



## 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	

### 23 May 2018 - Paris

Present:

Sébastien Gendre  
David Mungo  
Fatima Belhachemi

Excused:

Virginie Joveneau  
Yvan Sandre  
Giovanni Serravalle

Invited:

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**Reminder of the Bureau's rights, as provided for in the agreement in force**

"Members of the Bureau may for practical reasons play host to or meet with the EWC Chairperson. The Secretary will have to write a report in order to inform the members.

Consequently, the Bureau wants to be able to meet at short notice in order to review a situation and to inform members of any changes to the European staff representation body. The EWC members regard this requirement as essential.

The Board may never commit the EWC without consulting the Staff Representative Members sitting on the Econocom European Works Council."



## 1 CASH POSITION

In order to prepare for the next Seminar, the Assistant Secretary will ask Econocom's management to pay the budget that is due. As the Management is committed to re-establishing good industrial relations, the Bureau hopes the Management will honour its commitment and allow the institution to exercise its rights. As a reminder, the amendments to the memorandum of understanding proposed by the Management were rejected by a majority of the European Works Council Members. As such, the current memorandum remains the document governing the operations of the staff representation body.

The Assistant Treasurer's "Belfius" payment card has to be delivered during the next Bureau meeting, which will take place in Belgium in July 2018. A meeting with the "Belfius" bank's representatives will be organised towards this end.

The Bureau recalls that the new expenses form is available on the European Works Council website, <http://coee.eu>. It has to be used to qualify for the reimbursement of expenses incurred during events relating to the European Works Council's business. In this connection, the documents must be scanned and entered in the tab provided for this purpose. Any expenses form sent without supporting documents will be disqualified for reimbursement.

## 2 APPROVAL OF THE BUREAU'S MINUTES FOR JANUARY AND MARCH 2018

Both sets of meeting minutes have been revised and are being sent for translation into **Spanish, English and German**. As a reminder, the European Works Council is keen to reach out to as many Econocom employees as possible. To this end, information should be made more accessible by translating it into the languages of the Econocom Group Representation.

## 3 APRIL 2018 PLENARY SESSION MINUTES

After having reviewed the report, the Bureau approved the minutes for the April 2018 plenary session. As a reminder, after preparation, the minutes are sent to the Members of the Econocom European Works Council, which then have three days to submit their comments. It is next sent to the Management. If the Management has no comments to make, the final version of the document is translated and then sent to all the Members of the European Works Council.

The Bureau recalled its aim of sharing these minutes with all the Group's Employees. To this end, the Bureau has renewed its request to the Econocom Group Management for a communication system.

## 4 2018 SEMINAR

The Bureau has consolidated the answers received about the choice of destination for the next EWC seminar. The city of **Barcelona** has been selected to host the next event, which should take place on **17 and 18 September 2018**. The organisation expects that participants will arrive on Sunday, 16 during the daytime. You can already mark these dates in your diaries.



## 5 ANNUAL FIGURES (IFEA) – ECONOCOM GROUP

The Belgian Works Council is entitled to gain access to the Econocom Group's financial information. In this capacity, and as a member of the Local Works Council, the EWC's Assistant Secretary asked the latter's Trade Union Federation to undertake a review of the financial data. In the wake of a review of the relevant documents, the Staff Representatives were urged to question the Management about a number of items but the local management refuses to answer the questions asked, saying they should be put to the European Staff Representation Body.

As this information is not made available to the European Workers' Representatives, they do not have the opportunity to question the Group management about such issues. Here is a major problem that must be resolved very soon.

## 6 ACQUISITION OF ALTABOX (ESP) – ACQUISITION OF BIS & AVITOR (BEL)

The Management has once again failed to respect the local Corporate Bodies, as well as the European Works Council, by failing to disclose the acquisitions the Econocom Group has made. As a reminder, the Group is legally required to inform the Staff Representation Bodies about any acquisitions it makes.

The Company has acquired three new entities. The "ALTABOX" company in Spain (this information was learned through the media), and the "BIS and AVITOR" companies in Belgium (staff were notified via the e-mail system). Neither the Local Works Councils nor the European Works Council were informed.

In this connection, the Assistant Secretary will inform the Group Management and the Econocom Chairperson that the rights of the body and more generally the European Memorandum of Understanding are not being upheld.

## 7 WEBSITE (GOOGLE ANALYTICS)

The European Works Council website is online and accessible for all Econocom Group employees according to plan. So, the Members of the Bureau are open to any suggestions about its functioning or its contents. Reminder of the site address: <http://www.coe.eu>

Sébastien and David are responsible for website management.

Sébastien is keen on developing two information projects. The first one will involve the creation of a European website section featuring European Social Information on a regular basis. He is also seeking to develop a video information project to be published on the EWC website, based on interviews conducted with stakeholders related to the Econocom Group's business.

Google Analytics is now up and running. The site's launch has met with some degree of success given the number of visits. The Bureau welcomes the successful completion of this project.

## 8 COMPUTER EQUIPMENT AND TELEPHONE EQUIPMENT

Mohamed Ben Fredj has handed his defective phone in to the Bureau. The Treasurer will now show it to a telephone repairer in order to obtain an estimate for the repair job. Depending on how much the job will cost, the appliance will be repaired or replaced with an entry-level model.



The Bureau agrees to the replacement of Yvan Sandre's laptop. He has had a computer ever since his first term of office but it is no longer adapted to his work.

## 9 MISCELLANEOUS

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After deliberation, the Bureau has decided to readjust the meal expenses forms. Consequently, expenses chargeable to the EWC for midday meals remain unchanged at €25. On the other hand, expenses earmarked for the evening meal are increased from €35 to €40. As a reminder, the expenses reimbursed for meals have remained unchanged since the creation of the European Works Council in 2006.

## 10 LIST OF DECISIONS

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Annex 1: List of decisions /actions (updated on 23 May 2018)

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

For the Bureau,

David MUNGO

EWC Assistant Secretary

European Works Council

Econocom Group