



Press Information

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## Daimler Truck's World Employee Committee calls for fair transformation

- International labor representatives meet for two days in Germany
- Constitution of European Works Council and World Employee Committee (EWC/WEC)
- Michael Brecht, Chairman of the General Works Council of Daimler Truck, unanimously confirmed as Chairman of the EWC/WEC
- Michael Brecht: “The newly established body, in cooperation with the international industrial unions, industriAll Global Union and industriAll European Trade Union, provides a strong platform to enforce workers' rights up to smallest suppliers of Daimler Truck and to protect human rights in the supply chain as a whole.

Woerth/Germany – The international labor representatives of Daimler Truck will intensify their cooperation in the enforcement of human and trade union rights. Also, they want to stand up for a fair cross-continental transformation towards an emission-free future. This was the conclusion reached by the members of the newly constituted European Works Council and the World Employee Committee (EWC/WEC) at a two-day meeting at the Mercedes-Benz plant in Woerth in the Southwest of Germany.

“The newly established body, in cooperation with the international industrial unions, industriAll Global Union and industriAll European Trade Union, provides a strong platform to enforce workers' rights up to smallest suppliers of Daimler Truck and to protect human rights in the supply chain as a whole. With regard to transformation, important strategic decisions are to be made in the next two or three years. Here we aim to establish future technologies to the existing locations in Germany and the world in order to keep employment as stable as possible”, says Michael Brecht, Chairman of the General Works Council of Daimler Truck, who was confirmed unanimously as Chairman of the EWC/WEC. The members elected Joerg Lorz, member of the General Works Council and Vice Chairman of the Group Works Council, unopposed as Vice Chairman.

The EWC/WEC represents the interests of all employees of the Daimler Truck Group worldwide. Currently, 23 countries are in the body according to their number of employees and they have sent a total of 34 representatives. The EWC/WEC is headed by a chairperson and a vice chairperson elected by the members. A five-member Presidium is responsible for coordinating European affairs. Global issues are coordinated by an Executive Committee consisting of six members.

“At Daimler Truck we have succeeded in extending the relatively clear and legally flanked information and consultation rights of Europeans to countries outside Europe - that is unique. We have created a European Works Council at Daimler Truck, which applies to the global world of Daimler Truck. As a result, countries outside the European Union have the same rights and obligations as those of the EU to which the EWC guideline directly applies. From our point of view, this is outstanding, internationally exemplary and of the greatest international relevance with regard to the enforcement of human and trade union rights,” says Ralf Goetz of German metalworkers’ union IG Metall. He played a key role in shaping and negotiating the agreement.

### **Representatives report from their countries**

At the EWC/WEC meeting in Germany, the country representatives reported on the current situation in their countries and plants. The overall focus was on the supply chain constraints and the resulting limited production with corresponding consequences for the economic key figures and on employment. The delegates were also concerned about high inflation and, in some cases, sharp increases in energy prices. In particular, representatives from countries with lower income levels demanded compensation for employees to ensure a basic standard of living.

“The current situation at Daimler Truck is economically and technologically challenging. This makes it all the more important that all employees at Daimler Truck have clear prospects for the future and secure their income. It is not enough to invest in the products, investments in the employees also have to be done,” says Michel Souday, Chairman of the Committee on Economic and Social Affairs Mercedes-Benz Trucks France and trade union representative of the CGT headquarters in France.

Among the participants, there was a great need for information on new investments, the future production programme, especially for zero-emission vehicles and the possible impact on employment. According to Michael Brecht, a subsidy race is emerging for new technologies, fuelled in particular by the USA and China, while the European Union currently has little to oppose.

“We want fair global framework conditions enabling existing industrial structures to successfully transform and keeping them preserved,” says Brecht. Regarding to the increasing pressure on margins and restructuring at Daimler Truck he emphasizes: “As labor representatives we will not take part in a game where production sites and continents are played off against each other at the expense of employees just to please the capital market and major shareholders. Here we will act in solidarity within the EWC/WEC.”

### **Enforce Worker´s rights and human rights**

In addition to the discussion on economic and employment policy issues, human rights and the obstruction of trade union work was a major topic on the agenda. “We urgently need to use the increased attention to human rights due diligence to promote workers' and trade union rights, because workers' rights are human rights. First and foremost, we must make sure no obstacles are put in the way that obstruct the implementation of the fundamental rights to join a trade union and to bargain collectively, especially in countries where this regularly happens, such as Turkiye, Thailand, the US and some countries in North Africa,” says Geort Leutert, Director Automotive & Aerospace industries at industriALL Global Union. The organisation is a permanent consultative expert organisation of the EWC/WEC and has the right to attend all meetings.

EWC/WEC meetings are scheduled twice a year. The company management and the EWC/WEC can agree on further areas of cooperation, for example the qualification of employees as well as occupational health and safety or employee surveys.

“From January, the new Supply Chain Due Diligence Act will apply in Germany and a legislative process is also underway in the European Union to improve the protection of human rights and victim protection in third countries. With the newly founded EWC/WEC, we as the labor representatives at Daimler Truck, are well prepared for this. In addition, we can represent the interests of employees in solidarity across national borders and continents,” says Joerg Lorz.

**Contact:**

Matthias Krust  
Head of Communication General Works Council  
Spokesperson of Chairman of General Works Council

+49 160 8653505

[matthias.krust@daimlertruck.com](mailto:matthias.krust@daimlertruck.com)

Further information from the General Works Council and the labor representatives of Daimler Truck is available on the Internet:

<https://www.daimlertruck.com/works-council>

**The General Works Council of Daimler Truck AG**

The General Works Council (GWC) of Daimler Truck AG represents the interests of more than 33,000 employees in Germany. The GWC makes general works agreements with the company management, which then apply to the entire workforce of Daimler Truck AG. The body consists of 13 members who are elected for a term of four years. The basis for this is the Works Constitution Act. The central concern of the GWC is the preservation and expansion of jobs and the creation of good and fair working conditions. The GWC also takes a stand on the design of framework conditions that go beyond everyday business life, as well as on political and social issues.