

*Unionists from all countries unite!*



All meetings of the EWC “Bureau” in the second half 2015.

13 January	:	Paris OK
10 February	:	Paris OK
10 March	:	
14 April	:	
19 May	:	

## 10 February 2015

Paris

**Present:**

Fabien Pierre  
Sébastien Gendre  
Raymond Wittenbol  
Marie Jo Azzopardi

**Excused:**

Pascal Jung  
Fatima Belhachemi

**Invited:**

**Agenda:**

<b>1 - RENEWAL OF THE BUREAU AND COUNCIL OPERATING PROCEDURES .....</b>	<b>2</b>
<b>2- "GERMANY" ISSUE .....</b>	<b>3</b>
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**1 - Renewal of the Bureau and Council operating procedures**

In keeping with the "European Members' Information" project the members of the Bureau (the officers of the meeting) are required to travel to every country where the European representatives live, in order to offer information about how the organisation operates. Under this heading, it should be noted that the process for electing the Bureau members is scheduled to take place during the seminar.

In the case of Belgium, the information meeting is planned for 25 February 2015. During the session, the discussions will include the system for appointing employees' representatives within the European Works Council. The meeting will be facilitated by "Fabien Pierre, Pascal Jung and Raymond Witenboll".

The Bureau has stressed that in order to avoid any cash flow problems, any expenses refund applications must be presented to the treasurer or deputy treasurer no later than 15 days starting from the expenditure commitment date.

## **2- "Germany" issue**

The German representative, "**Wolfgang Büelles**", is scheduled to hold negotiations with his new company concerning participation in the Econocom/Osiatis European Works Council. However, should the operation suffer a setback, a new appointment will be considered to ensure the representatives of the German employees are involved in EWC activities.

As part of the "European Members' Information" project; Bureau members are set to travel to Germany on 18 February. The meeting will be facilitated by "Fabien Pierre, Pascal Jung and Sébastien Gendre", who will be accompanied by a translator.

The European representatives have not yet learned all the details about the conditions for selling the German subsidiary. During the 18 February meeting, our delegation will be putting questions to the German representatives to find out whether the "service" offshoot is being transferred with the IT resources required for its operations. Under this heading, "Mari-Jo Azzopardi" is preparing some questions to be put to the German representatives to assess the precise technical and IT scope and aims involved in the transfer of the subsidiary.

## **3- Provision of equipment and operating resources**

The procedure for providing equipment and operating resources is in the process of being translated. As soon as the translations are ready, the documents will be posted on the EWC website.

## **4- Cost-cutting plan sought by the "Econocom/Osiatis Comex" (Executive Committee)**

Various studies carried out by the Belgian representatives have highlighted areas where savings could easily be made without adversely affecting the employees. Examples include a proposal to have people with "self-employed" status replaced by employees with wage contracts, which would mean a saving of about €3million.

As for the savings called for by the group and the "Vehicles" policy, the Belgian representatives believe up to €225,000 could be saved merely by changing the suppliers and deploying environmentally friendly vehicles so as to benefit from significant tax cuts.

The company management could also consider streamlining their property occupancy policy as a way of making savings.

## **5- Meeting between "Jean-Maurice Fritch" and the Bureau members**

The EWC secretary will be sending out e-mails suggesting various dates for the organisation of the meeting. The secretary and assistant secretary will be taking part in the meeting.

## **6- Meeting with "Franck Fanguiero", head of human resources**

As the Bureau members' schedule rules out any opportunity for attending this meeting, solely the assistant secretary will be meeting "Franck Fanguiero". The issues due to be discussed during the 11 February 2015 meeting are: "burn out" in the corporate environment, the forthcoming visit to Morocco, EWC funding, signing the minutes and the forthcoming plenary sessions

## **7- Next plenary session**

No date has yet been decided upon for the next plenary session but it has been agreed to ask "Jean-Louis Bouchard" to attend so he will have an opportunity to explain to all the Council members what his aims are for the "Econocom/Osiatis" group. The assistant secretary has been assigned to take charge of issuing the invitation.

## **8- "Spain" issue**

The next visit to Spain is scheduled for 23, 24 and 25 March 2015. "Fatima Belhachemi, Sébastien Gendre, Pascal Jung and Fabien Pierre" will be there to facilitate the meeting.

## **9- "Morocco – Metropolis" issue**

During the 11 February meeting between the assistant secretary and the head of human resources, "Franck Fanguiero" a decision was taken concerning the conditions governing the forthcoming visit by the group in charge of the issue.

## **10- Translation**

For the oral translation of the previous plenary session we relied on the services of the "GENE ELECTRA" agency, whose work lived up to the members' expectations.

In the case of the written reports, the Bureau members have called for the texts to be provided in a concise form in order to make it easier for them to be translated into the different languages.

## **11- Forthcoming EWC seminar and simultaneous translation**

The treasurer is in charge of preparing precise specifications for the purpose of holding consultations with "simultaneous interpretation" agencies on arranging to have translation services available not just during the meetings but also during the meals subsequent to the working sessions. "Pascal Jung" is in charge of preparing specifications in order to seek new quotations.

## **12- IT system**

Proposals for restructuring the group's in-house information technology system have not been forwarded with reference to the European body. The employees' representatives regret the failure to consult with the European organisation about outsourcing the in-house computer system to

Ukrainian companies. This issue will be discussed during the 11 February meeting.

### **13 - Summary of the decisions/actions**

See annex 1

The Bureau

Marie-Jo A. secretary

Fabien P. assistant secretary.

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**Annex 1: Summary of decisions/actions**

Purpose	Person responsible	Dates	Comment
<b>Initial provision – "Nicolas Bresson"</b>	<b>Sébastien Gendre</b>	<b>June 2014</b>	<p><b>8 July 2014: Pascal provides him with a telephone and laptop.</b>  <b>26/08/2014: Underway</b>  <b>26/11/2014: Underway</b>  <b>13 January: Underway</b>  <b>10 February: E-mail sent to Nicolas to let him know about the delivery delay.</b></p>
<b>Request to prepare country-specific presentation of staff representative bodies.</b>	<b>Fatima Belhachemi</b>	<b>September 2014</b>	<p><b>8 July 2014: Underway</b>  <b>26/08/2014: Underway</b>  <b>27/11/2014: Underway</b>  <b>13 January: Fatima Belhachemi takes over the action, France, Belgium, Germany, Spain</b>  <b>10 February: Underway</b></p>
<b>Professional liability insurance</b>	<b>Fatima Belhachemi</b>	<b>September 2014</b>	<p><b>8 July 2014: Action plan initiated.</b>  <b>26/08/2014 underway. Issue taken up by Fabien and Marie Jo, as insurance cover in Belgium may meet the needs.</b>  <b>6/11/2014: Fabien makes an appointment for January 2015.</b>  <b>13 January: Fatima Belhachemi takes over the action and arranges to have the appointment earlier.</b>  <b>10 February: Underway.</b></p>
<b>Organisation of the meeting in Germany</b>	<b>Pascal Jung / Fabien Pierre</b>	<b>August 2014</b>	<p><b>26/08/2014: The need to travel to Germany will be decided upon after the 28 August meeting, between the group in charge of the issue and the German trade union representative.</b>  <b>26/11/2014: Planning a new meeting for the week starting 16 December or week 2 in January 2015.</b></p>

			<p><b>13 January: Date and organisation underway.</b> <b>10 February: The visit is planned for 18 February 2015.</b></p>
<b>Trade union situation in Morocco</b>	<b>Pascal Jung</b>	<b>August 2014</b>	<p><b>26/08/2014: Underway.</b> <b>27/11/2014: The visit will take place in the first half of 2015.</b> <b>13 January: Visit planned for 17,18,19 March 2015.</b> <b>10 February: To be considered during the next day's meeting between the Bureau and Franck Fanguero</b></p>
<b>Plan to contact trade union bodies in Italy</b>	<b>Pascal Jung / Fabien Pierre</b>	<b>September 2014</b>	<p><b>8 July 2014: Action plan initiated.</b> <b>26/08/2014: No staff representation structure available. The action plan is being continued.</b> <b>27/11/2014: Underway.</b> <b>13 January: Fatima Belhachemi mobilises the group.</b> <b>10 February: Underway</b></p>
<b>Organisation of visit to Spain</b>	<b>Pascal Jung</b>	<b>September 2014</b>	<p><b>26/08/2014: Underway.</b> <b>27/11/2014: Action closed.</b> <b>13 January: Date and organisation underway.</b> <b>10 February: Visit scheduled to take place from 23 to 25 March 2015.</b></p>
<b>Signature for the latest minutes</b>	<b>Marie-Jo</b>	<b>September 2014</b>	<p><b>26/08/2014: The secretary prints the minutes and has them signed by the management</b> <b>26/11/2014: Underway</b> <b>13 January: The secretary and the assistant secretary sign the minutes and transfer them to the management.</b> <b>10 February: The minutes will be signed during the forthcoming plenary session.</b></p>
<b>Provision of mobile telephones for the Spanish representatives.</b>	<b>Pascal Jung</b>	<b>November 2014</b>	<p><b>26/11/2014: Underway. Plans for purchasing in the first quarter of 2015.</b> <b>13 January: Underway</b> <b>10 February: To be discussed during the visit to Spain.</b></p>
<b>Application for the provision of</b>	<b>Pascal Jung</b>	<b>November 2015</b>	<b>26/11/2014: Pascal Jung undertakes the allocation process.</b>

telephone equipment for Frédéric Madeleine			13 January: Underway 10 February: Underway
Change to and translation of the "Provision of initial equipment" procedure	Sébastien Gendre	January 2015	27/11/2015: 13 January: S Gendre asks for the translation to be done by a specialist agency. 10 February: Sent to Fabien this week to be forwarded to the translator.
Organisation of training for the Spanish representatives	Fabien Pierre / Pascal Jung	1st quarter 2015	27/11/2015: 13 January: To be done during the Bureau's visit to Spain. 10 February: Underway
Meeting to prepare for the next seminar: meeting with French representatives. (Bureau/France)	Fabien Pierre	1st quarter 2015	13 January: Organisation underway. 10 February: Planned for 9 April 2015. (Fabien sends the invitations and undertakes the organisation).
Meeting to prepare for the next seminar: meeting with Belgian representatives. (Bureau/Belgium)	Fabien Pierre	1st quarter 2015	13 January: Organisation underway. 10 February: Meeting planned for 25 February.
Organisation of the seminar's subject matter	Bureau	1st quarter 2015	13 January: Underway. 10 February: Agenda decided upon during forthcoming Bureau meeting, on 10 March. 10 February: Underway. (agenda being prepared)
Issue: Protection for delegates	F Pierre/S Gendre	Permanent	13 January 2015. F Pierre and S Gendre have an appointment on that day with Franck Fanguero to discuss the question of protection for delegates. 10 February: Case of XM being addressed.
Transfer of the "German service" subsidiary. Preparation of questions to put to the German representatives about the sale of IT resources.	Mari Jo Azzopardi	17 February at the latest	10 February 2015



<b>"Jean-Maurice Fritch" meeting. Suggested dates for the meeting</b>	<b>Marie Jo / Fabien P</b>	<b>February 2015</b>	<b>10 February 2015</b>
<b>Preparing specifications for simultaneous translation during the 2015 seminar.</b>	<b>Pascal Jung</b>	<b>March 2015</b>	<b>10 February 2015</b>