

PROTOCOL AGREEMENT

THOMSON GRAND PUBLIC – EUROPEAN METALWORKERS’ FEDERATION  
LIAISON COMMITTEE

Taking into account the supranational character of the activities of the THOMSON GRAND PUBLIC Division, the signatories agree to set up a Liaison Committee, which will provide economic data on the industrial and trading situation with regard to THOMSON GRAND PUBLIC operations in Europe.

I – COMPOSITION

- The Managing Director of the firm THOMSON GRAND PUBLIC or his representative, together with the managers concerned.
- 15 representatives of trade unions organizations affiliated to the European Metalworkers’ Federation (E. M. F.).

II – ALLOCATION OF SEATS

- 1 seat is reserved for a representative of the European Metalworkers’ Federation.
- 14 seats are attributed to the representatives of trade union organizations affiliated to the E. M. F., or represented by the E. M. F., appointed from among the employees of this Division.

They are allocated as follows:-

- 6 seats for the French organizations
- 4 seats for the German organizations
- 2 seats for the Italian organizations
- 2 seats for the Spanish organizations

III – PROCEDURE

The committee will meet every six months on THOMSON GRAND PUBLIC or E. M. F. initiative, notice being given six weeks in advance.

The venue for the meeting will be chosen by THOMSON GRAND PUBLIC, which will meet all interpretation costs.

The travel and accommodation costs incurred by participants in these meetings will be met by the E. M. F.

All persons appointed who are employed in the THOMSON GRAND PUBLIC Division will be guaranteed payment of full wages during attendance of sessions of the European Committee.

Participants' names must be communicated to THOMSON GRAND PUBLIC at least two weeks before each meeting.

One of the two annual meetings must precede the annual session of the European Branch Committee.

#### IV – COMPETENCE

The Liaison Committee shall be informed of the economic, industrial and trading activities of THOMSON GRAND PUBLIC.

It will be informed, prior to the implementation, of major structural, industrial and trading modifications and changes in the economic and legal organization of THOMSON GRAND PUBLIC.

It will be informed of measures taken and planned for adapting the organization and workforce to technological change as well as adapting employees' skills in the light of employment problems.

The members of the Liaison Committee may express opinions, in the light of the information supplied, on all the areas defined above.

The E. M. F. is to have access to the documents transmitted to the European Branch Committee.

It undertakes to respect the confidential or secret nature of these documents, as the case may be, vis-à-vis third parties.

VI – This protocol is concluded, on an experimental basis, for a period of two years as from 1<sup>st</sup> January 1986. The parties shall meet in the three months preceding its expiration in order to decide whether or not to renew these provisions.

PARIS 7<sup>th</sup> October 1985

#### EUROPEAN METALWORKERS' FEDERATION

represented by Hubert THIERRON

#### THOMSON GRAND PUBLIC

Represented by Jean-Jacques PEUCH-LESTRADE

F.U.L.C. I.G. METALL C.F.D.T. C.G.T.-F.O. U.G.T.

## PROTOCOL AGREEMENT

### EUROPEAN BRANCH COMMITTEE

Considering the European character of the activities of the THOMSON GRAND PUBLIC Division, the signatories agree to set up a European Branch Committee, which is a new institution that must not lead to a diminution of the role of the French Branch Committee resulting from the agreement of 28<sup>th</sup> February 1984 signed with the representative French trade union organizations at THOMSON GRAND PUBLIC Division level.

This body must provide information for representatives of personnel employed in the THOMSON GRAND PUBLIC Division, at European level, on its economic, industrial and trading situation.

#### I – COMPOSITION

- The Managing Director of the firm THOMSON GRAND PUBLIC or his representative, together with the managers concerned.
  
- 26 employee representatives appointed by the representative trade union organizations in France, Italy and Spain, at the Division level, from among the elected members of the Works Committees or Councils of subsidiaries of THOMSON GRAND PUBLIC and, in the case of the Federal Republic of Germany, by the Central Works Councils or, failing this by the Works Councils.

#### II – ALLOCATION OF SEATS

In order to counter any disparities that may result from strict application of the rule of proportional representation in relation to the number of employees, each country will be represented, a priori, by 2 employee representatives.

Allocation of the other seats will be in proportion to the number of employees in the Division in the four European countries concerned, i.e. currently France, Germany, Italy and Spain.

On the basis of the total workforce as at 30<sup>th</sup> June 1985, employees of subsidiaries are to be represented as follows:

- French subsidiaries – 13 members
  
- German subsidiaries – 8 members
  
- Italian subsidiaries – 3 members
  
- Spanish subsidiaries – 2 members

The employee representatives of each country will be appointed as laid down in paragraph 1, in accordance with the number of elected council members, as per the tables annexed to this protocol.

#### III – PROCEDURE

The branch Committee will meet once per year and will be convened by the management of THOMSON GRAND PUBLIC.

An ad hoc Committee may be constituted in respect of each problem liable to modify the industrial and trading position of the Division at European level. At its first meeting, the European Branch Committee will determine all details regarding the setting-up and operation of the ad hoc Committees.

The meeting costs (room and interpretation, as well as, the accommodation and travel expenses incurred in respect of attendance of this meeting) will be met by THOMSON GRAND PUBLIC.

Employee representatives will be guaranteed payment of full wages for the duration of the meeting.

The names of the members of the European Branch Committee will be communicated to THOMSON GRAND PUBLIC by the appropriate bodies as per paragraph 1 before 31<sup>st</sup> December 1985.

The members of the European Branch Committee shall hold office for a period of two years.

During the two-year period of office, no other appointment may be made except in the following cases:-

- Departure from the Company or Division
- Change in trade union affiliation
- Loss of seat on a Works Committee or (Central) Works Council
- For the Federal Republic of Germany:- Removal from appointed post by the Central Works Council or, failing this, the Works Council following the said Council's declared loss of confidence.

#### IV – COMPETENCE

The European Branch Committee will be informed of the Division's economic, industrial and trading activities in Europe and of the measures taken and planned for adapting personnel of subsidiaries in the countries concerned to technological change and adapting their skills in the light of employment problems.

The European Branch Committee will be informed, prior to implementation, of all major structural and industrial changes provided the decision is taken at Division level.

The European Branch Committee will be informed of economic and legal organizational changes in the Division (acquisition or transfer of subsidiaries).

The present protocol is concluded, on an experimental basis, for a period of two years as from 1<sup>st</sup> January 1986. The parties will meet in the three months preceding its expiration in order to decide whether or not to renew these provisions.

For more agreements see: [www.ebr.ewc.net](http://www.ebr.ewc.net)

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PARIS 7<sup>th</sup> October 1985

French trade union organizations

German Works Council or

Central Works Council members

Italian trade union organizations

Spanish trade union organizations

European Metalworkers' federation

For and on behalf of the firm

THOMSON GRAND PUBLIC

Jean-Jacques PEUCH-LESTRADE