

JUIN Patrick

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

pvi

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 |

Please consider the environment before printing a hard copy of this email.

The information contained in this e-mail is confidential. It is intended only for the stated addressee(s) and access to it by any other person is unauthorised. If you are not an addressee, you must not disclose, copy, circulate or in any other way use or rely on the information contained in this e-mail. Such unauthorised use may be unlawful. If you have received this e-mail in error, please inform us immediately on +44 (0)1256 387200 and delete it and all copies from your system.

Thales UK Limited. A company registered in England and Wales. Registered Office: 2 Dashwood Lang Road, The Bourne Business Park, Addlestone, Weybridge, Surrey KT15 2NX. Registered Number: 868273.