



**Dates for EWC Bureau meetings in the second half of 2015.
All meetings EWC "Bureau" in the first half of 2016.**

**5 April: Brussels Ok
9 May: Brussels**

5 April 2016

Brussels

Present:

Pascal Jung
Virginie Joveneau
Giovanni Serravalle
Sébastien Gendre
Fatima Belhachemi
Edelmiro Dominguez

Excused:

Invited:

Nicolas Barnoud
Yvan Sandre
Martin Porres

1. Table of contents

2. Approval of the 15 March minutes	2
3. European employee communication system (progress).....	2
4. Fees case (statement by Nicolas Barnoud).....	2
5. Website (update)	3
6. Visit by Martin Porres (Spain)	3
7. Burnout decision (participation at the request of the Management)	4
8. Report and translation	4
9. Belgium HRD	4
10. Opening of the EC case	4
11. Treasury audit	5
12. Miscellaneous:	5
Open letter to the Head of the Econocom group	5
Departure of Jean-Philippe Roesch:	5
Secretary insurance:	5
Anti-virus licence	5
Drop Box.....	6

2. Approval of the 15 March minutes

The members unanimously approved the minutes of the 15 March 2016 meeting. It was decided to have the document translated into German and Spanish and make it available on the EWC website.

<http://www.coee.eu/>

3. European employee communication system (progress)

The Bureau will be meeting with the Management shortly in order to be able to have the technical resources required to provide an appropriate system for communicating with Econocom staff in the various countries.

4. Fees case (statement by Nicolas Barnoud)

As a reminder, the European members are raising questions about financial transfers between the group subsidiaries, allowing the Belgian subsidiary to pay big dividends, even though the country's financial performance fails to justify this. Under this heading, the EWC members

are contemplating setting up a **Group** Committee to check the audits concerning all Econocom service activities, thereby clarifying the financial flows.

In spite of the various requests to the Management for the purpose of setting up this Group Committee, the managers have failed to give any response. Consequently, the group in charge of the Fees case is considering taking legal action to press for the creation of a Group Committee within the Econom group. Information will be delivered to all the European members.

Nicolas Barnoud spoke about the company Management's aim of streamlining the group's legal organisation as a result of creating a single entity. These legal organisation reforms are seriously affecting and reducing staff representation.

In order to safeguard a reasonable level of staff representation, some of the French staff representatives would like to hold early workers' representative elections in the light of this scheme. All the options will be considered and discussed towards this end.

5. Website (update)

New Bureau member recently took up their duties, as a result of which the EWC website now needs to be updated.

Edelmiro Dominguez is proposing to do so during April. The update will require photographs of the new members. An e-mail will be sent shortly with a view to centralising the pictures. In the wake of a request to do so, the case will be added to the list of ongoing cases and will shortly be distributed to the Spanish representative so a working group can be coordinated for the **Website design**.

<http://www.coee.eu/contact/>

6. Visit by Martin Porres (Spain)

Martin Porres has paid a visit to Spain for discussions about the organisation of the European Works Council. The Spanish representatives want to have a clearer insight into the current status of the European issues.

The Bureau members stress that the European website features comprehensive information about the institution's activities. Reports on monthly meetings, operational follow-up charts and European cases follow-up charts are available on the website.

<http://www.coee.eu/accueil/index.php>

The Bureau is in the throes updating the European cases follow-up system and will be shortly announcing the addition of new cases in the wake of applications by the Spanish representatives to join the working groups.

In order to maintain the efficiency and effectiveness of the case management system, the Bureau will ask the coordinators to take turns in participating in the monthly meetings so they can learn about the progress being made with the cases for which they are responsible.

<http://www.coee.eu/cr/>

7. Burnout decision (participation at the request of the Management)

During the latest plenary session, the Management announced the continuation of the **Burnout** case. Under this heading, the Management has no objections to a Belgian and a Spanish representative participating in the case management process.

The case was originally being dealt with by the European group, which will continue its activities independently of the Management.

8. Report and translation

It has decided that the report on the 16 March 2016 meeting should be translated into German and Spanish.

9. Belgium HRD

The Belgian Human Resources Department questioned the EWC about the institution's operations and, in particular, the delegation's compliance with the trade union working hours. Although the Belgium HRD is not entitled to question the European institution about this subject, the secretary made a good-will gesture and answered all the questions.

The Belgian Department's reaction was to deduct two days of leave from the Belgian representatives who took part in the Perpignan meetings. The decision taken is not at all ADMISSIBLE, being a serious violation of workers' representation in the company.

Accordingly, **the Secretary** sent an e-mail to the European Works Council **Chairperson, Mr Jean-Philippe Roesch**, to cancel the decision taken by the Belgian Human Resources Department so the European representatives may recover their days of leave.

The Bureau is waiting to hear an answer from the Chairperson, Mr Jean-Philippe Roesch, representing the Management.

10. Opening of the EC case

Edelmiro Dominguez and Sébastien Gendre have begun considering the "**European Company**" case, where the aim is to consider the employee representatives' prerogatives in the context of a company with European Company status.

11. Treasury audit

The Econocom group's Management asked to be able to see the documentary evidence for the institution's expenditure during the year 2015.

All of the documents were delivered to the Management on 30 March.

12. Miscellaneous:

Open letter to the Head of the Econocom group

The European representatives have noted the worsening working conditions for all the group's employees and in all the entities. Financial targets take precedence over the quality of life at work, several employees suffering acute occupational stress have alerted the local and European representatives. Under this heading, the Bureau is planning to prepare an open letter to the **Head of the Econocom group**, and this will be presented to the European members. Once it has been approved the letter will be reported by various media in all the countries with representations.

Departure of Jean-Philippe Roesch:

The Bureau would like to have a meeting with Jean-Philippe Roesch to ask him about the decision to leave the Econocom group and what this implies for his status as the Chairperson of the European Works Council. In particular the representatives would like to know who is going to act in this capacity. The second subject considered during this meeting will be the way the Belgian Human Resources Department penalised Belgian employees who took part in the Perpignan meetings.

Secretary insurance:

Subsequent to the departure of the former EWC secretary, a review has to be made to decide *what would be the most appropriate social-related insurance option to ensure the coverage of the EWC secretary.*

Anti-virus licence

The Bureau has signalled its approval for the purchase of 100 anti-virus licences at a cost of €191.

Drop Box

The Bureau has given the go-ahead for the purchase of a 1 TB-capacity DropBox service costing €100 a year.

The Bureau

Giovanni Serravalle / Secretary.

Edelmiro Dominguez /Assistant secretary.

