

ACCOR

30 - 08 - 1994



TRANSLATION FROM FRENCH OF LETTER DATED 29 APRIL 1994 FROM MR. GALLIN, GENERAL SECRETARY OF IUF, TO MR. BÜRING, HUMAN RESOURCES DIRECTOR OF ACCOR.

TRANSLATION FROM FRENCH OF LETTER DATED 30 AUGUST 1994 FROM MR. BÜRING, HUMAN RESOURCES MANAGER OF ACCOR, TO MR. GALLIN, GENERAL SECRETARY OF IUF.

To: Mr Volker Büring
Human Resources Director
ACCOR
2 rue de la Mare-Neuve
F-91021 EVRY Cedex

Ref: dg/pdm/75.153

Dear Mr Büring,

As you know, the Executive Committee of the IUF met in Geneva on 14/15 April 1994. At this meeting, it discussed the proposal concerning the establishment of an information and consultation structure for the Accor Group.

I am pleased to be able to inform you that the Executive Committee ratified the proposal, whose main points are laid out herein.

Two meetings shall be held each year, one in the spring (March) and the other in the autumn (September), preferably at the ILO offices in Geneva. Two representatives shall be invited from each of the four European countries in which Accor employs the greatest number of workers, that is, France, Germany, Spain and Italy; and SETA-IUF and the IUF shall also be invited to send one representative each.

One of the two national representatives shall be a full-time trade-union official and the other shall be an Accor employee who is a member of a trade union affiliated to the IUF. In the cases of France, Spain and Italy, the full-time trade-union official and employee need not come from the same organization at every meeting and it shall be possible to apply a rota system, provided that the condition of status (one employee and one full-time trade-union official) is respected.

Meetings shall be chaired jointly by Mr Volker Büring, representing Accor, and Mr Gérard Fossé, representing the IUF.

Simultaneous interpreting in four languages (French, German, Spanish and Italian) shall be provided. The cost of this service shall be borne by Accor.

The expenses of employee representatives shall be covered by Accor and those of full-time trade-union officials shall be covered by their respective organizations.

On the basis of the experience gained from these meetings and depending on any changes that may affect Accor and the organizations concerned, the parties shall, at a later date, decide whether the committee's geographical scope needs to be extended and, if so, how; whether its mandate should be altered; and whether other forms of contact and joint activities need to be established.

The first meeting shall be held in Geneva in Autumn 1994. The precise date shall be set later.

The three items on the agenda of the first meeting shall be:

- *industrial relations between trade unions and management, and trade-union rights;*
- *vocational training and worker mobility;*
- *equality between women and men.*

Trade-union representatives may speak on behalf of any organization represented within the Accor Group and raise any question concerning the Group's employees in any region in which the Group operates.

We also have pleasure in noting that the Group's general management has expressed its agreement with the terms and conditions of this proposal.

We should be grateful if you would contact Mr Gérard Fossé (FGTA-FO) to arrange implementation of this agreement. Mr Fossé represents the French coordinating organizations (FGTA-FO and Fédération des Services CFDT) which act on behalf of the IUF in relation to the general management of the Accor Group.

Yours sincerely

Dan Gallin
Secretary-General, IUF

Copies to Gérard Fossé, FGTA-FO and Tristan Le Floch, Fédération des Services CFDT

To: Mr Dan Gallin
Secretary-General
International Union of Food and Allied Workers' Associations
Rampe du Pont-Rouge 8
CH-1213 Petit-Lancy
Geneva, Switzerland

Re: Social-dialogue committee
Your letter dated 29 April 1994

Dear Mr Gallin,

We have studied carefully the proposal contained in your letter of 29 April 1994.

We are in agreement with the essential points of this proposal, subject to the following specifications:

- The committee shall be called "Instance de Concertation Sociale ACCOR" (ACCOR Social-Dialogue Committee).
- Meetings of this committee shall take place at the joint initiative of ACCOR and the IUF.
- This committee shall be of an experimental nature. This means that its composition may be altered by the common consent of the parties and that it may cease to meet if, in the opinion of one of the parties, it is failing to achieve its original objectives.
- The ACCOR Group comprises the ACCOR company and its direct and indirect subsidiaries.
- The committee shall have the authority to be informed, in advance, of any matters concerning the ACCOR Group's activities in EC Member States.

We are thus hoping to ensure that the structure and functioning of this body can soon be defined in an agreement that respects the conditions laid down by Article 13 of the draft directive.

ACCOR representatives may, if necessary, be assisted by ACCOR managers in the countries concerned.

We believe that these supplementary points are in accordance with the spirit of your proposal.

Yours sincerely

Volker Buring
Group Vice-Chairman and Human Resources Director