



Dublin, 27 March 2019

On 26-27 March 2019, 30 worker representatives from different CRH companies and trade union officers gathered in Dublin to discuss the state of social dialogue within the CRH group at local and European level.

With regard to the functioning of the EWC, the following concerns were raised:

- The number of countries covered by the CRH EWC agreement is not in line with the number of countries where CRH is present;
- A thorough analysis of the 2013 CRH EWC agreement shows that it does not fulfil the minimum requirements of the revised 2009/38 Directive as transposed in Irish legislation;
- Experts pointed out that the CRH agreement is in breach with Irish and EU law;
- It is not clear who signed the revised agreement on behalf of the employees; the agreement was signed without proper consultation and without consent of the employee representatives of the EWC and the representative trade union organisations;
- Non transparent election / designation of the members in the EWC;
- Non transparent election / designation of the steering committee.
- ...

Over the past years, CRH has become a European and global leader in the building materials industry. The European Federation of Building and Woodworkers (EFBWW) and the trade unions within CRH expect CRH also to become a leader when it comes to social dialogue.

The EFBWW requires the CRH group to respect EU legislation and to take the appropriate steps to restore mutual trust and social dialogue. The EFBWW invites management to discuss a renewed social partnership. A first and important step would be to clarify the election/designation processes of the current and future members for the countries involved in the EWC. The EFBWW points out that this should be done according to national transposition law.

Finally and for all the above-mentioned reasons, the EFBWW requires meaningful engagement on the CRH 2013 agreement which should be adapted to be in line with existing European legislation.