

## Organizational matters

The seminars for level 1 and 2 are always held on the same date, but in different rooms.

	2018	2019
<b>Start:</b>	28 August, 2 pm	23 April, 2 pm
<b>End:</b>	31 August, 12 am	26 April, 12 am

### Price: €1,495

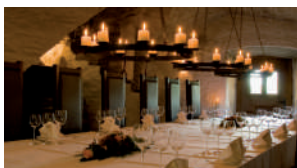
The price includes seminar participation and the entire catering during the seminar. No VAT will be charged, if you indicate the VAT number of the company unit receiving the invoice.

Montabaur is situated on the high-speed rail-link half-way between Frankfurt and Cologne and can easily be reached from Frankfurt International Airport in 30 minutes by high speed train (from Brussels in 2.5 hours / from Amsterdam or Basel in 3.5 hours). The town is known throughout the country for its strikingly yellow castle, where our seminar takes place. Montabaur Castle, a 4-star conference hotel and training centre, is located just 1 000 meters from the train station.

[www.hotelschlossmontabaur.de/adg\\_schloss\\_montabaur/en](http://www.hotelschlossmontabaur.de/adg_schloss_montabaur/en)

**Accommodation: €99** per night including breakfast and VAT

On one of the evenings, a dinner is planned in the medieval vaulted cellar of the castle



The conference fee amounts to **€1,495** per person plus VAT, overnight accommodation and breakfast. The price includes catering during the seminar (coffee breaks, lunch and dinner) as well as seminar documents. Accommodation is to be paid directly to the hotel. Registrations will be confirmed in writing. Participation fees must be paid by bank transfer in advance. In the event of cancellation after **29 May 2018**, a cancellation fee of 50% of the participation fee will be charged. For cancellation within the week immediately prior to the beginning of the seminar, 100 % of the participation fee will be charged.

## Further seminars

### 11<sup>th</sup> Hamburg Conference for European Works Councils and SE Works Councils

Hamburg, 28 - 29 January 2019

This annual conference always covers current topics of SE and EWC work, latest developments and recent court rulings. The event will be simultaneously interpreted.



### 6<sup>th</sup> German-British works council conference

London, 21 - 22 March 2019

Just a few days before Brexit day, this event is particularly intended for members of European works councils who are subject to British jurisdiction and to all employee representatives interested in the British system. The event will be simultaneously interpreted.



#### Legal basis for conference participation:

EWC members from EU Member States as well as from Norway, Iceland and Liechtenstein can request central management for time-off work and to cover conference fees and travel expenses on the basis of article 10 (4) of the Directive 2009/38/EC. The EWC agreement or SE participation agreement usually makes explicit provisions for a right to training. In general these also apply to members from Switzerland and other non-EU countries. EWC members from companies which are subject to German legislation, are able to participate under the provisions of Article 38 (1) of the German EWC Act.



# Seminars for European Works Councils

(also suitable for SE Works Councils)

## Venue: Montabaur Castle

28 - 31 August 2018 & 23 - 26 April 2019

### Level 1

EWC and SE initiation seminar (for beginners)

### Level 2

From a "song and dance act" to a full-fledged consultation body (for advanced)

Legal basis for participation to the seminar:  
Article 10 (4) of the EU-Directive 2009/38/EC

## Level 1: Basic knowledge

The Directive on the European Works Council (EWC Directive) has existed since September 1994. Many of the approximately 3,000 companies that exceed the threshold of 1,000 employees (150 of them in two different countries) and are thus subject to this directive still have the establishment of a European Works Council ahead of them. In Germany alone, this affects more than 300 companies. With this seminar we want to explain the legal basis of a European works council and provide practical initiatives for EWC work.

## Establishment of an EWC



**Dr. Werner Altmeyer**, Hamburg  
Managing director of the EWC Academy

### Basic knowledge:

- Structure and tasks of the EWC, statutory minimum standards
- The legal steps to form the Special Negotiating Body (SNB)
- Procedure and points of attention for the negotiations

## The practical work of an EWC



**Udo Verzagt**, Rüsselsheim  
Former Chair of Hewlett-Packard's European Works Council

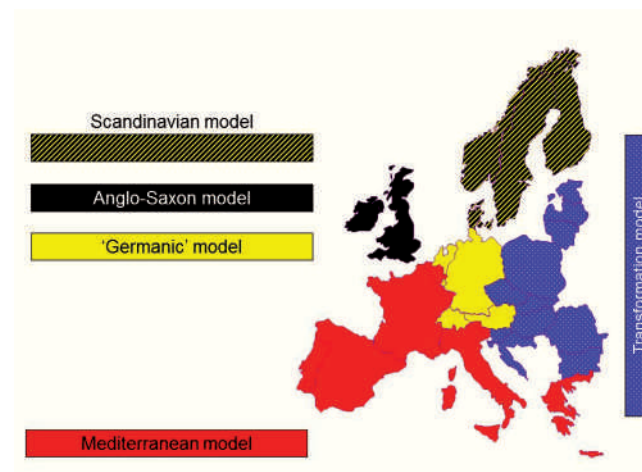
- How do local workplace representatives benefit from an EWC?
- What options does the EWC have in case of restructuring?
- How can works councils organize their transnational activities?

## Joint seminar for level 1 + 2: Workplace representation in EU countries

National labour law ends at national borders. An international company's works council must maintain regular exchange with employee representatives in other EU countries, if it wishes to prevent management from deliberately working with false figures and thereby playing off domestic and foreign sites, e.g. in the event of employment changes or restructuring. In addition to language barriers, intercultural conflicts could arise.

- What are the tasks of workplace representatives in other countries?
- Which models of industrial relations exist?
- How do works councils operate with their national participation rights?
- What attitude do employers have towards their works council?

Without an understanding of labour law and cultures, even simultaneous interpretation can quickly lead to misunderstandings. This seminar module aims to shed light on the different systems of industrial relations.



## Level 2: The new standards of information and consultation

A new legal definition for information and consultation of the European works council has been in force in all countries of the European Economic Area since June 2011. Many works council members face the question of how they can meet new standards in their practical work. What does a correct consultation procedure look like?



**Rainer Appel**, Griesheim

Consultant of the EWC Academy in reorganization and restructuring issues

- Definition of information and consultation
- Practical layout of an information and consultation procedure
- Transnational competence of the EWC
- Cooperation between European and national works councils
- Practical procedure in the EWC based on a case study
- How to develop alternative scenarios during consultation?
- How to integrate local works councils in individual countries?
- Development of a reporting system

## Consultation à la française

The blueprint for the EU Directive is based on the French philosophy of information and consultation. As a result, French-influenced EWCs are operating in familiar territory and make the most use of their rights. They analyze all business data with the assistance of consultancy firms before rendering their opinion.



**Carl Guinet**, Paris

Works council consultant at the French consultancy company Tandem Expertise

- What can non-French EWC bodies learn from France to make better use of their rights?