

Compte Rendu du Bureau du Comité d'Entreprise Européen

Minutes of the European Works Council Bureau.

*Allemagne Belgique Espagne France
Germany, Belgium, Spain, France*

26 August 2014

Paris-Bastille.

Present:

Marie Jo Azzopardi

Fabien PIERRE

Sébastien GENDRE

Excused:

Raymond Wittenbol

Pascal JUNG

Fatima Belhachemi

Invited:

Agenda:

1- "GERMANY" ISSUE.....	1
3- CHART: "SUMMARY OF DECISIONS/ACTIONS".....	2
4- PROVISION OF EQUIPMENT TO EUROPEAN REPRESENTATIVES.....	2
5 - ORGANISATION OF THE EWC BUREAU.....	2
6 -"ITALY" ISSUE.....	3
7 - LEGAL PROTECTION FOR THE SECRETARY AND ASSISTANT SECRETARY	3
8 - EUROPEAN COUNCIL AGENDA.....	3

1- "GERMANY" ISSUE

The group in charge of the issue reports that the management is planning to dispose of the "Services" operation in Germany.

The management originally spoke about making investments under this heading but its withdrawal implies staff cutbacks. When the ECS was purchased there were +/- 140 employees more or less evenly spread between leasing and "services". The services component now only has +/- 35 people.

A meeting between Wolfgang, a member of the EWC representing Germany and the group working on this issue, will be held on Thursday, 28 August in Brussels. More to follow ...

2- "HYBRID VEHICLES" ISSUE

"Econocom Belgium" issued its conclusions about the "pilot" phase, emphasising that the solution that has been tried out was not cost-effective (Report by Belgian Works Council - August 2014 !?)

The members in charge of the issue are disappointed about the cavalier way the "pilot process" has been conducted. Just one vehicle was tested and in conditions unlike those experienced by most employees.

This is why we are justified in concluding that the "Econocom Belgium" management has no desire to treat the project seriously, nor to live up to the group's "environmentally responsible" principles!!!

3- CHART: "SUMMARY OF DECISIONS/ACTIONS"

See accompanying chart

4- PROVISION OF EQUIPMENT TO EUROPEAN REPRESENTATIVES

The "initial allocation procedure" is still being developed. It has been decided that the management of equipment purchases for "French and Belgian" members should continue to be the responsibility of the Bureau members. In the case of the other countries represented in the group, according to the procedure, the reimbursement of the initial allocation will be dependent on the provision of an

estimate, the approval of the secretary/assistant secretary and an invoice.

The final version of the procedure will define the equipment obsolescence period. Stéphane W. is keen to have some new technical resources, while Nicolas B merely wants to have some resources. Pascal Jung is in charge of providing the allocation and forwarding the equipment to these officials.

5 - ORGANISATION OF THE EWC BUREAU

It should be noted that all EWC members are entitled to apply to take part in a Bureau meeting. (See organisation)

6 - "ITALY" ISSUE

Subsequent to investigations made in consultation with the various Italian contacts, the members in charge of the "Italy" issue report that no staff representation body is available in the Italian subsidiaries of the Econocom group.

The group members have decided upon the following action plan:

1 - Get in touch with a nationwide trade union in Italy to seek information about how the trade union bodies operate in the country and inquire about the absence of any union representation in the case of Econocom.

2- Get in touch with a human resources representative in Italy in order to arrange a meeting with the group in charge of this issue.

7 - LEGAL PROTECTION FOR THE SECRETARY AND ASSISTANT SECRETARY

The question of taking out legal cover for the secretary and assistant secretary has been only partly examined as this will be undertaken via ARAG in Belgium. The delay for France will be made up for very shortly. The issue nonetheless has to be considered in greater depth. More to follow.

As the "ARAG" legal protection may be enabled within the context of the European assistant's activities the Bureau has decided to pay for the annual contribution, equal to €340, while the treasurer has been requested to make the

payment.

8 - EUROPEAN COUNCIL AGENDA

The European Works Council agenda specifies that the forthcoming plenary session will be held in November 2014 and April 2015.

The date of the November 2014 plenary session will be decided upon in September.

During the pre-plenary session in April 2015, the members will be required to adopt positions on the various potential organisational and structural changes.

The trade union authorities will be required to confirm the appointments of all the members between May and June 2015 and definitely before our seminar (early June 2015). The "Bureau" will inform the European members about the appointment procedure.

The next EWC seminar will be held in early June 2015, providing an opportunity to present the participants with a review of the Council's objectives, the European assessment and the work carried out by the Bureau members. The event will also provide an opportunity for the election of the new management for the Bureau members.

For the Bureau

Marie-Jo A. secretary

Fabien P. assistant secretary.

Annex: Overview of the decisions/actions

Purpose	Person responsible	Dates	Comment
"Technical resources" procedure	Sébastien Gendre	September 2014	Sébastien Gendre and Pascal Jung are jointly preparing the procedure 26/08/2014 – Procedure being prepared
Initial funding package - "Nicolas Bresson"	Sébastien Gendre	June 2014	8 July 2014: Pascal is providing him with a telephone and laptop. 26/08/2014: Underway.
Request to prepare country-specific presentation of staff representative bodies	Fabien Pierre	September 2014	8 July 2014: Underway. 26/08/2014: Underway.
Notification to invite members to attend Bureau meetings	Fabien Pierre	September 2014	8 July 2014: Underway. 26/08/2014: Via "Bureau" reports
Professional liability insurance	Fabien P/Marie Jo A	September 2014	8 July 2014: Action plan initiated. 26/08/2014 underway. Issue taken up by Fabien and Marie Jo, as insurance cover in Belgium may meet the needs.
Organisation of "meeting speaking" coaching	Fabien Pierre	September 2014	8 July 2014: Underway. 26/08/2014: Pending proposals from Sicts.
Setting the date for the forthcoming plenary session	Secretary / Assistant secretary	September 2014	26/08/2014: The date will be approved after the meeting between J-P Roesch and the Bureau.
Organisation of the meeting in Germany	Pascal Jung	August 2014	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 representation structure.
Staff representation in Morocco item	Pascal Jung	August 2014	26/08/2014: Underway.
Plan to contact trade union bodies in Italy	Pascal Jung / Fabien Pierre	September 2014	8 July 2014: Action plan initiated. 26/08/2014: No staff representation structure. The action plan will be continued.
Organisation of travel to Spain	Pascal Jung	September 2014	26/08/2014: Underway
Organisation of the Osiatis trade	Fabien Pierre /	December 2014	26/08/2014: Underway.

union coordination meeting	Sébastien Gendre		
Archiving of EWC documents	Pascal / Marie Jo	September 2014	26/08/2014: Arrangements for archiving EWC documents
Signature for the latest minutes	Marie-Jo	September 2014	26/08/2014: The secretary prints the minutes and has them signed by the management
Allocation - Stéphane W. Nicolas B.	Pascal Jung	September 2014	