

## Joint meeting of the AXA EWC 5 September 2019 in Florence

New session of the AXA EWC articulation meetings with the reps of the different European countries making up this organization. Today, it is the Italian delegates who receive Hedi Ben Sedrine and Patricia Nunez in AXA's new offices in Florence.



Hedi BEN SEDRINE opened this meeting by thanking the elected representatives for their welcome and in particular Mario PROIETTO and Francesco ROTIROTI for the organisation in Florence.

**Replacement of 2 members of the Secretariat:** the first item on the agenda of this meeting is the replacement of a member of the Secretariat in the college of 5 non-French members following the retirement of **Mario PROIETTO**, which will take place at the end of September



Prior to this meeting, the Italian delegates consulted together and nominated **Francesco ROTIROTI** to be the candidate to replace Mario in the vacant position of the Secretariat. At the November plenary meeting in Paris, AXA EWC delegates will

have to vote to appoint the new member of the Secretariat from among the delegate(s) who have applied..

Similarly, a vote will be held on the college of the 4 other members of the Secretariat following the departure of Annie BROWNLEE.

**Rumours of AXA Bank's sale in Belgium:** Today, there is no official communication from AXA's management despite the many press articles published on this subject, which could affect nearly 850 employees. Probably still in the possible negotiation phase but without any signature being committed today, the Management could put this subject on the agenda of a next Bureau (September or October) following the evolution of this dossier towards a finalized project. This subject must be dealt with locally because it does not fall within the scope of the EWC's competence, but when the conditions for the transfer are known, the Secretariat may

request clarifications and guarantees of a good level of social dialogue for Belgian reps and employees who could be affected.

**Evolution of the AXA XL project:** In Italy, the Voluntary Departure Plan works well for employees who have decided to leave the company. The XL organization model starts working after 10 months of difficult start-up. Cohesion between XL and AXA employees is not yet effective and social dialogue still needs to be improved.



Country Leader Simona FUMAGALLI is expected to leave this position and therefore a new contact person should arrive. XL's results are not good in Italy. Underwriters are concerned about their lack of vision of a clear business model, a referent to help them manage portfolios and what will remain local for contracts and what will be managed by shared service centres in Poland, India or the Netherlands.

Hedi Ben Sedrine explained that there are differences in organisation and communication in European countries. Management must continue to provide a clear vision of XL's new organization. The fact is that there are “shared service centres” and “centres of excellence”, but what is essential is that the company must grow to be successful in each country and to enable recruitment and social development. Changes in contact persons at management level are difficult for employees and social partners, who must adapt quickly to better fit into this new organisation.



The AXA XL Network project, to be set up by the EWC, will allow European reps and management to meet and discuss local and global issues. In some countries, XL's original reps have some difficulty understanding the importance of being part of a trade union structure and have difficulty adapting to the social dialogue developed at AXA.

**Country news:** AXA Assicurazionni's reps are continuing negotiations on employment protection, the aim being to protect the guarantees of employees who leave the company, to provide continuing training for those who remain and guarantees of social benefits and permanent contracts for those who join the company.

Employees have to face the type of business and jobs that are changing and digitising in the traditional world of insurance. Italy was very late on these changes and therefore the acceleration is all the more violent. For the social partners, the challenge is to frame these very rapid changes, as the subject of over-staffing may soon arise.

**AXA Assistance** : a new meeting of the Network is expected to take place in October. In November a new HRD will be appointed. Reps point to the lack of visibility on Axa Assistance's strategy and therefore the potential social consequences. Many successive reorganizations but communication and dialogue with the Management is not done.

Portfolios of AXA Client or employee health policies are transferred to companies or entities outside AXA Assistance or AXA Assicurazioni and reps are concerned about AXA employees.



The secretary of the EWC explains that AXA Assistance will have to change businesses following technological transformations, particularly in car assistance, which will no longer be managed in the same way as before.



All these questions should be raised at the next Network meeting and management should be asked to clarify the medium- and long-term strategy chosen for AXA Assistance's development.

Our trade unionist profession is changing and we must understand all these rapid changes in order to manage them in the best interests of employees. The negotiation methods are no longer the same, but the credibility of reps is essential for both employees and management.

**On the subject of questions to the President:** the Italian reps believe that management must be challenged on existing issues and remain on spontaneous questions following the presentation to be made by Thomas Buberl at the November plenary meeting.

