

A vos côtés, chaque jour



Trait d'Union

AXA Group Operations



October 5, 2020

YOUR ELECTED UDPA REPRESENTATIVES INFORM YOU

In brief

- Jacques de Peretti's speech to the France Group Committee
- Is the canteen subsidy still adapted to the COVID situation?
- Corporate Responsibility Week
- The COVID system is maintained at AXA GO

THE CAMPAIGN OF PROFESSIONAL INTERVIEWS HAS STARTED



REMAIN CAUTIOUS, KEEP YOUR GESTURES IN CHECK.

Trait d'Union

AXA Group Operations

JACQUES DE PERETTI AU COMITÉ GROUPE FRANCE



"We all managed together and were up to the task of ensuring service continuity (high-quality IT operations), an important role for managers in maintaining team activity. "

Jacques de Peretti explains the priorities of the AXA Group in France:

- For a large part of our employees and sales force: **to return to growth**, with a focus on savings (the most complicated sector because the French show a dislike for life insurance) and provident insurance.
- All the companies in the group must **prepare a renewal** that allows us to maintain the customer base while taking into account what is happening around us: falling rates, rising reinsurance costs, etc... We have to reinvent ourselves in all areas. Objective: by 2021, we should return to a level of profitability in line with market expectations.
- Review of contracts that have caused problems: several tens of thousands of contracts will be the subject of specific action to resolve the problem definitively.
- **On the organizational level**
Take advantage of the lessons we have learned about **distance working**: we have collectively made prodigious progress on this subject thanks to the crisis: awareness that certain interactions with customers and internal staff can take place at a distance (e.g. network animation, distance selling). It is important to capitalize on these advances. Despite everything, what has been put in place does not replace what we have always had to be: the confinement of the sales force has had an impact on the production of business, what we have experienced has hindered the integration of young people, the launch of new projects (brainstorming phases), many employees have felt isolated or have dropped out.
We are going to work together on new ways of working with the aim of seeing things clearly at the end of the year. **Assessment to be made with employee representatives on teleworking and also work on performance management.**
- **In our strategy**
The customer: we need to make progress on service quality
Our company is still too complex and technocratic, we have to simplify, delegate, give up doing useless things, do the right things: EasyAXA

"We can be proud of what we have done collectively, with a social dialogue that has been able to adapt positively. All companies are in a state of deconfinement, we have to manage our concern to protect our employees, but find our customers, our challenges, and make sure that we serve our customers and society. "

"Our companies have been affected, mostly it is a strong impact, and it is the first time that this level of deviation in the result has been observed. But we are far from being in danger thanks to good products and committed staff. "



The Group France Committee: the CGF is a forum for information and exchanges between management and employee representatives. Its scope corresponds to AXA in France. It meets four times a year; topics are prepared in detail by an economic committee and a labor committee. François Tixier is the holder of the UDPA AXA GO at the CGF.

IS THE MEAL SUBSIDY ADAPTED TO THE COVID SITUATION?

Many of you have asked us about the **absence of a meal subsidy** since March and the almost uninterrupted period of telework.

Although legislation requires companies that issue luncheon vouchers to maintain this allowance on teleworked days, it does not require companies that offer a catering service to compensate for the meal allowance not received. Neither does it prohibit it..

Your elected UDPA representatives call at each CSE and CSSCT to be heard on this point. We will maintain this course and will integrate this aspect in the renegotiation of telework agreements which should begin at the end of 2020.

We will ask, in the absence of subsidies, to be able to benefit from luncheon vouchers or meals-on-wheels delivery services, new services to which partners such as Sodexo are committed.



Catering is a major element of the quality of life at work, those who visit the site have unanimously noted the deterioration of the services provided at Enjoy, which the crisis does not justify, especially when compared to the services of the Terrasses in Nanterre and even the self in Java. We have asked management to adopt a firmer stance with Sodexo to ensure that services are acceptable once again and that the spaces are adapted to the restaurant's clientele.

We have launched a survey on this topic: [Express yourself HERE!](#)

EXPENSES INCURRED BY THE EMPLOYEE IN TELEWORKING

THE UDPA requests that the allocation be re-evaluated in the light of the current situation, and all new telework membership signatures be retroactive to March 15, 2020

What URSSAF says

When the employee in a teleworking situation, governed by the employment contract or by collective agreement or arrangement, incurs expenses, a lump-sum allowance paid by the employer will be deemed to be used in accordance with its purpose and exempt from social security contributions and contributions up to an overall limit of €10 per month, for an employee who performs one day of teleworking per week.

The elements taken into account correspond to the fixed and variable costs of the premises made available by the employee as well as the expenses assignable to the professional activity: furniture, equipment, connection.

When the amount paid by the employer exceeds these limits, exemption from social security contributions may be allowed provided that the employee can prove the reality of the professional expenses incurred.

(see table [evaluation of the expenses incurred by the employee in teleworking](#)).

What the UDPA interprets it to mean

For an employee who teleworks 2 days a week, this corresponds to 20€ per month, i.e. the equivalent of the annual allowance of 240€ in 2019, **but without proof and as of right.**

Since March 2020, it is 4 days per week when it is not 5, which corresponds to approximately **450€ of allowances without justification and as of right** can be exempted from contributions.

AXA GO RESPONSIBILITY WEEK

We at the **UDPA** believe that good initiatives are to be commended! We are therefore pleased to return in these columns to the **tenth edition of the "Corporate Social Responsibility Week" - CR week** - which took place last week. The focus this year was on sustainable digital, but many other topics were also addressed, with technical, climatic and social issues (digital inclusion)...



We took up the "Power challenge" - easy questions and very interesting links. Here are three of them, a bit randomly:

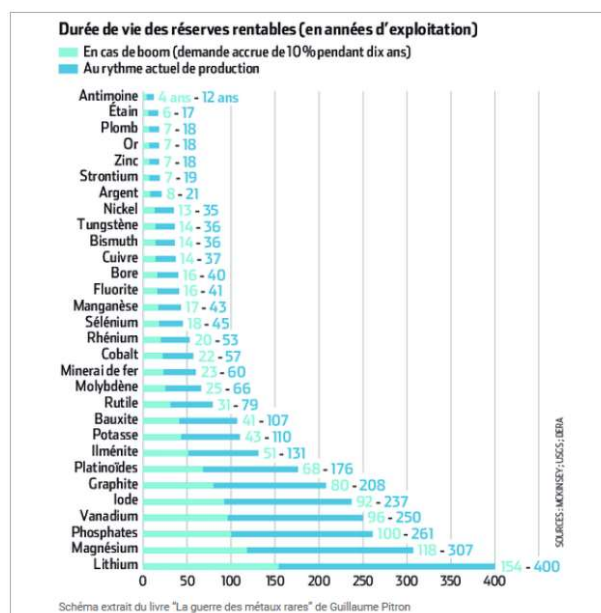
Introduction « [Digital sustainability @ AXA GO](#) ».

- « The electronic tragedy » (<https://vimeo.com/ondemand/ewastevf>).
- « [Carbonalyser](#) »: the browser extension that reveals how much surfing the web costs the climate.
- We specifically followed the "Sustainable Digital Exhibition | accompanied visit with Point de M.I.R.", at Enjoy, about the exploitation of the resources required for digital. With the reminder of facts that are worrying to say the least (graph). Complete presentation [here](#).

We also attended the Microsoft webinar on managing their data centers. Under a good layer of corporate communication, extensive thinking and massive investments on energy management and some crazy initiatives, such as these modules full of servers, equipped with ballasts and submerged in the North Sea ...

Congratulations to the team in charge of organization and animation in the current context!

For our part, we will continue to follow the subject with sustained interest. The whole of AXA's UDPA in France is mobilizing around round tables on Corporate Social Responsibility (CSR).



A vos côtés, chaque jour



Trait d'Union

AXA Group Operations



THE NEW UDPA WEBSITE IS ONLINE!

The UDPA has renovated its WEB site for your greatest pleasure.
Find us on the only union website 100% dedicated to social life of the AXA Group in France.

<https://www.udpa-axa.org>



From now on, you can regularly find news concerning AXA GO but also the other AXA entities in which the UDPA is represented: AXA France, AXA XL, SOGAREP, AXA Banque, etc...

A members' area allows those who have cleverly subscribed to the UDPA to have access to many useful documents:

- ✓ All of our company agreements (RSG, AXA GO)
- ✓ The agreements of the Bank - Insurance branch
- ✓ The latest leaflets distributed by your favorite elected officials
- ✓ Practical information sheets on many themes to be discovered,
- ✓ And lots of nice and useful things to come



I join UDPA

Contact us: udpa-axa-go@axa.com



In addition, we will continue to publish regular information on **the UDPA's Yammer site** : [UDPA-UNSA AXA Group Operations](#)

YOUR ELECTED OFFICIALS ARE THERE FOR ANY QUESTIONS



Thierry Bastide
06.79.51.36.85



Frederic Dortomb
06.31.34.56.54



Ange-Yannick Kombé
06.49.45.38.07



Hubert Laurioz
06.45.97.12.12



François Tixier
06.07.82.59.41