

Unionists from all countries unite!



All meetings of the EWC “Bureau” in the second half of 2015.

13 January	:	Paris OK
10 February	:	Paris OK
10 March	:	Paris OK
14 April	:	Paris
19 May	:	Brussels.

10 March 2015

Paris

Present:

Fabien Pierre
Fatima Belhachemi
Pascal Jung

Excused:

Sébastien Gendre
Raymond Wittenbol
Marie Jo Azzopardi

Invited:

Agenda:

1- RENEWAL OF THE BUREAU AND COUNCIL OPERATING PROCEDURES2

2- "GERMAN" ISSUE.....	3
3- PROVISION OF EQUIPMENT AND OPERATING RESOURCES	3
4- MEETING BETWEEN "JEAN-MAURICE FRITCH" AND THE BUREAU MEMBERS ...	3
5- MEETING WITH "FRANCK FANGUIERO" HEAD OF HUMAN RESOURCES	3
"Burnout" issue	3
"Morocco" issue.....	4
EWC funding.	4
6- FORTHCOMING PLENARY SESSION.....	4
7- "SPAIN" ISSUE.....	5
8- FURTHCOMING EWC SEMINAR AND SIMULTANEOUS TRANSLATION	5
9- IT GROUP	5
10 – SUMMARY OF DECISIONS/ACTIONS.....	5
11 – REPORT ON THE VISIT BY THE GROUP DEALING WITH THE "GERMAN ISSUE"	5
.....	5

1- Renewal of the Bureau and Council operating procedures

The composition of the Bureau will be considered during the next seminar. The Bureau members are continuing reach out to the European members to provide information about the organisation of the forthcoming seminar and the reappointments.

In the case of the Council's reorganisation, including a Spanish member and a German member in the Bureau's composition may be possible.

As specified during previous meetings, it is planned to create a "Restricted Council" that would be able to be more responsive when official meetings have to be organised to deal with specific cases. The details of this organisation will be discussed during the June 2015 seminar.

2- "German" issue

The group's visit took place as planned in March. The discussions were of a high calibre thanks to the presence of the translators.

"Wolfgang Büelles" will continue to be a member of the European Council until the contractual arrangements for the sale of the German subsidiary "Econocom" have been completed. Under European legislation, there is nothing to stop an employee transferred to another company continuing to be a member of the European Work Council for the individual's previous firm. This issue will be taken up when the transactions are being finalised, in June 2015.

Factual account of the visit to Germany. (see annex 2).

3- Provision of equipment and operating resources

The procedure for "providing equipment" has been altered, to spell out the process for allocating telephone communication systems. All members may be assigned a telephone subscription contract concluded in their countries of residence, along with a "standard Econocom" GSM phone. The present standard is a "Samsung Galaxy S4 mini".

The Spanish European members will be issued with telephone communication systems as provided for in the procedures. Scheduled for completion during the forthcoming seminar, the allocation will apply to eight Spanish European members.

The Bureau members have pointed out that invoices for expenses incurred by the European members are needed in order for these to be reimbursed.

4- Meeting between "Jean-Maurice Fritsch" and the Bureau members

Fabien Pierre encountered "Jean-Maurice Fritsch" during the Belgian kick-off meeting. During the informal discussions it was agreed that a meeting may be considered between the European members and "Jean-Maurice Fritsch".

5- Meeting with "Franck Fanguiero" head of human resources

During this 11 February 2015 meeting the following topics were discussed

- "Burnout" issue, "Morocco" issue, EWC funding

"Burnout" issue

The survey of working conditions in Belgium as regards the "human resources" services has resulted in the departure of the Belgian head of human resources. At the instigation of the European members, the Econocom group would like to initiate a scheme to assess how good employees' working conditions are.

Overseen by "Franck Fangueiro" the operation will start with a "pilot" phase confined to Belgium. The survey will be based on a five-question questionnaire. What the questionnaire contains will be the responsibility of the "prevention advisor", "Eric Imoti". The pilot phase will cover a 12-month period, with a monthly assessment repetition rate. It is planned to launch a large-scale communication campaign to lend support to the operation.

"Morocco" issue

Owing to an organisational question in Belgium, the visit by the group in charge of the "Morocco" issue has been postponed. The main purpose of the issue is to assess the staff representation implications of the "Metropolis" project.

The various constraints imposed by the Belgium "head of human resources", particularly in the case of the dates of the visits, have led to an increase in the overall budget for the travel arrangements. A plane ticket for most appropriate dates would cost about €40 but this could be up to six times more expensive, when subject to the constraints imposed by the Belgian "head of human resources".

EWC funding.

A first discussion was held about the budgeting process.

During a meeting scheduled to be held in Paris with "Franck Fangueiro", on 11 March 2015, the following items will be discussed:

Agenda for the plenary session
"Burnout" issue
EWC minutes

6- Forthcoming plenary session

The next plenary session is scheduled to be held on Thursday, 9 April in Paris. According to the organisational arrangements, the participants will be arriving on Wednesday. The preparatory meeting will be held on Thursday morning and the plenary session during Thursday afternoon.

First draft of the agenda

Speech by Jean-Louis Bouchard (about the future of the group)
Internal computer system
Overall financial performance of the group / broken down by country / by turnover ratio per employee and field of activity.
Present and future acquisitions being planned
Burnout issue
IT charter (dossier)
Group cost-saving plan
Total number of employees in the company by country
Outsourcing in-house services and staff cutbacks
Germany issue follow-up
Miscellaneous

It should be stressed that everyone is entitled to propose an agenda item to be discussed during the forthcoming plenary session.

7- "Spain" issue

The next visit to Spain is planned for 23, 24 and 25 March 2015. "Fatima Belhachemi, Sébastien Gendre, Pascal Jung, and Fabien Pierre" will be there to facilitate the meeting.

The following subjects will be considered:

Management of EWC expenses and cash flow

Managing the process for providing telephone equipment

New EWC organisation

Arrival on 23 March, meetings on 24 and 25 March in the morning. Return on 25 March in the afternoon.

Availability of a translator.

Protection for delegations

List of current EWC issues

8- Forthcoming EWC seminar and simultaneous translation

With a view to keeping costs under control, a third estimate was sought from the agency "Ubiquis". All the proposals now have to be examined before deciding which agency should be chosen to take care of the translating duties during the seminar.

The Bureau members are considering holding a special meeting for the purpose of organising the June 2015 seminar.

The European Works Council is expanding as new acquisitions continue. The next seminar is expected to see the arrival of about 40 participants.

9- IT group

The plan to reorganise the internal computer system will be one of the subjects considered during the forthcoming plenary session.

10 - Summary of decisions/actions

See annex 1

11 - Report on the visit by the group dealing with the "German issue"

Annex 2

The Bureau

Marie-Jo A. secretary

Fabien P. assistant secretary.

Annex 1: Summary of decisions/actions (Updated on 9 March 2015)

Purpose	Person responsible	Dates	Comment
Initial provision – "Nicolas Bresson"	Sébastien Gendre	June 2014	8 July 2014: Pascal provides him with a telephone and laptop. 26/08/2014: Underway 26/11/2014: Underway 13 January: Underway 10 February: E-mail sent to Nicolas to let him know about the delivery delay.. 10 March Underway.
Request to prepare country-specific presentation of staff representative bodies.	Fatima Belhachemi	September 2014	8 July 2014: Underway 26/08/2014: Underway 27/11/2014: Underway 13 January: Fatima Belhachemi takes over the action, France, Belgium, Germany, Spain 10 February: Underway 10 March. To be sent by e-mail this week.
Professional liability insurance	Fatima Belhachemi	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 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. 10 February: Underway. 10 March : Estimates now on appraisal.
Organisation of the meeting in Germany	Pascal Jung / Fabien Pierre	August 2014	26/08/2014: The need to travel to Germany will be decided upon after the 28 August meeting, between the group in

			<p>charge of the issue and the German trade union representative.</p> <p>26/11/2014: Planning a new meeting for the week starting 16 December or week 2 in January 2015.</p> <p>13 January: Date and organisation underway.</p> <p>10 February: The visit is planned for 18 February 2015.</p> <p>10 March : Action closed.</p>
Trade union situation in Morocco	Pascal Jung	August 2014	<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>
Plan to contact trade union bodies in Italy	Pascal Jung / Fabien Pierre	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.</p> <p>10 February: Underway</p> <p>10 March : Underway</p>
Organisation of visit to Spain	Pascal Jung	September 2014	<p>26/08/2014: Underway.</p> <p>27/11/2014: Action closed.</p> <p>13 January: Date and organisation underway.</p> <p>10 February: Visit scheduled from 23 to 25 March 2015.</p> <p>10 March : Action closed.</p>
Signature of the latest minutes	Marie-Jo	September 2014	<p>26/08/2014: The secretary prints the minutes and has them signed by the management</p> <p>26/11/2014: Underway</p> <p>13 January: The secretary and the assistant secretary sign</p>

			<p>the minutes and transfer them to the management. 10 February: The minutes will be signed during the forthcoming plenary session. 10 March : Underway.</p>
Provision of mobile telephones for the Spanish representatives.	Pascal Jung	November 2014	<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.</p>
Application for the provision of telephone equipment for Frédéric Madeleine	Pascal Jung	November 2015	<p>26/11/2014: Pascal Jung undertakes the allocation process. 13 January: Underway 10 February: Underway 10 March : Closure</p>
Change to and translation of the "Provision of initial equipment" procedure	Sébastien Gendre	January 2015	<p>27/11/2015: 13 January: S Gendre asks for the translation to be done by a specialist agency. 10 February: Sent to Fabien this week to be forwarded to the translator. 10 March : Small change to be undertaken by Sébastien</p>
Organisation of training for the Spanish representatives	Fabien Pierre / Pascal Jung	1 quarter 2015	<p>27/11/2015: 13 January: To be done during the Bureau's visit to Spain. 10 February: Underway 10 March : Underway.</p>
Meeting to prepare for the next seminar: meeting with French representatives. (Bureau/France)	Fabien Pierre	1 quarter 2015	<p>13 January: Organisation underway. 10 February: Planned for 9 April 2015. (Fabien sends the invitations and undertakes the organisation). 10 March : Rescheduled for 8 April, Fabien sends the invitations.</p>
Meeting to prepare for the next	Fabien Pierre	1 quarter 2015	<p>13 January: Organisation underway.</p>

seminar: meeting with Belgian representatives. (Bureau/Belgium)			10 February: Meeting planned for 25 February. 10 March : Action closed
Organisation of the seminar's subject matter	Bureau	1 quarter 2015	13 January: Underway. 10 February: Agenda decided upon during forthcoming Bureau meeting, on 10 March.. 10 February: Underway. (agenda being prepared) 10 March : Underway
Issue: Protection for delegates	F Pierre/S Gendre	Permanent	13 January 2015. F Pierre and S Gendre have an appointment on that day with Franck Fanguero to discuss the question of protection for delegates. 10 February: Case of XM being addressed. 10 March : Underway
Transfer of the "German service" subsidiary. Preparation of questions to put to the German representatives about the sale of IT resources.	Mari jo Azzopardi	17 February at the latest	10 February 2015. 10 March : Action closed. The IT system is not being assigned with the subsidiary. Use of tools ended for late June 2015.
"Jean-Maurice Fritch" meeting. Suggest dates for the meeting	Marie Jo / Fabien P	February 2015	10 February 2015 10 March : Action closed
Preparing specifications for simultaneous translation during the 2015 seminar.	Pascal Jung	March 2015	10 February 2015 10 March : Being finalised