



## 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	Completed
20	June	Postponed until June 27 in Paris	Completed
11	July	Brussels	Completed
29	August	Brussels	Completed
19	September	Brussels	Completed
24	October	Paris	Not completed
21	November	Brussels	Completed
19	December	Paris	

### 21 November 2018 - Brussels

Present:

Sébastien Gendre  
David Mungo  
Yvan Sandre

Excused:

Virginie Joveneau  
Fatima Belhachemi

Invited:

Nicolas Barnoud  
Sicts



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**Reminder of the Bureau's prerogatives, as provided for in the current agreement**

"As a matter of practicality, Bureau Members may meet with or be met by the Chairperson of the EWC. The Secretary will have to make a report about this in order to inform the Members.

Consequently, the Bureau seeks to be able to meet very quickly in order to make a review of a situation and to inform Members of any changes to the European staff representation body. This requirement is considered compelling by all EWC Members.

The Bureau may never commit the Council without consulting the Staff Representatives Members in the Econocom European Works Council."



## 1 CASH FLOW

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The financial situation is at a low ebb. The amount available is still slightly over €5,000 for the time being, as not all the payments made have yet been withdrawn from the account. The Bureau will soon be making a payment request to Franck FANGUEIRO in order to receive a further €15,000 instalment as provided for in our agreements

## 2 EUROPEAN MEMORANDUM OF UNDERSTANDING

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The Secretary explained the reasons why the amendment points had not yet been ratified, including the limited resources available for holding meetings, such as workshops. The organisation of this type of meeting would allow discussions to take place and thus achieve a majority position on changes in the staff representation body's operating rules. A reference was also made to the agreements establishing the EWC (including the rules of procedure) remaining in force as long as no negotiations have been undertaken.

The European Members' terms of office are scheduled to run until the workshop in late May 2019. Steps will have to be taken to appoint new European members and elect the Bureau members.

## 3 EWC WORKSHOP

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The Bureau would like to be kept abreast every month on the Management's position concerning the holding of the EWC Members' next workshop. As no significant progress has been made by the Group's Management to date, the staff representation body is still in no position to fully exercise its prerogatives and, therefore has to once again refer to the obstructionism it is faced with.

## 4 DECEMBER PLENARY SESSION

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The Bureau referred to the meeting it seeks to have on **4 December 2018** in order to be able to organise the debates and thus present a majority position on the draft amendment of the European Memorandum of Understanding.

The Secretary mentioned the latest message addressed to the Econocom Group's Industrial Relations Officer, outlining the requirements for the organisation of this meeting, such as hotel reservations and the general organisation of the meeting.

The Econocom Group Management has said that it will take into consideration the Representatives' requests, but nevertheless awaits further details, in particular regarding the attendance of the Econocom Group Chairperson.

The Bureau noted that plenary sessions must be chaired by a Member of the Econocom Group's Executive Committee. (as required by the current Memorandum).

The Bureau referred to the difficulties involved in arranging this meeting, owing to the Management's slow response to requests from Bureau Members about organisational matters. In this respect, the Bureau tried, during the session, to contact the Human Resources Officer as well as the Industrial Relations Officer, in order to



warn about the plenary session organisation problems. As the officers were unavailable, the Secretary left a message on their answering machines.

During the meeting, the Secretary received a message from the Management confirming the postponement of the meeting and saying that it would take place in January 2019. The Bureau decided during the session to prepare a statement to EWC members to let them know that the 5 December meeting has been postponed to January 2019.

The Human Resources Officer contacted the Bureau during the meeting to say a meeting with the Bureau would be held in December to discuss the organisation of the next plenary session.

The Bureau would like to extend the length of the pre-plenary session to 1 full day before the date of the session proper, in order to discuss the European Memorandum of Understanding amendment points. The Human Resources Officer accepted the request and expressed an interest in discussing the arrangements during the meeting to be held with the Bureau in December.

## 5 ELECTION OF THE EWC SECRETARY

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The closing date for sending applications for the post of Secretary is 31 December 2018.

## 6 EWC WEBSITE

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The statistics for the number of visitors to the European Works Council's website show that it is being visited by an ever-increasing number of people

The EWC website address is: <http://www.coee.eu>

## 7 ORGANISATION OF THE EWC

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The Bureau recalled that the decisions to rent apartments were made for cost-saving reasons. Using hotels to organise Bureau meetings is twice as expensive as relying on rented accommodation.

Renting apartments also saves us money by avoiding the need to rent a meeting room. The gathering can be held within the apartment itself. The European Memorandum of Understanding specifies the need for sensible and rational expenditure management. Hence the Bureau's concern about compliance with the agreements and the need to organise the EWC's activities according to this principle.

## 8 EUROPEAN MATTERS

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The Bureau is keen to re-open the European grant issue. In view of the profits achieved by the Group, the employees' representatives believe this initiative is perfectly feasible. The Bureau blamed the earlier lack of progress with this initiative on the management's reluctance to move forward in this area.



## 9 UPDATE OF FORTHCOMING BUREAU MEETING DATES

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- 9 January 2019 - Brussels
- 13 February 2019 - to be defined
- 13 March 2019 - to be defined
- 10 April 2019 - to be defined
- 15 May 2019 - to be defined
- 12 June 2019 - to be defined

## 10 LIST OF DECISIONS

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Annex 1: list of decisions/actions (updated on 21 November 2018)

Please note: closed Actions/Decisions are kept in the table. They are highlighted in "blue and italics" in the minutes.

**For the Bureau.**

**David MUNGO**

**EWC** Secretary

**E**uropean **W**orks **C**ouncil

Econocom Group