

AEWC Follow up / requests to Management

(according to the article V.1.2 of the Adecco Group EWC Agreement, 24 May 2018)

Sofia, 7 June 2019

1. ORGANIZATIONAL ASPECTS

- a) Next Meetings: according to the agreement, we should organize the “Annual Steering Group Meeting with Management” before the end of the year. It would be good to have in the Q4, in a different place from Zurich and start planning the venue and the place of Plenary meeting 2020.
- b) Steering Group Conference Calls with Management: at least one call every 2 months, the first one by the end of August.
- c) Summary Joint Statements: communication of AEWG activities towards the HR Community and the Executive Committee should be more effective and transparent; for example having a direct link in the intranet UNILY.
- d) Protection of Rights of the Members: making sure the protection of rights of the members according to the Agreement and its Rules of Procedure is guaranteed for each EWC representative. All must be enabled to communicate locally, using any existing tools of communication (for example with posters, FB page, intranet)¹ and to take, at least, 3 days off per year outside of the meetings in order to work for the European Works Council². The Steering Group will monitor country by country.

2. TOPICS/ISSUES TO BE FOCUSED

- a) to look deeper into:
 - the high turnover percentage 30% of workforce: how can the company attract and engage new young workforce and how more established workers can be motivated.
 - the high KPIs pressures on the sales network with realistic and achievable targets in order to improve a productivity based on quality, the wellbeing and stress reduction.
- b) an official statement from Management:
 - that no workforce reduction will be as consequence of Grow Together project.
 - that each colleague of the Adecco Group must receive the annual bonus letter on time, which means in the month of December of the year before the bonus is related to.
- c) to work together with the Management in common working groups or in direct connection with HQ project leaders about KPIs, GPTW, Vitality, Grow Together.

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LASZLO SPILLER
(Aewc Secretary, Vice-Chair)


¹ art. V.1.2.3 of the AEWG Agreement

² art. VI.3.3 of the AEWG Agreement