



Memorandum of Understanding

1. The principles contained in the UNI Memorandum of Understanding apply to all levels of the organisation. Although Section 3 (which deals with Regional structures) is of particular relevance, the intention is that the Regions more or less mirror the same ideals which have shaped the structures and procedures of the International as a whole.
2. For example, just as the World Executive Board and its Management Committee has been designed to ensure the participation of representatives from all four founding partners, so too must the same principles apply at regional level. This guarantee is of particular importance in the transitional years, so that as the new International develops its own identity, all four partners will have a hand in the shaping process. The Regional Executive Committee shall ensure that, in the formative years of UNI-Europa, each of the four founding partners will have at least one representative on the UNI-Europa Management Committee. No alteration to this principle will occur without the fullest process of consultation, which will aim to ensure the consent of all involved.
3. In line with the commitment undertaken in Section 8 of the UNI Memorandum of Understanding, existing links with and representation on regional organisations such as those falling within the ICFTU structure, the ETUC and other appropriate bodies, will be maintained.
4. UNI-Europa will be an Industry Federation of the ETUC. There will be continuity of representation for post, telecommunications and graphical workers in the ETUC. The MEI sector of UNI-Europa will continue to be part of the European Entertainment Alliance.
5. The sectors of UNI-Europa will be responsible for their respective sectoral social dialogue arrangements.

6. Membership of UNI will be open to all affiliates of the ETUC that fall within the scope of UNI. Also, unions that are not affiliated to the ETUC but otherwise fall within the scope of UNI will be eligible to apply for membership of UNI. A union cannot be a member of UNI-Europa without being affiliated to UNI.
7. In determining the composition of the Regional Executive Committee, reserved seats for founding partners will be as follows:

Former Euro-MEI 3 seats
 Former EGF 7 seats

Seats for representatives from the former European regional organisations of CI and FIET membership will be determined in accordance with the provisions of Articles 9.3, 9.4 and 9.5 of the UNI-Europa Statutes:

Area	Total	Total		CI		FIET	
	FIET + CI	Seats		Members	Seats	Members	Seats
Area I UK and Ireland	957'280	6		325'674	2	631'606	4
Area II Nordic Countries	1'267'898	7		189'095	2	1'078'803	5
Area III Southern Europe	1'004'958	6		199'936	2	805'022	4
Area IV Benelux, France, Monaco	932'559	6		138'213	2	794'346	4
Area V Austria, Germany, Switzerland	2'037'564	10		551'964	4	1'485'600	6
Area VI CSE Europe and the Baltic States	543'152	3		258'949	1	284'203	2
Area VII Eastern Europe	68'500	1		30'000		38'500	1
Area VIII Near and Middle East	105'600	1		10'000		95'600	1
Total	6'917'511	40		1'703'831	13	5'213'680	27