

## Registration

I hereby make a binding reservation for the 16th Hamburg Symposium on 29th and 30th January 2024:

Fax: +49 40 / 43282263 Email: [info@ecw-academy.eu](mailto:info@ecw-academy.eu)

Please select one of the following short seminars for **Tuesday**:

- Option 1 – Short seminar on methods of communication in European and SE Works Councils
- Option 2 – Short seminar on case law in EWC and SE disputes

Name

Company / Location

Invoice address

Telephone

Email

Function in EWC

- Please book a single room at the price of **€ 177.-** per night (incl. breakfast and VAT) for \_\_\_ nights.

Arrival on: \_\_\_\_\_ Departure on: \_\_\_\_\_

- I do not require a hotel / I will book myself.
- I require a global invoice including accommodation.

Date / Signature:

The conference fee is **€1,495** per person plus VAT. The price includes meals during the conference, interpretation, the social event and the seminar documents. Overnight accommodation is to be paid directly to the hotel. Registrations will be confirmed in writing. The participation fee must be made by bank transfer prior to the event. In case of cancellation after **27/11/2023**, 50% of the participation costs will be charged as a cancellation fee. In case of cancellation after **19.01.2024**, 100% of the participation costs will be charged as a cancellation fee.

## Additional seminars:

### EWC and SE Introductory Seminar

Montabaur, 2 - 5 April 2024

At our annual introductory seminar for members (including future members) of European Works Councils, SE Works Councils and Special Negotiating Bodies, several seminar modules will be covered in parallel at two levels.



- EWC and SE initiation seminar (for beginners)
- From a "song and dance act" to a fully-fledged consultation body (for advanced participants)

The Montabaur Castle-Hotel (photo) is located at the high speed train station halfway between Frankfurt am Main and Cologne.

### In-house Events

#### Individual dates on request

Many European works councils organise in-house training in conjunction with a plenary or select committee meeting. There are also in-house seminars that are held independently of the regular meetings and lasting several days up to a whole week. Such seminars are specifically tailored to meet the needs of the respective company.

#### Legal basis for attending the conference:

Members of European Works Councils from EU countries as well as the Norway, Iceland and Liechtenstein can request central management for time-off work and to cover conference expenses under Article 10(4) of EU Directive 2009/38/EC. In most cases the EWC agreement or the SE Participation Agreement explicitly provides for an entitlement to training. This usually also applies to delegates from Switzerland, the UK and other non-EU countries. Members of European works councils governed by German law may attend in accordance with Article 38 (1) of the German EWC Act. Members of SE works councils governed by German law may participate in accordance with Article 31 of the SEBG. German works council members may attend in accordance with Article 37 (6) of the Works Constitution Act.



View of the St. Pauli Landing Piers from the conference room

Interpretation  
German - English

# 16<sup>th</sup> Hamburg Conference

## for European and SE Works Councils

## Hamburg, 29 & 30 January 2024

Legal basis for participation to the conference:  
Article 37 (6) German Works Constitution Act or  
Article 38 (1) of the German EWC Act i.c.w.  
Article 10 (4) of the EU Directive 2009/38/ECG

## Current Issues in EWC and SE Work

Monday, 29 January 2024, 9 a.m. - 5 a.m.



**Professor Dr Reingard Zimmer**, Berlin  
Professor of Labour Law at the Berlin School of Economics and Law

- Opening, conference chair and moderation



**Dr Werner Altmeyer**, Hamburg  
Managing Director of the EWC Academy

- Latest developments in the EWC and SE landscape and recent court rulings



**Professor Dr Filip Dorssemont**, Brussels  
Faculty of Law at the Catholic University of Louvain (UCLouvain), Belgium

- The draft of the new EWC Directive

On 2 February 2023, the European Parliament called by a large majority for a revision of the European Works Council Directive. Subsequently, on 1 March 2023, the European Commission announced that it had approved this request. The consultations with the social partners, which precede the legislative process, run until 4 October 2023. The draft legislation is to be expected on 16 January 2024. Professor Dorssemont will provide an initial legal analysis of the draft text.

See report: [www.ewc-news.com/en042023.htm#1](http://www.ewc-news.com/en042023.htm#1)



**Helen Quaresma**, Brussels  
Senior Consultant at ICF

- First results of the empirical EWC study in preparation for the legislative process

At the end of 2022, the European Commission commissioned an “Study exploring issues and possible solutions in relation to the recast Directive 2009/38/EC on European Works Councils”. As part of this evaluation, a series of interviews and workshops with EWC members and HR managers took place and were evaluated until October 2023. The consulting firm ICF led the study, and the EWC Academy also collaborated. ICF had already conducted two previous evaluations on this topic. Ms. Quaresma will present preliminary findings.

See report on the last study in 2018:

[www.ewc-news.com/en022018.htm#1](http://www.ewc-news.com/en022018.htm#1)



**Stephan Sielemann**, Dortmund  
SE Works Council Secretary at Teleperformance

- The functioning of a French SE works council

The French call centre operator Teleperformance has been operating as a European Company (SE) since 2015 and has established an SE Works Council. It was one of the largest SE conversions in history, as the company has 420,000 employees in 88 countries and is in contact with 20% of the world's population. The SE Works Council is chaired by the employer. The employee representatives elect a spokesperson (“secretary”) and nominate one representative on the company's Board of Administration. In December 2022, the unions succeeded in concluding an international framework agreement with Teleperformance. The SE Works Council plays an important role in the establishment of local employee representative bodies, e.g., in Poland.

See report: [www.ewc-news.com/en012023.htm#9](http://www.ewc-news.com/en012023.htm#9)

### Short seminar on methods of communication in European and SE Works Councils – Option 1

Tuesday, 30 January 2024, 9 a.m. - 5 a.m.

Trainer: **Udo Verzagt**

- Obligations and duties in transnational communication taking into account national and cultural diversity
- What may and what should be reported to local works councils and trade unions according to EWC/SE law?
- Rules and suggestions on confidentiality

### Short seminar on EWC and SE case law – Option 2

Tuesday, 30 January 2024, 9 a.m. - 5 a.m.

Trainer: **Dr Werner Altmeyer**

- Fundamental issues on establishing EWCs and SE conversions
- Entitlement to meetings, implementation of video conferencing
- Information and consultation, definition of “transnational issues”
- Internal EWC issues: Term of office and withdrawal of mandates, coordination between EWC and local works councils, appointment and payment of lawyers outside Germany



### Organisational

**Price: € 1,495.- plus VAT**

The price includes the conference participation, interpretation (German - English), all catering and the social event.

**Venue: Harbour Hotel Hamburg**

€ 177.- per night incl. breakfast and VAT

[www.hotel-hafen-hamburg.de/en](http://www.hotel-hafen-hamburg.de/en)

The Harbour Hotel Hamburg is located above the St. Pauli Landing Piers and offers an impressive view over the harbour and the river Elbe during the conference. Our rooms are located in the hotel's new building the “Cabin Residence” and offer modern flair and functional comfort.



Last conference in January 2023 with almost 50 participants from six countries.

**Social event on Monday evening:**



**Round trip on the Elbe with dinner on board**

At 7 p.m., we will board the passenger ship “Käpt. Kudd’l” at the St. Pauli Landing Piers below the hotel, which will take us on a three-hour round trip. A delicious buffet (included in the conference price) will be provided on board.