

Link Meeting of AXA EWC on Septembre 27 in Athens

With : Hedi BEN SEDRINE, Patricia NUNEZ, Stratos KEFALAS, Dionisis AKTYPIS, Pawel ZYCKI, Agnieszka TRACZYK, Pawel GOTTWALD.



A new trip and a new articulation meeting for EWC Secretary , Hedi BEN SEDRINE. This was held in Athens and brought together the elected representatives of 3 delegations of the EWC, Greece, Poland and Czech Republic, discuss the items of the agenda, prepare the plenary of November and share the news of the 3 countries.

Replacement of Lionel JULLIEN: Last June, Serge MORELLI succeeded Lionel JULLIEN as vice-president of AXA EWC. Serge MORELLI, who was formally in charge of Human Resources at AXA France and subsequently CEO of AXA Assistance and AXA Partners, will be assisted by Sophie HUMBERT, who was previously in charge of the Human Resources at AXA Global RE. They will continue to rely on the legal expertise of Caroline CANAVESE.

Progress of the project for a training session for EWC delegates planned in November: Patricia NUNEZ, member of the Secretariat and in charge of this project, provided the first information available:

- The first half day of the session will be devoted to the EWC agreements and to the rules of procedure adopted last June. The agenda will be prepared with the facilitators of this session, who were among the signatories of the 2009 Agreement, including: Steve BLEASE, current Deputy Secretary for the UK, Olivier PELRAS, former Secretary of the EWC, Jean-Denys DOMMERGUE, former Deputy Secretary, Benny LAMMENS, former Secretary of the Winterthur EWC. There will be a number of presentations on the various agreements that have structured the EWC, after which working groups will be organised to reflect together about what the EWC should represent for the delegates, how it operates and how it should interact with local forums.

Following a summary presentation of the various agreements, working groups will be animated on these subjects, notably the functioning and articulation with the local authorities.

These exchanges should allow the elaboration of a booklet containing the main rules of operation of the CEG for all elected officials.

- For the 3rd part, we have agreed with the Management of an interactive presentation on an innovative theme such as artificial intelligence



Hedi BEN SEDRINE then reported on **the three-step process for replacing Bettina CRAMM** as the delegate representing the German delegation, as a member of the Secretariat and as a designated Deputy Secretary.

The first step is the responsibility of the Central Works Council of AXA Germany, who in October will be informing Management about the new delegate appointed to represent Germany. It will then be necessary to elect the new member of the Secretariat, probably during the plenary in November. After which in due time the Secretary will designate his Deputy Secretary.

Information was given about the progress being made on the EWC's roadmap and the work of its various commissions, progress which according to the Secretary is quite positive after 9 months.

The rules of procedure were drafted and voted in the first half of the year, and this has helped to clarify many points in the 2009 EWC agreement.

- The training session planned for the delegates at the end of the year is going ahead well (see the item on training).
- The coordination provided by the Treasury commission now makes it possible to have a quick overview of follow-up of budget, and this had enabled the Treasurer to receive full discharge at the June plenary.
- The Organisation commission, which is a key element for a number of projects, is doing well, as evidenced by the success of the meetings being organised, such as the last plenary in Madrid, in June.
- The Communication commission, led by Paul DE TORRES, is using all the tools at its disposal (website, Twitter) and is developing new ones (Sharepoint) to meet the confidentiality obligations for the presentations made available to the delegates.

The Assistance Network Commission is progressing well: Daniel FOLGADO has set up a questionnaire in order to prepare the meeting of this Network to be held soon in Paris. On this subject, Agnieska wonders about the involvement of Polish reps of Assistance in this network because there are no exchanges with elected representatives of AXA Poland.

Concerning the Commission of Extra European Relations, Hedi underlines that Steve BLEASE, in charge of this Commission, is very busy by local subjects. Stratos will help him as backup by agreement with the Secretary.

Questions from delegations for the plenary meeting: The EWC Secretary asks everyone to think about their question and send it to them by the end of October.



Local news: Henry MOAZZO, CEO of AXA Greece and Anna MANIATI, HR, spoke at the meeting for a welcome message. Social relations have always been very good at AXA in Greece. The last elections confirmed that.

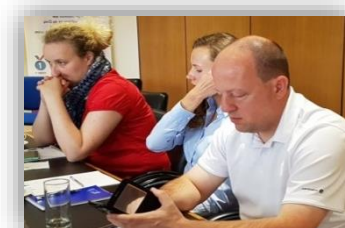
A new collective agreement has been signed for 2 years with the partners.

The topics of 'One roof', 'One AXA',

'Ahead' and other 'workforce planning' were mentioned by management and by Stratos and Dionisis.



For Poland: Pawel Z. points out peaceful relations between the management and elected representatives at AXA Poland. No important topics yet. The results of the employee satisfaction inquiry are not good, mainly due to fears about the future during a period of merger, setting up new organizations and appointing new managers. Many employees leave AXA but with very interesting conditions.



Agnieska regrets the lack of intranet for a better fluidity in the communication with the employees.

For the Czech Republic: Pawel G. explains that the economic results of AXA are good but the results of the satisfaction inquiry are very bad. The management takes note of this subject and draw up an action plan to improve communication in the entity.

