



**Dates for EWC “Bureau” meetings during the second half of 2015.**

<b>7 July :</b>	<b>Paris</b>
<b>25 August :</b>	<b>Paris</b>
<b>8 September :</b>	<b>Paris</b>
<b>13 October :</b>	<b>Brussels</b>
<b>3 November :</b>	<b>Paris</b>

# 13 October 2015

## Brussels

### Present:

Fabien Pierre  
Sébastien Gendre  
Giovanni Serravalle

### Excused:

Fatima Belhachemi  
Pascal Jung  
Virginie Joveneau

### Invited:

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### Next plenary session

The forthcoming plenary session is due to be held on 19 November 2015 in Barcelona. A "pre-planning" meeting to prepare the agenda is scheduled between "Franck Fanguiero", the Group's Human resources responsible and the Committee secretary and assistant secretary. The talks with Franck Fanguiero will cover the following topics:

- Plenary session agenda.
- Meeting organisation (proposal to hold forthcoming plenary sessions on Tuesdays).
- Organisation proposal for the meeting to be attended by all members in the country where it is being held.
- Organisation proposal, to allow the secretary and assistant secretary not to be included in the total number of employees' representatives attending the meeting.
- Roll-out of a project for reviewing the time employees' representatives spend in the case of measures undertaken to serve the European Works Council (two-year test period).
- "Morocco" (Metropolis) issue.
- Institution funding.
- Others.

#### General organisation

In a bid to keep down costs it has been decided to use the services of a Spanish interpretation agency for interpretation purposes during the event.

In order to make it easier for the European members to interact even though they speak different languages, the services of the interpreters will be used during dinners, mindful that the aim is to facilitate exchanges between members from different countries.

It is planned to use a "German/Spanish" interpreter to help members who speak these languages to have discussions.

**Pascal Jung** is overseeing all the issues involved with the interpretation process and arranging accommodation for employees' representatives during the event.

**Fatima Belhachemi, Pascal Jung and Sébastien Gendre** are organising the transport logistics process for all of the European employees' representatives.

The members will arrive in Barcelona, on Tuesday, 17 November, during the evening. As the members will be arriving at different times, there will be some degree of flexibility in the case of dinner times and the meal costs will be refunded in keeping with the rules governing the organisation proceedings.

Breakfast will be taken in the hotel on Wednesday and Thursday.

On Wednesday, 18 November, all members will have their midday meals in the hotel. The dinner will also be taken outside as a group, presumably in the "Olympic Village".

On Thursday, 19 November, the midday meal will be taken at the hotel by all the members.

The preparatory meeting between the European employees' representatives will be held during the daytime on Wednesday, 18 November.

The plenary session with the management will be held on Thursday, 19 November starting at 9 in the morning. The afternoon will be focused on the plenary session debriefing between the European employees' representatives. Conclusion +/- 4.30 pm.

All the members will be leaving during the evening of 19 November.

Draft plenary session agenda:

- Respect for national languages in the context of the Econocom group communication efforts
- Official recognition of the Bureau members
- Quality of services in Morocco
- Burnout issue
- Ukraine (internal information technology)
- Osiatis buyout/merger (harmonisation)
- Group commercial policy
- Financial information
  - o Financial outcomes by country and company
  - o Group legal organisation and equity capital in the case of each company
  - o Headcount per legal entity
- Maintenance activity (ASS)
- Strategic transfer plan

## Strike in Belgium

The ECONOCOM group has decided to transfer its subsidiary "ASS" in Belgium, along the lines of what happened in France in 2013 (take-over by the "SPIE" company) and in Germany in 2014-2015 by a different company. The management is seeking to apply the minimum provisions guaranteed by Belgian legislation, while the employees wanted further guarantees, particularly in the case of the sustainability of jobs. Under this heading, the "Maintenance" employees" were involved in a show of strength via a call for a three-day strike, gaining the support of 85% of the people concerned.

The action served to relaunch the negotiations, which still have to be applied at field level. Over the next few days we will discover if the management has kept its undertaking to ensure the staff transfer operation offers better guarantees than those currently provided for by law.

## Training for the Spanish representatives

The training for the Spanish representatives about the operation of the European Works Council was provided in Barcelona. During the two-day training course the representatives learned about the organisation's operation and prerogatives via its **protocol** and its **rules of procedure**.

The documents are available at the Econocom European Works Council website (<http://www.coe.eu>)

## Visit to Morocco (Metropolis issue)

The visit by the European members in charge of this issue is underway. As in the case of each visit, a report on the visit will be drawn up and presented to the European members during our pre-plenary session.

## Cash position

A financial balance sheet will be drawn up for the end of year. Negotiations are in progress about the payment of an annual budget.

## Protection for delegates issue

The problems about representatives living in Belgium, in France and in Spain are still continuing. The "protection for delegates" issue is having an impact and is helping to solve the problems that arise.

## Follow-up of the action list

Update of the summary of decisions/actions. (Annex 1)

**Annex 1: Summary of decisions/actions (updated on 13 October 2015)**

*Fabien Pierre & Giovanni Serravalle*

Secretary and assistant secretary of the EWC.  
European Works Council  
Econocom Group



Ref	Objets	Responsable	Échéances	Commentaire
A3	Professional liability insurance	Fatima Belhachemi	September 2014	<p>8 July 2014: Action plan initiated.</p> <p>26/08/2014 Underway. Issue taken up by Fabien and Marie Jo, as insurance cover in Belgium may meet the needs</p> <p>26/11/2014: Fabien makes an appointment for January 2015. 13 January: Fatima Belhachemi takes over the action and arranges to have the appointment earlier.</p> <p>10 February: Underway.</p> <p>10 March : Estimates now on appraisal.</p> <p>14 April 2015: Fati contacts ARAG</p> <p>19 May 2015 : Fati is contacting "Arag" this week</p> <p>25 August 2015: Fabien and Fati are to meet Marc André soon to consider the ARAG coverage</p> <p>8 september 2015: Underway</p> <p>13 October 2015: Fatima is in travel status. Feedback during the next meeting.</p>
A4	Trade union situation in Morocco	Pascal Jung	October 2015	<p>26/08/2014: Underway.</p> <p>27/11/2014: The visit will take place in the first half of 2015.</p> <p>13 January: Visit planned for 17,18,19 March 2015.</p> <p>10 February: To be considered during the next day's meeting between the Bureau and Franck Fanguero</p> <p>10 March : Awaiting organisation subsequent to the departure of the Belgian head of human resources</p> <p>14 April : the visit is being put off until September Le 19 mai: En cours</p> <p>9 June 2015: next travel 14 October 2015</p> <p>Le 7 juillet 2015: underway</p> <p>25 August 2015: Underway</p> <p>8 september 2015: Underway</p> <p>13 October 2015: Group now in travel status.</p>
A5	Plan to contact trade union bodies in Italy	Giovanni Serravalle	September 2014	<p>8 July 2014: Action plan initiated.</p> <p>26/08/2014: No staff representation structure available. The action plan is being continued.</p> <p>27/11/2014: Underway.</p>

				<p>13 January: Fatima Belhachemi mobilises the group.                  10 February: Underway                  10 March : Underway                  14 April : Underway</p> <p>19 May 2015 : Underway                  9 June 2015: Change Coordinator. Giovanni Serravalle prepares a presentation of instances, he must show this one at next meeting.                  On July 7, 2015: Giovanni Serravalle, being on vacation that day, preparing a presentation of instances it will present at the next board meeting, he must show that at next bureau meeting                  25 August 2015: As Giovanni is away on leave, the presentation will be made during the next Bureau meeting.                  8 September 2015: Underway                  13 October 2015: Presentation of authorities during the next Bureau meeting.</p>
<b>A6</b>	Signature of the latest minutes	<b>Fabien Pierre</b>	<b>September 2014</b>	<p>26/08/2014: The secretary prints the minutes and has them signed by the management                  26/11/2014: Underway                  13 January: The secretary and the assistant secretary sign the minutes and transfer them to the management.                  10 February: The minutes will be signed during the forthcoming plenary session.                  10 March : Underway.                  14 April 2015: Being reviewed by J-P Roech.                  19 May 2015 : Underway                  9 June 2015: Change coordinator: Fabien Pierre                  7 July 2015: Will be discussed at the meeting between the Secretary and Franck Fanguero July 8th, 2015.                  25 August 2015: The issue will be considered during meetings with the Management, in September.                  8 September 2015: will be discussed with Franck Fanguero at 9 September                  13 October 2015: Decision taken – 2 months after being drawn up, the minutes will be signed by the secretaries then circulated via the EWC website.</p>
<b>A7</b>	Provision of mobile telephones for the Spanish representatives.	<b>Pascal Jung</b>	<b>November 2014</b>	<p>26/11/2014: Underway. Planned purchase in the first quarter of 2015.                  13 January: Underway                  10 February: To be discussed during the visit to Spain.                  10 March : Allocation of standard Econocom GSM + subscription.                  14 April 2015: All the delegates should be catered for as soon as possible.                  19 May: 2 mobile phones requested,                  1 for Madrid and 1 for Barcelona                  9 June 2015: request for 6 smartphones + subscription. Will be done during the month of June.</p>

				<p>7 July 2015: awaiting for the Spanish members who must communicate the material delivery addresses.</p> <p>25 August 2015: Awaiting the delivery addresses.</p> <p>8 September 2015: Awaiting the delivery addresses.</p> <p>13 October 2015: The decision is for 2 contacts for the logistics part of sending the equipment, Yolanda for BARCELONA and Daniel Garzon for Madrid and Galicia.</p>
<b>A8</b>	Change to and translation of the "Provision of initial equipment" procedure	<b>Sébastien Gendre</b>	<b>January 2015</b>	<p>27/11/2015:</p> <p>13 January: S Gendre asks for the translation to be done by a specialist agency.</p> <p>10 February: Sent to Fabien this week to be forwarded to the translator.</p> <p>10 March : Small change to be undertaken by Sébastien</p> <p>14 April 2015: Underway</p> <p>19 May 2015 : Being finalised in time for the seminar</p> <p>9 June 2015: underway</p> <p>7 July 2015: change done. Translating in progress</p> <p>25 August 2015: Underway</p> <p>8 September 2015: one country doesn't want any mobile phone. Awaiting the delivery addresses for other country.</p> <p>13 October 2015: Underway</p>
<b>A13</b>	Issue: Protection for delegates	<b>F Pierre/S Gendre</b>	<b>Permanent</b>	<p>13 January 2015. F Pierre and S Gendre have an appointment on that day with Franck Fangueiro to discuss the question of protection for delegates.</p> <p>10 February: Case of XM being addressed.</p> <p>10 March : Underway</p> <p>14 April : Underway</p> <p>9 June 2015: Underway</p> <p>7 July 2015: Underway</p> <p>25 August 2015: Underway</p> <p>8 September 2015: Underway</p> <p>13 October 2015: Underway, ongoing action</p>
<b>A16</b>	"European Company"	<b>Fabien Pierre</b>	<b>Permanent</b>	<p>14 April 2015: Review of EC creation plan</p> <p>19 May 2015 : Underway:</p> <p>9 June 2015: Formalizing the entry into negotiating of the constitution of the European Society by sending a letter to management. Week 25.</p> <p>On July 7, 2015: Meeting scheduled July 8, 2015 (Office / Branch)</p> <p>25 August 2015: Transfer of prerogatives towards the European company, as voted for during the 21 July 2015 meeting. It now remains to change the documents covering the operation of the staff representation body.</p>



				8 septembre 2015: Forecast change during the special meeting of October. 13 October 2015: EWC's transformation into a European Company approved during the 21 July 2015 special plenary session.
<b>A17</b>	Preparation of meeting attendance statistics	<b>Fabien Pierre Yvan Sandre</b>	<b>Seminar September</b>	19 May: Action initiated 9 June 2015: Underway 7 July 2015: Change coordinator. Yvan Sandre takes action and modify the deadline. 25 August 2015: Underway; to be presented during the next meeting. Le 8 septembre 2015: Underway 13 October 2015: Yvan Sandre will initiate the delivery process during the next Bureau meeting
<b>A19</b>	Creating a forum for exchange between members.	<b>Sébastien Gendre</b>	<b>June 2015</b>	9 June 2015: Creating action 7 July 2015: Forum ready. Online in September. 25 August 2015: Available online in September. 8 September 2015: Underway 13 October 2015: The forum is up and running. An e-mail will be sent to members within the month to let them know about the online availability.
<b>A20</b>	Organization of communications through "Skype" application	<b>Fabien Pierre David Mungo</b>	<b>September 2015 November 2015</b>	9 June 2015: Creating action. 7 July 2015: Change coordinator 25 August 2015: David is continuing to organise the project. 8 September 2015: contact addresses created. Waiting information about members. 13 October 2015: Waiting for information from members
<b>A21</b>	European Web traffic statistics for development	<b>Sébastien Gendre David Mungo</b>	<b>September 2015</b>	7 July 2015: Creating action 25 August 2015: Change of Coordinator. Presentation of the results in November 8 September 2015: Underway. 13 October 2015: Underway.
<b>A22</b>	Provision of mobile telephones for Tarek, Adrian, David.	<b>Pascal Jung</b>	<b>September 2015</b>	7 July 2015: Creating action 25 August 2015: Allocation made for Tarek. Now underway for the others. 8 September 2015: Underway 13 October 2015: action closed.
<b>A23</b>	Identify places prepared for interpreting services in Paris and Belgium	<b>Pascal Jung</b>	<b>October 2015</b>	25 August 2015: Action created. 8 September 2015: Underway 13 October 2015: Request made. Waiting for feedback.
<b>A24</b>	Translation of the protocol and of the R.O.I. in Spanish	<b>Fabien Pierre</b>	<b>September 2015</b>	25 August 2015: Action created. 8 September 2015: Being translated. 13 October 2015: Done. Action completed. Available on the EWC website.
<b>A25</b>	Organization of the plenary extraordinary of October 6, 2015 in Barcelona	<b>Bureau</b>	<b>October 2015</b>	8 September 2015: Action created. 13 October 2015: Meeting merged with the November plenary session. The date of the meeting is 19 November.

**Latest reference: A25**