

Articulation meeting of the AXA EWC 19 April 2018 in Warsaw

Participants: Hedi BEN SEDRINE, Patricia NUNEZ, Stratos KEFALAS, Pawel ZYCKI, Agnieszka TRACZYK



Following the meetings of the Secretariat and Bureau of the EWC in Madrid, Hedi Ben Sedrine, Secretary of the EWC, Patricia Nunez and Stratos Kefalas travelled to Warsaw to work with Pawel Zicky and Anieska Traczyk for an articulation meeting with the Polish and Greek delegations. The proposed topics were the same as

for the previous articulation meetings.

Internal rules of procedure of the EWC

The Polish and Greek delegates expressed much interest for the rules of procedure presented by the Secretary of the EWC, which will help to strengthen the various articles of the EWC Agreement signed in 2009. A first draft of a number of articles included in these rules was presented during this meeting.

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 from the French Group Works Council and 1 from the EWC, respecting gender and geographical diversity. The designations will need to be approved in June, with the one incumbent on the EWC taking place during the plenary.

Roadmap

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

Training of the EWC delegates:

The training session for the incumbent and deputy delegates, as provided for in the EWC Agreement, lasting 3 half-days, will be prepared and organised for the month of November, ahead of the plenary session. The topics on the agenda are still being defined, but the workings of the structuring agreements of the forum (EWC Agreement, Agreement on the anticipation of change, new rules of procedure) will be one of the topics selected for this training. These agreements will be sent to the local Management in the various countries for a translation in the language of the country.

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

Impact from Brexit:

Hedi Ben Sedrine explained to the participants the difficulty of keeping the British delegates in the EWC following the Brexit decision, based on the provisions included in the EWC agreement.



We must begin to consider the possible avenues for keeping the UK delegates, the UNI expert having said during the meeting of the Secretariat on 17 April that he would be giving his support to the British delegates. At the meeting of the Bureau on 18 April, Management had been informed of this request from the Secretariat and the UNI expert.

Discussions during the meeting

The Polish delegates shared about where and how social dialogue in AXA Poland could be improved.

The Secretary explained to the delegates that they are the representatives of the Polish employees and what is said at the EWC remains the image of what is happening locally. The level of local social dialogue must be the same as that of the EWC.

