in the UK are all privately owned and many are being made redundant to employ a cheaper workforce whether it is young workers or migrant workers. Internet & Television gaming is rife and the UK wanted to adopt the "Las Vegas" style operation and to have one inspector to inspect several tables. We need to tap into the young workforce! Geoff Saunders (Unite) pleas for a stronger and larger UNI Gaming sector.

4. Online Gambling in Europe

The representative of ver.di Germany, Bernhard Stracke, could not join us for this meeting. Bernhard would like to make the resolution of UNI Gaming stronger. Spain is happy with it as it is.

Concern was made about online gaming as no checking is possible online if the person is influenced by alcohol or drugs etc. We need EU law that covers this. We may need to revise the resolution to meet the demands of the current situation to keep our fingers on the pulse.



The German colleague should be present for this subject so it was decided to postpone the discussion till the next world meeting or a European meeting, later this year.

5. **UNI Europa Gaming Forum**

The reason behind the forum was due to the fact the world meeting is too general. We need to have time to discuss specific issues and problems on a European level. The forum should be a tool to push things forward and keep the work alive between meetings.

The forum will consist of the following persons: Pieter, Arto, Bernhard, Franck/Béatrice & Geoff.

There was a call not to make the topics too specific but general topics to find common ground. These could be:

- Online gaming.
- Social dialogue.
- Liberalisation of private gambling.
- Difference of public/private gambling.
- Falling membership, how to recruit young people into the union.

6. **Social Dialogue**

Bernadette Ségol (UNI Europa Regional Secretary) has contacted the European Commission for contacts to set up a Social Dialogue for Gaming.

Pieter Heinink has invited Jean Bergevin of the European Commission (Internal market and services Directorate-General) to this meeting for a discussion on Social Dialogue and Online Gambling. Due to the change of Commissioners in the EU, Mr. Bergevin has excused himself. He will be pleased to come to a meeting later this year.

EU Bingo – Leonardo has a meeting on 7-9 March 2010 in Italy.

7. **Any other business**

Suggestion for future meetings – To invite experts to the meeting on new technologies or MP's, etc.

Public gaming experts are known to Miguel and it would be good for them to explain the effects of online gambling at a meeting.

The aim is to have two European meetings a year.