

Link meeting of AXA EWC on September 24 in Dublin

With : Hedi BEN SEDRINE, Patricia NUNEZ, Mary O'SULLIVAN, Paul MONKS,
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The first of a new series of visits for articulation meetings took place in Ireland, facilitated by the Secretary of the EWC Hedi BEN SEDRINE, to discuss the latest developments in Ireland and the latest EWC news, as well as to prepare the next plenary meeting in November.

Replacement of Lionel JULLIEN: Last June, Lionel handed over his EWC mandate to his successor Serge MORELLI. Serge MORELLI, who was formerly in charge of Human Resources at AXA France and subsequently CEO of AXA Assistance and AXA Partners, will be assisted by Sophie HUMBERT, who was previously in charge of Human Resources at AXA Global RE. They will continue to rely on the legal expertise of Caroline CANAVESE.

Progress of the project for a training session for EWC delegates planned in November: Patricia NUNEZ, member of the Secretariat and in charge of this project, provided the first information available:

- The first half day of the session will be devoted to the EWC agreements and to the rules of procedure adopted last June. The agenda will be prepared by the facilitators of this session, who were among the signatories of the 2009 Agreement, including: Steve BLEASE, current Deputy Secretary for the UK, Olivier PELRAS, former Secretary of the EWC, Jean-Denys DOMMERGUE, former Deputy Secretary, Benny LAMMENS, former Secretary of the Winterthur EWC. There will be a number of presentations on the various agreements that have structured the EWC, after which working groups will be organised to reflect together about what the EWC

should represent for the delegates, how it operates and how it should interact with local forums.

These exchanges should make it possible to prepare a booklet for the benefit of all the EWC delegates, summarising the main rules for running the EWC.

- The second part of the session will be devoted to the new ways of organising work being introduced by the Group, such as "agile work" and telework. Feedback from the Belgian and French experience in this area will provide useful insights.
- For the third part, we have agreed with Management to organise an interactive presentation on innovation and artificial intelligence.

The Irish delegates approved the themes chosen for this training and drew the attention of the Secretary of the EWC to the importance of leaving sufficient time for the delegates to ask questions and receive answers.



Hedi BEN SEDRINE then reported on **the three-step process for replacing Bettina CRAMM** as the delegate representing the German delegation, as a member of the Secretariat and as a designated Deputy Secretary.

The first step is the responsibility of the Central Works Council of AXA Germany, who in October will be informing Management about the new delegate appointed to represent Germany. It will then be necessary to elect the new member of the Secretariat among the 5 non-French members, probably during the plenary in November. After which in due time the Secretary will designate his Deputy Secretary.

Information was given about the progress being made on the EWC's roadmap and the work of its various commissions, progress which according to the Secretary is quite positive.

- The rules of procedure were drafted and voted in the first half of the year, and this has helped to clarify many points in the 2009 EWC agreement.
- The training session planned for the delegates at the end of the year is going ahead well (see the item on training).
- The coordination provided by the Treasury commission now makes it possible to have a quick overview of the budget, and this had enabled the Treasurer to receive full discharge at the June plenary.

- The Organisation commission, which is a key element for a number of projects, is doing well, as evidenced by the success of the meetings being organised, such as the last plenary in Madrid, in June.
- The Communication commission, led by Paul DE TORRES, is using all the tools at its disposal (website, Twitter) and is developing new ones (Sharepoint) to meet the confidentiality obligations for the presentations made available to the delegates.

The question that the Irish delegation will be asking the Chairman at the November plenary will obviously touch upon Brexit and its impact on Ireland, where the issue is very different from the general situation of the UK, because Ireland did not vote to leave the European Union yet is nevertheless likely to be heavily impacted by the English decision.

Update on local news:

The Irish delegates briefed us on the situation of the workforce in Ireland, both in the North and in the Republic.

Negotiations are underway about salaries, profit sharing and bonuses. We discussed the agreements that exist on these issues in France and Ireland, to share about the best practices in each country. This may lead to a future signed memorandum. We shall be monitoring these negotiations which are very important for our Irish colleagues.

