

Articulation meeting of the AXA EWC 16 April 2018 in Madrid

Participants: Hedi BEN SEDRINE, Patricia NUNEZ, Paul DE TORRES, Filipe RICARDO, Daniel FOLGADO, Nieves DEL MORAL, Mayté BONILLA

A new articulation meeting was held in Madrid in the presence of the Spanish and Portuguese delegations to inform and discuss about issues of current concern and the work of the EWC, and to talk about the next plenary meeting to be held in Madrid in June. Rules of Procedure of the EWC:



Hedi Ben Sedrine, Secretary of the EWC, explained the rationale and the methodology which have led the Secretariat to define the framework of a commission in charge of drafting internal rules of procedure for the EWC, as provided for in the EWC agreement signed in 2009. This meeting was an opportunity to present a first draft of some of the articles included in these rules.

Filipe asked the Secretary about the choice of countries falling in the Extra European scope of the EWC. The Secretary explained that what governs the choice of a country is the idea of actually being able to develop something constructive with local delegates, and being able to work with the local delegates and Management.



The success of the integration of these countries in the EWC will also depend on the negotiations with the Senior Management of the Group with a view to broadening the scope of the EWC.

Responding to a question from the Spanish delegation, the Secretary insisted on the importance of the vote of the incumbent members of the EWC in June in Madrid, because everyone was going to have to get a good understanding of these rules of procedure and make sure they are applied.

The topic aroused great interest among the participants, who approve of and intend to adopt these rules of procedure. These rules will clarify all the points open to interpretation in the EWC agreement and will make it possible to anticipate the rules needed to preserve the good health of the forum.

Designation in June of employee representatives to the Board of Directors of AXA

The Secretary of the EWC explained the obligation to abide by the new French law, which requires the Board of Directors of the AXA holding company to welcome two representatives of the Group's employees, themselves AXA employees, 1 designated by the French Group Works Council and 1 by the EWC, respecting gender and geographical diversity. The designations will take place in June; for the EWC it will be during the plenary.

Roadmap

The roadmap of the Secretariat, detailing the role and responsibilities of each member, was presented at this meeting. The 8 commissions created by the Secretariat were explained. The Secretary stressed the importance of sharing this roadmap with local delegates so that they can understand how the work of the EWC is articulated and how the commissions feed the Secretariat's work.

The expertise that exists within the Secretariat or among the delegates of the EWC could be used if needed by some external agencies or internal commissions.

As the communication officer of the EWC, Paul de Torres announced that a project was underway to modernise the EWC's website and include some innovations which are essential for good communication.

Training of the EWC delegates:

Patricia Nunez, coordinator of the Training Commission, recalled the terms of the EWC agreement stipulating the obligation for the Secretariat to plan training for the EWC delegates during the term of office of the Secretariat.

The next training session, lasting 3 half-days, will be prepared and organised in November, ahead of the plenary session. The topics on the agenda are still being defined, but how the agreements that structure the work of the forum actually operate (EWC Agreement, Agreement on the anticipation of change, new rules of procedure) will definitely be one of the topics selected for this training.

Brexit and its impact on the EWC could also be a subject worth studying and discussing as part of the agenda of this training session.

Management will be asked to submit one or two items for the last half day.

Impact from Brexit:

Hedi Ben Sedrine explained to the Spanish and Portuguese delegations the difficulty of keeping the British delegates in the EWC following the Brexit decision, because of the provisions included in the EWC agreement.



The Spanish and Portuguese delegates regret this situation, which seems inevitable following the decision taken by the United Kingdom in respect of the European Union. However, they are very keen to find a solution that would allow the British delegates to stay in the forum, considering the number of employees they represent within the Group. Would it be possible, for example, to try the Extra-European approach adopted for Switzerland? They were also very keen to ensure that diversity remains

one of the key factors of the EWC, even if the method for calculating the number of seats per country was defined in the Agreement signed a while ago now.

One solution would be to add a rider to the Agreement to ensure a place is kept for the British delegates. In any event, we must begin to consider possible avenues and begin by asking the UNI expert working with the EWC to help the forum with this sensitive issue.

Questions to the Chairman

The Secretary of the EWC asked each delegation to send in at least one prepared question by early May, so that they can be consolidated with those of other delegations and then passed on to the Chairman. Time will be given to each delegation to ask spontaneous questions during the Plenary.

