



Minutes of the European Works Council Bureau

Dates of Bureau meetings in 2018

23	January	Brussels	Completed
20	February	Paris	Completed
20	March	Brussels	Completed
17	April	Postponed until 3 May in Brussels	Completed
23	May	Paris	
20	June	Paris	
11	July	Brussels	
29	August	Paris	
19	September	Brussels	
24	October	Paris	
21	November	Brussels	
19	December	Paris	

May 2018 - Brussels

Present:

Sébastien Gendre
David Mungo
Yvan Sandre

Excused:

Virginie Joveneau
Fatima Belhachemi
Giovanni Serravalle

Invited:

Vladimir Caller (Translator/Interpreter)



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1 CASH POSITION

Presented during the April 2018 plenary session, the financial statement (Document attached to this report) highlights the shortage of funding for the staff representation body. For the record, the management, owing to its failure to apply the Protocol to the European Agreement, is hindering the EWC's operations. (Being unable to arrange for the Members to meet, being unable to take action on European matters, shortage of organisational resources)

2 EWC WEBSITE

The EWC website is now partially completed. But the development quality means it can already be put online. Reminder of the address: <http://www.EWC.eu>. This will be available for consultation around 16 May 2018. Please send any suggestions you may have to David Mungo, as he is in charge of this matter.

David's e-mail address: dmungo.setca@gmail.com

3 DEBRIEFING ON THE OUTCOME OF THE APRIL 2018 PLENARY SESSION

3.1 Chair

Robert Bouchard chaired the EWC plenary session for the first time and said he would be listening to the Staff Representatives. As a result of this meeting, the Bureau is hopeful that industrial relations with the group management will improve.

The minutes are being prepared and will be submitted to the Bureau in draft form during the week of 7 May 2018.

3.2 Secafi

As a reminder, Secafi, which has been appointed to assist the European Works Council with its tasks, will shortly contact the group's management as soon as the mission statement has been finalised Secafi

4 WORKSHOP 2018

The workshop should take place in September. Once all your proposals have been received, the following cities will shortly be presented for your consideration:

- Barcelona
- Perpignan
- Frankfurt



5 MEETING WITH THE TRANSLATOR "VLADIMIR CALLER"

Vladimir Caller has confirmed that his translation rates will remain the same. The Bureau wants the working documents to be accessible to all Representatives and more generally to all Employees in the Econocom group. Accordingly, it is planned to translate the Bureau and plenary session minutes into all the languages used by the European Representatives.

6 DRAFT AMENDMENT

The management's proposals are still ready for consideration. Nevertheless, as re-emphasised during the 11 April 2018 plenary session, the Members of the staff representation body would like any discussions to be preceded by the unrestricted application of the current protocol and, in particular, the payment of the budget as contractually stipulated.

7 OPERATIONS OF THE STAFF REPRESENTATION BODY

The Bureau intends to hold meetings in the same venues but the meeting dates from now until the end of the year 2018 have been changed.

- 23 May 2018 in Paris
- 20 June 2018 in Paris
- 11 July 2018 in Brussels
- 29 August 2018 in Paris
- 19 September 2018 in Brussels
- 24 October 2018 in Paris
- 21 November in Brussels
- 19 December in Paris

8 COMPUTER EQUIPMENT AND TELEPHONE EQUIPMENT

Mohamed Ben Fredj would like to have his defective smartphone replaced. A qualified person will be asked to assess the cost of repairing the device. If it costs too much to have it overhauled, the telephone will be replaced by an available backup version or an entry-level model as specified in the provision of equipment procedure.

9 LIST OF DECISIONS

Annex 1: List of decisions/actions (updated on 3 May 2018)

N.B: Completed actions/decisions closed are kept in the table. They are highlighted in "blue and italics" in the minutes.

The Bureau.



LIST OF DECISIONS/ACTIONS

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Annex 1: Updated on 3 May 2018

A4	Trade union situation in Morocco item	Pascal Jung	August 2014	<p>26/08/2014: In progress. 27/11/2014: The visit is for the first half of 2015. 13 January: The visit is scheduled for 17, 18,19 March 2015. 10 February: To be discussed at tomorrow's meeting between the Bureau and Franck Fanguero 10 March: Waiting to be prepared following the departure of the Belgian HRM 14 April: The visit is postponed until September. 19 May: In progress 9 June 2015: Forthcoming visit on 14 October 2015 7 July 2015: In progress 25 August 2015: In progress 8 September 2015: In progress 13 October 2015: Group visit in progress. 3 November 2015: Group report prepared. After discussions with the group HRM, it will travel to Morocco on 4 November. 5 April 2016: the management met with the Morocco group. 17 November. In progress 13 December 2016: In progress. 21 March 2017: Subject awaiting reorganisation 18 April 2017: Subject awaiting reorganisation 30 May 2017: Subject awaiting reorganisation 20 June 2017: Subject awaiting reorganisation 13 September: The subject is closed. Morocco has trade union delegates. Management no longer allows travel to this entity.</p>
A5	Plan to contact trade union bodies in Italy	David Mungo	September 2014	<p>8 July 2014: Action plan initiated. 26/08/2014: No staff representation structure available. The action plan is being continued. 27/11/2014: In progress. 13 January: Fatima Belhachemi mobilises the group. 10 February: In progress 10 March: In progress 14 April 2014: In progress 19 May 2015: In progress 9 June 2015: Change of coordinator. Giovanni Serravalle is preparing a presentation of the bodies</p>





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				<p>he will present at the next Bureau meeting.</p> <p>7 July 2015: Giovanni Serravalle, being on leave today, is preparing a presentation of the bodies that he will present at the next Bureau meeting.</p> <p>25 August 2015: Giovanni being on leave, the presentation will be made during the next Bureau meeting.</p> <p>8 September 2015: In progress</p> <p>13 October 2015: Presentation of the bodies during the next Bureau meeting.</p> <p>3 November 2015: The person in charge of the case must contend with an unexpected emergency. The presentation will be made during the next Bureau meeting. 5 April 2016: in progress</p> <p>17 November: In progress</p> <p>13 December 2016: In progress</p> <p>21 March 2017: Subject awaiting reorganisation of the body. (2017 workshop)</p> <p>18 April 2017: Subject awaiting reorganisation (Workshop scheduled for September 2017)</p> <p>30 May 2017: Subject awaiting reorganisation</p> <p>20 June 2017: Subject awaiting reorganisation</p> <p>13 September: Awaiting the reorganisation of the staff representation body.</p> <p>16 November 2017: Awaiting the reorganisation of the European staff representation body.</p> <p>19 December 2017: Awaiting the reorganisation of the European staff representation body.</p> <p>23 January 2018: Awaiting the reorganisation of the European staff representation body.</p> <p>20 March 2018: Awaiting the reorganisation of the European staff representation body.</p> <p>3 May 2018. Change of person in charge of the case. David Mungo takes over.</p>
A6	Signing of latest minutes	David Mungo	September 2014	<p>26/08/2014: The secretary prints the minutes and has them signed by the management</p> <p>26/11/2014: In progress</p> <p>13 January 2015: The secretary and the assistant secretary sign the minutes and transfer them to the management.</p> <p>10 February 2015: The minutes will be signed during the next plenary session.</p> <p>10 March 2015: In progress.</p> <p>14 April 2015: Being revised by J-P Roesch.</p> <p>19 May 2015: In progress</p> <p>9 June 2015: Change of coordinator: Fabien Pierre</p> <p>7 July 2015: The subject will be discussed during the meeting between the secretary and Franck Fanguero on 8 July 2015.</p> <p>25 August 2015: The subject will be discussed during meetings with the management in September.</p>





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				<p>8 September 2015: The subject will be discussed during the meeting with Franck Fanguero on 9 September</p> <p>13 October 2015: Decision taken - 2 months after their preparation, the minutes will be signed by the secretaries and then published on the EWC website.</p> <p>3 November 2015: The minutes for April and July 2015 will be signed during the next plenary session on 19 November 2015.</p> <p>5 April 2016: The minutes for April and July are signed. The minutes for November are still not signed.</p> <p>17 November: In progress</p> <p>13 December 2016: In progress</p> <p>21 March 2017: In progress</p> <p>18 April 2017: In progress</p> <p>30 May 2017: In progress</p> <p>20 June 2017: Subject awaiting reorganisation</p> <p>13 Sept. 2017: The minutes will be signed during the next plenary session on 27 September 2017.</p> <p>16 November 2017: In progress.</p> <p>19 December 2017: In progress.</p> <p>23 January 2018: In progress</p> <p>20 March 2018: In progress</p> <p>3 May 2018: David Mungo to take over the actions from Giovanni Serravalle</p>
A7	Allocating mobile phones for Spanish representatives.	Pascal Jung	November 2014	<p>26/11/2014: In progress. Plans for purchasing in the first quarter of 2015.</p> <p>13 January 2015: In progress</p> <p>10 February 2015: To be discussed during the visit to Spain.</p> <p>10 March 2015: Allocation of standard Econocom mobile phones + subscription.</p> <p>14 April 2015: All delegates must be provided with the items as soon as possible.</p> <p>19 May: 2 Mobile phones requested, 1 for Madrid and 1 for Barcelona</p> <p>9 June 2015: Allocation of 6 mobile phones + Subscription. Will be done during the month of June.</p> <p>7 July 2015: Waiting for the Spanish members who must provide the delivery addresses for the equipment.</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> <p>3 November 2015: The Representatives have still not been given the delivery addresses.</p> <p>5 April 2016: the Spanish group no longer wishes to have a mobile phone. Edelmiro, the new</p>





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				<p>acting assistant secretary, will receive a mobile phone and a subscription as part of his new post.13 December 2016: In progress 21 March 2017: In progress 18 April 2017: Subject awaiting reorganisation 30 May 2017: Subject awaiting reorganisation 20 June 2017: Subject awaiting reorganisation 13 September 2017: The Spanish European members did not wish to obtain the equipment. Subject closed.</p>
A13	Matter: Protection for delegates	G. Serravalle/S Gendre	Permanent	<p>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 2015: XM case being dealt with. 10 March 2015: In progress 14 April 2015: In progress. 9 June 2015: In progress 7 July 2015: In progress 25 August 2015: In progress 8 September 2015: In progress 13 October 2015: In progress, ongoing action 3 November 2015: Problems encountered in Morocco and Belgium. 5 April 2016: in progress 17 November. In progress 13 December 2016: In progress 21 March 2017: Recurring matter. 30 May 2017: Recurring matter. 20 June 2017: Recurring matter 13 September 2017: Recurring matter 16 November 2017: Recurring matter. 19 December 2017: Recurring matter. 23 January 2018: Recurring matter 20 March 2018: Recurring matter 3 May 2018: David Mungo takes over the action instead of Giovanni Serravalle. Meeting about the matter scheduled for 24 May 2018 from 9 am to 12 noon</p>
A19	Creation of a forum for communication among members.	Sébastien Gendre	June 2015	<p>9 June 2015: Action created 7 July 2015: Forum ready. Online in September. 25 August 2015: Online in September.</p>





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				<p>8 September 2015: In progress 13 October 2015: The forum is operational. An e-mail will be sent out to members within the month to inform them of the launch online. 3 November 2015: In response to a technical problem, the forum launch was postponed until November. 5 April 2016: in progress 17 November. In progress 13 December 2016: In progress 21 March 2017: Communication in progress 30 May 2017: Matter in progress. 20 June 2017: Subject awaiting reorganisation 13 September 2017: Subject awaiting reorganisation of the staff representation body. 16 November 2017: Awaiting the reorganisation of the European staff representation body. 19 December 2017: Awaiting the reorganisation of the European staff representation body. 23 January 2018: Awaiting the reorganisation of the European staff representation body. 20 March 2018: Awaiting the reorganisation of the European staff representation body. 3 May 2018: Sébastien is setting up the forum for 30 June 2018.</p>
A20	Organisation of communications via "Skype" software	David Mungo	September 2015 November 2015	<p>9 June 2015: Action created 7 July 2015: Change of coordinator 25 August 2015: David is continuing to organise the project. 8 September 2015: Contact" addresses created. Awaiting information from members. 13 October 2015: Awaiting information from members. 3 November 2015: launch will be announced during the next preparatory plenary session. 5 April 2016: in progress 17 November. In progress 13 December 2016: In progress 21 March 2017: Project relaunch. (To be discussed during the workshop) 18 April 2017: Subject awaiting reorganisation 30 May 2017: In progress 20 June 2017: Subject awaiting reorganisation 13 September 2017: Subject closed. Already dealt with in the context of communications between members.</p>
A21	Compilation of European website traffic statistics	Sébastien Gendre David Mungo	September 2015	<p>7 July 2015: Action created. 25 August 2015: Change of coordinator. Presentation of results in November 8 September 2015: In progress</p>





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				<p>13 October 2015: In progress. 3 November 2015: The analysis tools will be deployed in November. 5 April 2016: in progress 17 November. In progress 13 December 2016: In progress 21 March 2017: Subject awaiting reorganisation. (Forthcoming website) 18 April 2017: Subject awaiting reorganisation 30 May 2017: Matter on hold owing to disruption incidents. 20 June 2017: Subject awaiting reorganisation 13 September 2017: Subject awaiting reorganisation of the staff representation body. 16 November 2017: Awaiting the reorganisation of the European staff representation body. 19 December 2017: Awaiting the reorganisation of the European staff representation body. 23 January 2018: Awaiting the reorganisation of the European staff representation body. 20 March 2018: Awaiting the reorganisation of the European staff representation body. 3 May 2018: David is Installing Google Analytics on the new EWC website.</p>
A29	Equipment renewal project	Bureau	December	<p>17 November 2016: Action created 13 December 2016: In progress 21 March 2017: In progress 18 April 2017: Subject awaiting reorganisation 30 May 2017: Matter awaiting reorganisation 20 June 2017: Subject awaiting reorganisation 13 September 2017: Subject awaiting reorganisation of the staff representation body. 16 November 2017: Awaiting the reorganisation of the European staff representation body. 19 December 2017: Awaiting the reorganisation of the European staff representation body. 23 January 2018: Awaiting the reorganisation of the European staff representation body. 20 March 2018: Awaiting the reorganisation of the European staff representation body. 3 May 2018: Awaiting the reorganisation of the European staff representation body.</p>
A30	European communication project	Bureau	October 2017	<p>30 May 2017: Action taken 20 June 2017: The secretary is making an official request for a communication medium. 13 September 2017: Topic to be dealt with at the next plenary session. 16 November 2017: Awaiting the reorganisation of the European staff representation body. 19 December 2017: Awaiting the reorganisation of the European staff representation body. 23 January 2018: Awaiting the reorganisation of the European staff representation body. 20 March 2018: Awaiting the reorganisation of the European staff representation body. 3 May 2018: The Bureau is preparing a message to management to repeat the request for</p>





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				communication media.
A31	Social protection insurance	David Mungo /Fati	October 2017	<p>30 May 2017: Action taken 20 June 2017: Consultations in progress 13 September 2017: Fati is getting back in touch with the insurance company. 16 November 2017: In progress 19 December 2017: In progress 23 January 2018: In progress 20 March 2018: In progress 3 May 2018: David is taking over the case with Fati. David is arranging a meeting with the insurance companies in the near future.</p>
A33	Development of an obsolete equipment management procedure	Sébastien Gendre	October 2017	<p>Action created: 13 September 2017 16 November 2017: Sébastien Gendre is contacting the management in order to know the method of treatment used by the Econocom Group. 19 December 2017: In progress 23 January 2018: In progress 20 March 2018: In progress 3 May 2018: To be dealt with during the next Bureau meeting.</p>
A34	Organisation of a meeting between the Bureau and 2 companies specialised in the management of European staff-related disputes	David Mungo	December 2017	<p>Action created: 16 November 2017 19 December 2017: Completed 23 January 2018: In progress 20 March 2018: In progress 3 May 2018: The Secafi company has been selected. A meeting will be held shortly.</p>
A35	Update of the inventory of equipment held by European Members	Yvan Sandre	December 2017	<p>Action created: 16 November 2017 19 December 2017: In progress 23 January 2018: In progress 20 March 2018: Finalisation in progress 3 May 2018: In progress</p>

Final reference: **A35**

