

## Joint meeting of AXA EWC on May 3, 2018 in Florence

Participants: Hedi BEN SEDRINE, Mario PROIETTO, Bettina CRAMM, Olivier PELRAS, Patricia NUNEZ, Francesco ROTIROTI (SNFIA National Secretary), Walter ZAFFARONI (vice coordinator CGIL and AXA EWC member), Piccolo GIANDOMENICO, Alessandro CORSINI, Angela SCHETTINI (Axa Assistance) , Margherita FERRO (Axa Assistance), Natale GIORDANA (Axa Assistance)

The EWC travelled to Florence to meet with a delegation of Italian representatives to discuss the state of social dialogue in Italy, to review the news and the work of the EWC and to prepare the next plenary meeting in June in Madrid.

### Rules of Procedure of the EWC:

To start the session, Hedi Ben Sedrine, secretary of the AXA EWC, explains that the secretariat has defined the framework of a commission in charge of drafting rules of procedure as provided by the 2009 agreement of the EWC. The philosophy and the methodology have been defined and today there is a beginning of draft. It will first be validated by the secretariat in May and then sent to all for a vote of the EWC members in plenary in June. The main chapters of this project are conducted by the secretary in order to enlighten the participants in the meeting on the framework and the purpose of these rules of procedure.



### Appointment in June of employee representatives on Axa's Board of

#### Directors

In order to comply with the legislation, the Group's management is required to welcome 1 representative from the Groupe France Committee and 1 representative from the EWC to the AXA SA holding company's Board of Directors. Designations will have to take place in June.

### Axa Assistance

The Italian representatives of Axa Assistance express themselves on the local difficulties. Many questions go back to a possible interaction between the two companies, on the one hand AXA assistance with 250 employees in Rome and on the other hand Axa Partners with 35 employees in Milan. The representatives emphasize that the trades and the collective



agreements are different, that a change of brand could intervene and that negotiations have just begun to merge the 2 conventions at the national level ... The communication of the Direction on the possible future changes is relatively vague which generates stress for employees.

The secretary of the EWC proposes the help of the EWC to improve communication and dialogue between representatives and management through the Assistance network and relies on local representatives to prepare a document summarizing the questions that arise before a possible rapprochement.

## **Training of titular and deputies of the EWC**

The secretary informs the EWC members that training should take place in November on the basis of 3 half-days for the titular and deputies of the EWC. Topics are being developed and the training committee will be in charge of the organization.

## **Subject of Brexit impacts:**

The second most important delegation in the EWC is the UK delegation. On March 29, 2019 UK should leave the European Economic Area. This deadline is postponed until 31 December 2020 following negotiations between the UK Government and the European Commission. This gives more time to try to preserve the representatives of the UK delegation of the EWC within the EWC.

## **Exchanges between participants**

Mario Proietto reminds that EWC members must bring the experience of other employees to extend the work of the body and communicate on this work and the opportunities that the EWC represents.

Walter Zaffaroni: the 200 departures announced on AXA will be compensated first by retirements and pre-retirement and for the others, the agreement on the anticipation of changes signed by the EWC will be used to find mobility solutions in the Group

Hedi Ben Sedrine: The EWC will weigh all its weight to have insights on the Strategic Work Force Planning, upskilling or reskilling. The changes required by the transformation of the company must be prioritized to be presented along the water in the instances.

The idea of forming a local coordination group to work on a certain number of subjects and to put the proposals back to the EWC is excellent since it corresponds to the philosophy of the articulation between the EWC and the local representatives.

