

## JUIN Patrick

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**De:** CASBIERD Rodney <Rodney.Casbierd@uk.thalesgroup.com>  
**Envoyé:** mercredi 11 novembre 2015 14:02  
**À:** JUIN Patrick  
**Objet:** FW: EWC - request for progress to a pan-European agreement

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**From:** CASBIERD Rodney  
**Sent:** 11 November 2015 13:01  
**To:** TOURNADRE David  
**Cc:** BREDIN James; CASBIERD Rodney; VAN DEEMTER Jos; FREEMAN Richard; HAMILTON George; HAGENLOCHER Ulrike; HOHLWEG Gerlinde; MAKWANA Harshad; PHILIPPS Kurt; RIETKERK Bas  
**Subject:** EWC - request for progress to a pan-European agreement

**FAO: David Tournadre**

Dear David,

We are writing to you in connection with the Thales European Works Council.

The original Thomson-CSF EWC, based upon a more informal body that began life in 1985, was formally agreed between the company and French unions in 1993. In 2002 this was updated following the change of company name to Thales.

The current EWC was the result of an additional formal agreement in 2007 between the company, French unions and European Federation of Metalworkers. This open-ended agreement, based upon French collective bargaining agreements and laws, gives the impression of being a French body with other European representatives invited along as guests.

For this reason we feel it would be better to migrate to an EWC that complies with the 2009/38/EC directive. In doing so we would make the EWC a truly integrated pan-European body that can deal effectively with trans-national subjects.

Some work was started on this some time ago and a draft agreement was proposed that carried the support of the majority of the EWC. However this draft was produced in April 2014 and since then there has not been any obvious progress.

We ask that the company focuses some new energy and impetus into the project to establish an EWC based upon a pan-European agreement. For our part we are happy to work with you to discuss this project and establish an agreed timetable and process for implementing the reformed EWC.

It is proposed that these initial discussions should commence at the EWC meeting in December. We very much look forward to hearing your views on this proposal.

Thank-you,

Jim Bredin	Thales UK
Rodney Casbierd	Thales UK
Jos van Deemter	Thales Nederland
Richard Freeman	Thales UK
George Hamilton	Thales UK
Ulrike Hagenlocher	Thales Deutschland

Gerlinde Hohlweg	Thales Deutschland
Harshad Makwana	Thales UK
Kurt Philipps	Thales Deutschland
Bas Rietkerk	Thales Nederland

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