

Unionists from all countries unite!



Dates des réunions de Bureau du CoEE pour le second semestre 2104.
Dates of the EWC Bureau meetings during the second half of 2014.

8 July :	Paris	OK
26 August :	Paris	OK
30 Septembre :	Paris	OK
28 Octobre :	Paris	OK
25 Novembre :		
16 December :		
27 January 2015:		

28 October 2014

Paris-Bastille.

Present:

Marie Jo Azzopardi
Fabien PIERRE
Sébastien GENDRE
Pascal JUNG

Excused:

Raymond Wittenbol
Fatima Belhachemi

Invited:

Régis Gillet

Agenda:

- 1- CHANGES TO DATES OF MEETINGS.....
- 2- TRANSLATION AND INTERPRETATION COSTS
- 3- INVOLVEMENT OF CG-TRADUCTION
- 4- INITIAL FUNDING PROCEDURE
- 5- "SPAIN" ISSUE
- 6 -EWC FUNDING.....
- 7 -"JEAN-PHILIPPE ROESCH" MEETING.....
- 8 - "GERMAN" ISSUE
- 9 - NEXT EWC SEMINAR.....
- 10 -"ESR" TRADE UNION ELECTIONS.....
- 11 - NOVEMBER 2014 PLENARY SESSION
- 12 - SUMMARY OF DECISIONS/ACTIONS.....

1- Changes to dates of meetings

The group's many meetings of staff representation institutions involve the presence of a large number of European representatives. The need to tend some meetings takes priority over others. In order to make the meetings easier to plan and ensure they are well-attended, it has been decided to alter the Bureau's timetable of meetings for the end of the year. Under this heading, the next Bureau meeting will be held on 26 November 2014 in Zaventem.

2- Translation and interpretation costs

In order to boost the cost-effectiveness and operational efficiency of the simultaneous interpretation process it has been decided to call on the services of an agency specialising in simultaneous interpretation for the plenary sessions, while the usual translators will continue to be used for seminars and meetings of an informal nature.

3- Involvement of CG-Traduction

"Helene Martin" and "Catherine Granell", as representatives of "CG-Traduction", are being called upon to present the agency and prepare the translation arrangements for the next plenary session.

The agency has confirmed its adaptability, saying it is in a position to organise the translation services within a period of 24 hours.

The translation teams being made available are said to be familiar with staff representation terminology.

The representatives of the "CG-Traduction" translation agency have specified that if necessary, and mindful that all the company's contributors are obliged to maintain professional secrecy, "Catherine Granell" is prepared to make a commitment in writing to the effect that any information exchanged in the presence of the interpreters will be treated with absolute confidentiality.

There will be three interpretation languages (French, Spanish and German) used for the next plenary session. A console with 1 microphone and two headphones for two participants are to be made available. The room used for the event

should be large enough to accommodate three 2x2 m "translation booths" and have enough space to set up the "control unit".

Installing and uninstalling the equipment will require access to the rooms 2 hours before the start of the event and 1 hour after the end of the meeting.

With a view to preparing for the meeting "CG-Traduction" agency has specified the prerequisites for organising the event. The representatives are asked to provide in advance the agenda, the list of participants, the documents to be projected or presented and the company's annual report.

The representatives of the "CG-Traduction" agency stress that the acceptance of the estimate for the services provided implies the payment of the invoice, even in the event of a cancellation. If, owing to exceptional circumstances, the meeting had to be called off, the costs of hiring the equipment would not be payable but the costs of booking the translators will have to be paid in full to the "CG-Traduction" agency, unless the translators can be switched to another assignment.

If the management already has a team and insists this one should be used, we will have course have to try out this team first of all.

4- Initial funding procedure

Under the procedure, any equipment that is lost or stolen will be replaced by lower-range equipment. The members are anxious to ensure in this specific case that the budget provided will be the same as the initial funding.

5- "Spain" issue

Members in charge of the "Spain" issue report that the Spanish delegates are coming under "pressure".

Carlos, a Spanish delegate, who attended the June 2014 seminar to examine the question of Spain joining the EWC, has resigned owing to the pressure applied by the company's leaders. After being "downgraded" by way of being demoted two levels, the people in charge doubled the penalty by dismissing his wife, who was also working for "Econocom/Osiatis".

Against this background, the members in charge of the "Spain" issue discovered a particularly unfair Spanish labour law allowing employers to dismiss employees absent from work three times for health reasons within the space of three months of short duration (this has to be investigated to find how what the law says exactly). This issue will be brought up during the next plenary session in order to find out the managers' thoughts about this matter.

The members in charge of the issue report that a second delegate has come under "pressure" directly related to the individual's staff representation role. Accordingly, the delegate protection procedure has been launched for this representative.

6 -EWC funding

The Bureau members want the Spanish representatives to be issued with mobile phones paid for by the EWC. "Pascal Yung" has been assigned to investigate the conditions under which they may be granted in the light of the economic constraints.

The members would like to draw the representatives' attention to the initial provision of resources, so that if delegates already have the relevant equipment or a budget allowing them to procure this, the European Works Council would be able to save on initial provision costs in the case of these representatives.

7 -"Jean-Philippe Roesch" meeting

The Bureau members report that the meeting with "Jean-Philippe Roesch" will be held on 20 November 2014.

8 - "German" issue

~~The issue is taking its course, presumably more so during the plenary session.~~

9 - Next EWC seminar

Owing to the pressure of work the Bureau believes the choice of venue should fall upon a location that has already been used. Perpignan and La Rochelle are the two venues that were universally appreciated. The Spaniards have already come out in favour of La Rochelle! This is possibly quite understandable! We hope that all the delegates will back this choice to pay tribute to the arrival of our Spanish friends.

10 - "ESR" trade union elections

The trade union elections for ESR France (Osiatis) +/- 800 people - are being held in mid November. The electronic voting process will last a week.

The results...will be announced next month. Scheduled to appear as lists are: the CGT and the United at Econocom lists: CGT-FO, CFE-CFC, CFTC, SA-CGT-ESR. So far there is no sign of a CFDT list.

11 - November 2014 plenary session

The hotel accommodation for the participating members is to be located in the centre of Brussels. In view of the number of bookings to be made (16 rooms or thereabouts), negotiations about the price will be started with the hotel establishment.

It should be stressed that the "preliminary meeting" will comprise all the representatives, members and alternate members, but solely incumbent members will take part in the plenary session.

12 - Summary of 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
"Technical resources" procedure	Sébastien Gendre	September 2014	Sébastien Gendre and Pascal Jung are jointly preparing the procedure. 26/08/2014 - Procedure being prepared
Initial provision – "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 next 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 representative.
Trade union situation in Morocco	Pascal Jung	August 2014	26/08/2014: Underway.



Plan to contact staff representation 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 is being continued.
Organisation of travel to Spain	Pascal Jung	September 2014	26/08/2014: Underway.
Organisation of the Osiatis staff representation coordination meeting	Fabien Pierre / Sébastien Gendre	December 2014	26/08/2014: Underway.
Archiving 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.
Provision - Stéphane W. Nicolas B..	Pascal Jung	September 2014	
Provision of mobiles telephones for the Spanish representatives.	Pascal Jung	November	

