

ACCOR
10 – 06 – 1996



[translated from French]

AGREEMENT RELATING TO THE CONSTITUTION OF AN ACCOR EUROPEAN WORKS COUNCIL

BETWEEN THE UNDERSIGNED

The ACCOR company with headquarters located at 2, rue de la Mare-Neuve, 91000 Evry, and its subsidiaries, represented by Mr. Paul DUBRULE, Co-President of the ACCOR Group,

on the one side,

and:

The International Union of Food Workers, IUF, represented by Mr. Dan GALLIN, and the ECF-IUF, represented by Gérard FOSSE,

and the following French unions:

- The Fédération Générale des Services C.F.D.T., represented by Mr. Tristan LE FLOC'H, National Secretary,
- The Fédération Générale des Travailleurs de l'Agriculture, de l'Alimentation et des Secteurs Connexes F.O., represented by Mr. Rafaël NEDZYNSKI, Federal Secretary,
- The Fédération des Personnels du Commerce de la Distribution et des Services C.G.T., represented by Mrs. Mijo ISABEY, Federal Secretary,
- The Syndicat National de l'Encadrement Hôtellerie, Restauration C.G.C., represented by Mr. Bernard LUMINET, President,
- The Syndicat National du personnel des Hôtels, Cafés, Restaurants, Bars et Collectivités, C.F.T.C., represented by Mr. Michel CHAUFOUR, General Secretary,

on the other side.

PREAMBLE:

The ACCOR Group, a hotel, restaurant and tourism company, has as its purpose providing shelter, food and transportation to men and women.

Implanted in 132 countries in the world, its organisation and its networks are transnational, searching for cohesion among the continents. It has sought to reconcile economic development with respect for the culture of the recipient country and with the desire of promoting social development and a social dialogue.

It is in that spirit that, following many exchanges with the International Union of Food Agriculture, Hotel, Restaurant, Tobacco and Allied Workers' Associations, Workers (IUF), a European body for social co-ordination was created in 1994.

It met twice in Geneva.

Limited to four countries, it had as its goal a small-scale experiment in co-operation before extending it to other European countries.

In this framework, an agreement on the exercise of union rights was signed.

It appears to both parties that now it is appropriate to enlarge the sphere of representation of this body and to create a European Committee corresponding to the conditions of Article 13 of the Directive of the Council of the European Union of 22 September 1994 by working out "an agreement that applies to the entire body of workers, providing for transnational information and consultation of the workers,"

Based on the above, the following has been agreed:

ARTICLE 1: APPLICATION

The European enterprises included in the constitution of the Committee are all the direct or indirect subsidiaries of ACCOR SA within the European Union.

The enterprises represented by exception within the perimeter of the Group Committee in France which is kept (Europcar and the enterprises of concession restaurants) are included at the level of the European Committee.

ARTICLE 2: COMPOSITION OF THE COMMITTEE:

All the countries where ACCOR is present in the European Union and Switzerland are represented in the European Committee by an employee with a mandate to represent the personnel.

The seats are divided as follows among the countries:

- Austria:	1
- Belgium:	1
- Denmark:	1
- France:	4
- Germany:	2
- Italy:	2
- Luxembourg:	1
- Netherlands:	1
- Portugal:	1
- Spain:	2
- Sweden:	1
- Switzerland:	1
- United Kingdom:	1

The Committee also includes 5 representatives of trade unions.

Appointments are made by the IUF. The IUF is responsible for forming the union delegation which is, insofar as possible, balanced among the different activities of ACCOR and among women and men. This delegation will take into account the representativity of unions within the Group.

Within a limit of 2, seats which are not attributed to certain countries for lack of qualified representatives, will be assigned to other countries, taking into account the number of ACCOR personnel within the countries.

The two parties will verify that the conditions for belonging to the Committee are fulfilled .

The division of seats will be revised annually to take into account developments in the boundary and components of the Group.

Designation of representatives of the ACCOR group are the responsibility of ACCOR. Their number may vary according to the agenda.

ARTICLE 3: COMPETENCE:

The Committee is a body for information and consultation on issues of transnational character of interest to the employees of the ACCOR Group; by consultation is understood the exchange of views and dialogue on these issues.

Taking into account the transnational character of the issues on which it has the right to be informed, the European Committee will not substitute for existing organs for representing personnel in each of the countries.

Information to the Committee can relate to the economic and financial situation of the Group, the development of its activities, important plans that can have repercussions on employment, issues of rationalisation, reorganisation and restructuring of activities and their geographic location, investment decisions. Information may also concern issues of training, health, safety and working conditions, environmental protection, the exercise of union rights, and any other issue jointly decided.

The members of the Committee commit themselves vis-à-vis third parties to respect the confidential character of documents or information presented as such.

ARTICLE 4: FUNCTIONING OF THE COMMITTEE

The Committee is chaired jointly by the President of the ACCOR Group or his representative and a director of the IUF. It meets once a year, in principle, after the date when the Group's accounts are presented to the General Meeting of Shareholders. The date for the meetings and the agenda are jointly arranged by ACCOR and the IUF.

Each meeting is preceded by a preparatory day. The Committee meets in principle in Geneva at the International Labour Office.

Another meeting site can be selected by ACCOR after consulting the IUF.

The practical organisation of the meeting is the responsibility of the IUF. There will be no official record of the discussions.

The members of the Committee are recipients of the economic information on the results of the Group. In this capacity, they will receive copies in French and English of the brochure sent to shareholders.

ARTICLE 5: PRACTICAL PROVISIONS

Delegates participating at the annual meeting will receive the authorisations for absence necessary to participate in the meetings of the Committee (preparatory and general). Their remuneration will not be reduced as a result of participation in this meeting. Hours of absence will not be counted against the time to which they are entitled to fulfil their mandates at the national level. Costs of travel and accommodations for ACCOR employees are the responsibility of the employing enterprise. They will

lodge, where possible, in hotels of the ACCOR Group. The other delegates are the responsibility of their union.

In the exercise of their mandate, delegates will benefit from the protection for workers' representatives provided by legislation or national practice in their own country .

ACCOR is responsible for all costs linked directly to meetings of the Committee, including rental of the hall and the costs of interpretation.

Members of the Committee are designated for a mandate of 2 years, calculated from the first meeting following the effective date of this agreement.

Nonetheless, when a representative belongs to the staff of an enterprise which leaves the group, his mandate to the Committee ends immediately. The same occurs when a member of the Committee leaves an enterprise of the Group or is no longer a worker representative.

In this case, the IUF will indicate the name of a new delegate, to fill the rest of the mandate.

ARTICLE 6: DURATION - DENUNCIATION

This agreement is regulated by French law. In the case of a problem in interpretation, the French text is controlling.

The present agreement will be effective from the date of signature and will be deposited at the Direction Départementale du Travail d'Evry (France). It is concluded for an indefinite period and can be denounced by one or the other of the parties with three months' notice. Denunciation is regulated by Article L.132-8 of the French Labour Code.

At its expiration, the mandates of the delegates will be ended.

Done at Evry, June 10, 1996

In 14 original copies.