



# Issue: Germany

18 February 2015

## Frankfurt

### Present:

Kolja  
Wolfgang  
Sébastien  
Pascal  
Artur (translator)

### Agenda:

- 1 – Technogroup update
- 2 – Opportunity to meet the Technogroup management
- 3 – Extension of Wolfgang's appointment
- 4 – IT
- 5 – Country-specific trade union presentation during the forthcoming seminar
- 6 – Organisation of the seminar

1 – Wolfgang said that that the takeover by Technogroup seemed to be rather chaotic up until now. There have been two meetings so far. During the latest one the management explained that Econocom would continue to be in the management committee until 30 June. Thomas Wolf would be included as a director in the committee. He is part of Econocom but Technogroup is still paying his salary. It remains to be seen if Econocom will stay or if everybody becomes Technogroup. Hoffman confirmed that Technogroup had taken over Econocom's financial division. He also said that Thomas Wolf was being appointed as director.

Wolfgang claims that Technogroup seems to want to include Econocom in the new group but does not want any redundancy programme or works council. Technogroup says it wants to retain all the staff and has not dismissed anyone so far. In the event of a merger, the company is legally required to hold new elections.

In the event of any loss of turnover for Technogroup, Econocom would cover up to 30% of the

amount involved in this loss. Some customers have decided not to extend their contracts with Technogroup as there are not enough spare parts in stock for some or a shortage of suitable employees for others: roughly 50% of the customers so far. HP (turnover €700,000), which is the group's main customer, does not wish to extend certain contracts. HP is also a competitor of Technogroup.

The current stock is set to be transferred to Technogroup and the logistical set-up will be taken over by them. The current premises may have to disappear or it may even be that just a letterbox is retained.

The works council has to validate this change, so Econocom still has this leverage if the merger does not work out well.

The works council is of course continuing to keep staff up-to-date with developments. During the end-of-year meeting, the Technogroup employees moved closer to those from Econocom.

There are now seven working groups on integration, created according to the issue in question (wages, HR, ...). These developments are indicative of a willingness to integrate Econocom. However, the Econocom works council fails to understand why Techno does not want any works council. It is going to raise the question according to an official process. An assessment is due to be made on 30 June on the loss of the new group and the merger with Econocom. According to an Econocom-Technogroup agreement Technogroup is supposed to be a preferred supplier.

The "Burnout" issue was raised. According to Wolfgang, there are no cases in Germany. The leasing department has achieved the figures and should even be hiring staff.

2 – The delegation stressed that the meeting could not go ahead at present owing to concern about having a works council. Wolfgang said it would be interesting to meet the European Works Council during the assessment due to be made on 30 June. It was said that the EWC could act as a buffer so as not to have to include a lawyer.

3 – On the question of extending Wolfgang's appointment within the EWC, Wolfgang is willing but the EWC has to make an official request. He is not legally eligible for the EWC. He is proposing to take some leave so he can participate anyway. The local works council may well agree to allow Wolfgang to continue his EWC appointment. It has to be remembered that the legal situation is very vague about the EWC so all that is required is to make a request to the management so that Wolfgang will be able to continue.

4 – "Ggate" is still being used since the Technogroup takeover and questions have been raised about whether Econocom still had any access. Wolfgang confirmed that it did and there would be a switch to the Technogroup system in future as Ggate was very expensive for Technogroup.

5 – The Germans were asked to make a 10-20mn presentation of the trade union in Germany for the forthcoming seminar.

6 – It is reported that the seminar is due to be held in La Rochelle. It will be possible to have a plenary session in Paris, Brussels and Madrid as well and why not in Germany

The meeting ended at 1 pm.

Rapporteur:

Pascal