

30 September 2014

Paris-Bastille.

Present:

Marie Jo Azzopardi
Fabien PIERRE
Sébastien GENDRE
Raymond Wittenbol
Pascal JUNG
Fatima Belhachemi

Excused:

Invited:

Yvan Sandre

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1- "German" issue

The group in charge of the "German" issue paid a visit to Frankfurt on 24/25 September, where the representatives met local labour and management officials. Ralf representing IGM, Andreas, Wolfgang, Kolja.

The situation is not an easy one. Apparently, there is no longer anyone responsible for the activity, while the sales and marketing officers no longer have any actual line manager!?!

Negotiations are still being held about the sale of the structure and will culminate in the employees being transferred to the "**Techno Groupe**" company.

The group members would like to have a meeting with the management prior to +/- 15 October, in order to secure guarantees about the sustainability of the employment contracts of staff due to be transferred. If nothing has emerged from the discussions when the deadline is reached, the group in charge of the issue will personally get in touch with the "**Techno-Groupe**" company management. However, we will proceed step by step in order to avoid making any false moves.

Against the background of the German structure being repurchased by "**Techno-Groupe**", the entity's work council will continue to operate until the next elections. There is no WC in the company doing the purchasing. The group members in charge of the issue are thinking of asking for Wolfgang's European mandate to be continued, as this would guarantee the two sides a successful follow-up for everyone. Ralf from IGM has confirmed the feasibility of the proposal.

2- Meeting with "Jean-Philippe Roesch"

Originally scheduled to take place on 30 September, the meeting between the "EWC Bureau" and "Jean-Philippe Roesch" has been postponed until 8 October 2014. However, the EWC members wished to have a meeting with a representative of the management so continued with the plan to hold a meeting on 30 September at 3.30 pm. "Franck Fanguero" agreed to participate as the management's representative.

The following items were included in the agenda for the meeting:

- Date and taking part in the next "Kick OFF" meeting
- EWC funding
- German issue
- Disruption of good industrial relations within the group
- Holding a meeting on 8 October with "Jean-Philippe Roesch"

From the standpoint of efficiency, it has been decided that solely four members of

the Bureau will take part in the meeting. (Pascal Jung, Fabien Pierre, Marie-Jo Azzopardi, Sébastien Gendre). This still has to be confirmed.

3- Organisation of EWC meetings

For reference, the organisation and the frequency of European Works Council meetings.

Two plenary sessions are scheduled to be held every year, with the first one being planned for April and the second for November. A seminar is also held every year and a kick-off meeting at the start of the year.

The Bureau members gather together every month to organise the European Works Council activities. Towards this end, each of the member countries is offered the opportunity to send a delegate to attend a Bureau meeting every six months. Owing to the number of topics addressed and the hard work that goes into organising the Council, it is proposed to extend the length of the Bureau meetings to one day.

Each "Econocom/Osiatis" home country that has a staff representation structure and a European mandate is scheduled to hold a local "preliminary meeting" to designate those who will take part in the plenary session. Each country is required to name the contact in charge of organising the "preliminary meetings".

All of these points are to be discussed and approved during the 2015 seminar.

4- Participation of the CG-Traduction firm (simultaneous translations)

The "CG-Traduction" firm was unable to participate owing to the timetable for the various contacts. This firm's participants will be presenting their activities and replying to the Bureau member's questions during the next meeting, on 28 October 2014.

5- Business event and "Kick-off meeting"

The Council members would like to see the organisation of the "Kick-off" meetings retained for the group's staff. To abandon these events, particularly in the case of the French provinces, is regarded as being unjust for the employees. The Council members want to ask "Jean-Philippe Roesch" what the group's senior managers are planning to do about the holding of these events.

The Bureau members are wondering about the advisability of the European Council members taking part in the various "kick-off" meetings in countries where the group is represented.

As for the "kick-off" meetings hosted in France, all the European Works Council members and substitutes may take part.

6 - Organisation of the EWC Bureau

The Bureau members are planning to organise the EWC institution such that the Bureau comprises four actual members and four substitutes. (two more substitutes than at present)

French legislation allows trade unions with no representativeness at national level to be created. In order to allow them a certain degree of representation within the European Works Council, it is suggested that they should meet within a sub-committee to designate their actual representatives and substitutes, who will give a voice to the trade union organisations existing within "Econocom/Osiatis": CNT, SUD, SA CGT. This issue will be discussed during the 2015 seminar.

7 - Next EWC seminar

The Bureau members are suggesting that the next seminar should be held in the city of "Perpignan". The work involved in organising the event will be eased owing to the familiar reception facilities and the standard of the services, which is appreciated by all concerned.

8 - European "Disablement" issue"

The Bureau intends to steer the "disablement" project in the direction of a country-specific comparative study of working conditions for disabled employees.

9 - List of European issues

The list of issues addressed by groups of EWC members has been updated.

- European grant
- Protection of delegates
- Disablement
- Germany
- Spain
- Italy
- Hybrid vehicle

- Web
- Communication
- Morocco (Metropolis)

10 - Burnout and working conditions

The Bureau members report a growing number of people in Belgium suffering from burnout owing to their working conditions

The Bureau members have spoken out against the organisation of the "SAP" project in Belgium and particularly the lack of resources required to run the project resulting in a great deal of human damage.

Under this heading, it is specified that Belgium is the first European country to grant legal recognition to the burnout condition as an occupational illness.

11 - Meeting with "Jean-Maurice Fritsch"

The secretary and assistant secretary have decided to organise a meeting with "Jean Maurice Fritsch", in order to alert him to the deteriorating labour relations within the group.

12 - Minutes of plenary sessions

The Bureau members want the minutes for the four latest plenary sessions to be signed during the next session

13 - Summary of decisions/actions

See annex 1

The Bureau

Marie-Jo A. secretary

Fabien P. assistant secretary.

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 trade union 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 will be continued.



Organisation of travel to Spain	Pascal Jung	September 2014	26/08/2014: Underway.
Organisation of the Osiatis trade union 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	

