

Summary of the meeting of the Bureau on 27 March 2018 at Matignon

Update on the acquisition by AXA of XL Group

Alison Black (Global HR for AXA Corporate Solutions) came to inform us about AXA's acquisition of the XL Group. XL is a North American insurance company whose activities are mainly those of AXA Corporate Solutions (niche markets, major business risks and reinsurance).

We did not receive a formal presentation because the acquisition is very recent, but the AXA EWC was keen to have this discussion with Alison to express, at the European level, the voice of the group's employees in Europe.

Regarding communication, representatives of the Group have been visiting several entities to inform their employees. Other meetings will take place, in Switzerland in particular. At the same time, meetings are increasing at different levels of the company (HR, Management, Brokers etc...). A number of synergies have already been identified, which will be handled by the people recently appointed to look after the integration of XL in our Group.

The questions we asked Alison focused on the allocation of staff, in particular in Europe, and on the presence of union representatives. Where appropriate, the EWC will be ready to welcome our new colleagues. The integration should be completed by the end of Q3 or Q4. We also learned that the integration of XL will be the responsibility of Christophe Avenel, the Group Corporate Development officer. Similarly, we do not yet know what will be the name of the new combined entity. A working group will be devoted to the brand and culture.

Even if we can commend Management's efforts to be transparent with the staff, many questions still remain unanswered. The delegates of the Secretariat hope that any remaining uncertainties will be removed as soon as possible because the employees need to be reassured.

The EWC wishes the best for this project, hoping that it will be successful at all levels, in all the countries where AXA and XL are present.

Initiatives for women: Empowering women to take risks.



Liza Gary (in charge of the women's initiative within the AXA Group), then presented the initiatives taken by the AXA Group to help women develop entrepreneurship and be willing to take risks.

This issue is of particular interest for the delegates of the EWC, who are always at the forefront when it comes to fighting for women's rights and the means to achieve equality between men and women.

Miscellaneous items

The EWC is a regular participant in the meetings organized by [ASTREE](#), an organisation that decrypts the transformations of work and employment. The subject of the next meeting will be Brexit, Yannick Double will be attending.

The EWC rules of procedure, whose initial draft is currently being prepared, will be submitted to the members of the Secretariat by the end of next week for general discussion, which will hopefully lead to a version to be submitted for adoption by the plenary session in Madrid in June.

Similarly, the roadmap of the Secretariat will be circulated among the members of the EWC during that same session in June.

Regarding the work of the commissions, Steve Blease, on behalf of the Secretariat, will be contacting our friends in Switzerland, Mexico and Japan. The latter are undergoing an in-depth transformation of work in their country, something that our Japanese colleagues have repeatedly questioned us about during their visits to France. The roadmap of the equality commission, drawn up by Annie Brownlee and discussed the previous day during the meeting of the Secretariat, will be submitted to Management for information and to enable the latter to give its position on some of the avenues being explored.

Finally, French law now requires corporations to have two directors representing the employees on the Board of Directors. One of them is designated by French group works council and the other by the European Works Council. These directors must have been employed for at least two years, and cannot have other union mandates (if they do, they must leave them). The designation will take place in June, during the plenary in Madrid.

Approval of the reports

The February report was approved and is now available on the EWC website: [2018 Report reports 2018](#)

Next meeting of the Bureau: 18 April in Madrid



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