

EWC – UK Credit Sector – (by Unite)

Company	term	Membership	Topics	Costs/resources	Meetings	Guests/experts	Training	Scope
AXA	4 year	50 members – companies with at least 150 employees (1 rep for 150-1000 employees) plus 1 additional rep for each group of 2000 employees	Transnational strategic issues including financial information; labour issues including changes to employment status, job structures & changes in employment; IT systems; HR policy with regards to reorganisation	All expenses for transport and accommodation for all meetings	One Bureau day meeting monthly, as well as two full meeting a year	The GEWC may be assisted by experts of its choice and can participate in preparatory meetings. Expenses will be covered within the budget. Additional budget may be requested to commission an expert.	75 hours per annum language training to improve their knowledge of official language (English/French). 2 days special training to facilitate GEWC work including the Groups structure and business activities; economic environment; employee representation systems; labour rights protection systems.	Supply information and consultation; provide data and info including possible alternative solutions for affected employees; optimise internal and external job redeployment; prevent compulsory redundancies ie. Natural attrition; provide training and reassignment; voluntary departure and job redeployment. Does not replace collective bargaining.
Barclays	4 year	21 members plus named substitute and a liaison group of 5 (2 UK & 3 Europe)	Transnational issues significantly affecting the whole Barclays group (in at least 2 countries); financial results; business performance; substantial strategic & organisational changes; employment trends; mission statement % Barclays Group Values	Costs of meetings, facilities, salary, travel time and accommodation expenses.	Meetings twice per annum close to publication of Annual Report. Employee reps can hold meeting prior to and post main meeting. Meetings will be recorded and held centrally	Maximum 2 guests to any full meeting. Guests will pay own travel and accommodation. Costs for 1 expert paid for by central management including travel, accommodation, consultancy time and overnight costs.	Suitable training will be provided to employee representatives to fulfil their responsibilities effectively with facilities provided for additional relevant training.	Encouraging dialogue with employees on matters that affect their interests. Does not replace collective bargaining.
Lloyds TSB (part of Lloyds Banking Group)	4 year	Up to 6000 employees = 1 seat; 6000-12000 = 2 seats; each additional 6000 = 1 additional seat. Sites with < 20 employees not entitled to a seat but can express views through local reps as appropriate.	Substantial matters or events which affect the European wide business unites as a whole or at least two of its establishments. Group structure, economic & financial situation; probably development of business; predicated	Travel, accommodation and meals.	1 meeting per year plus exceptional meeting if appropriate.	Up to 4 experts may attend each EEF meeting. The Experts expenses will be paid for by the Group.	Provide appropriate support and guidance 'where necessary'.	The EEF is additional to existing systems of staff representation and bargaining. Consultation defined as dialogue and exchange of views.

			employment trends; investments; substantial changes ; intro of new work methods or processes, mergers, cut-backs, closures, collective redundancies.					
ABN Amro (now part of RBS) in process of negotiating a new Agreement	4 year	1 member for workforce between 1 and 1500; 2 for 1501 – 5000 every further 5000 entitled to 1 additional member	Structure of the business; financial performance and economic position employment, training and development; future developments of employment &/or intro of new working methods; social policy issues.	Preparatory meetings; plenary meetings, translator facilities; training (members and Deputies); travel expenses; hotel accommodation; meals; secretarial support.	1 meeting per year in May or June. Also a preparatory meeting of the ESC on the day before the plenary and the entitlement to hold a further review meeting after the plenary.	Expenses associated with calling an expert limited to one per agenda item.	Language training at expense of company where necessary; provision of translator	Forum for information, consultation and dialogue on questions of an economic, financial and social nature. Will not replace national collective agreements.

Further issues to consider including consistency in application:

- Numbers of employees per EWC representative in each member state;
- Access to information prior to meetings with sufficient time to fully consider proposals;
- Provide for ability to call a meeting if necessary if exceptional circumstances/decisions affect employees;
- Resources, including operating costs, as well as financial and material assistance to EWC members to perform duties adequately;
- Additional paid time off to receive training to carry out duties;
- Full and open information and consultation.