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## Registration

I hereby make a binding reservation for the Seminar for European Works Councils and SE Works Councils at Montabaur Castle from 22 - 25 April 2025:

Fax: +49 40 43282263 E-mail: [info@ewc-academy.eu](mailto:info@ewc-academy.eu)

Name \_\_\_\_\_

Company / Location \_\_\_\_\_

Invoice address \_\_\_\_\_

Telephone \_\_\_\_\_

E-mail \_\_\_\_\_

Function in EWC \_\_\_\_\_

Please book a single room at Montabaur Castle at a price of **€ 132.-** per night (incl. breakfast and VAT) for \_\_\_ nights

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

No hotel required. / I will make my own booking.  
 I require a global invoice incl. overnight accommodation.

Date / Signature: \_\_\_\_\_

The conference fee is **€ 1,745.-** per person, plus VAT, accommodation and breakfast. The price includes meals during the conference, social event and seminar documents. Overnight accommodation is to be paid directly to the hotel. Registrations will be confirmed in writing. The participation fee must be paid before the event. In the case of cancellation after 20 February 2025 50% and after 21 March 2025 100% of the participation costs will be charged as a cancellation fee.

## Further seminars

### Hamburg Conference for European and SE Works Councils

**Hamburg, 29 and 30 January 2025**

As every year since 2009, our two-day conference will once again take place at the Hotel Hafen Hamburg. The agenda includes current trends in the EWC landscape with practical examples.



You will be able to select one of the following short seminars for Tuesday:

- Option 1: Short seminar on the new AI law
- Option 2: Short seminar on a look at Britain and France

### 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 United Kingdom, 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 and other non-EU countries. Members of European works councils governed by German law may participate 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 section 31 of the SEBG. German works council members may participate in accordance with section 37 (6) of the Works Constitution Act.



# Seminar for European Works Councils

(also suitable for SE Works Councils)

**Practical work in the EWC  
Exchange of experience for  
beginners and advanced**

**Montabaur Castle  
22 - 25 April 2025**

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



## Seminar topics

Montabaur, 22 - 25 April 2025

### Basic knowledge of EWC and SE

- Introduction: the current EWC landscape
- The legal basis (EU Directive and national transposition laws)
- To whom do the legal minimum standards apply and to whom do they not?
- What can be expected from judicial proceedings?

### Communication methods and practical work

- How do European Works Councils organise their work?
- How can local works councils in individual countries be involved?
- Tasks and duties in transnational communication
- Rules for confidentiality

### Industrial Relations in Europe

Should a works council in an international company wish to work together with employee representatives in other countries, alongside the language barriers there will also be intercultural communication problems lying in wait. A basic knowledge of the respective labour law and participation cultures is therefore important. This seminar module deals with the different systems of workplace representation (focused on France and Great Britain).

- What are the tasks of employee representatives in other countries?
- What models of workplace representation exist?
- How do works councils operate when they have no co-determination rights?
- How do employers relate to their works councils?



## The core activity of the EWC: Information and Consultation

The blueprint for the EWC Directive is not based on German co-determination but on the French philosophy of information and consultation. French-style European Works Councils are consequently on familiar ground and make the most of their rights. They analyse all the company business figures with the support of consultants before rendering their opinion. What are non-French works councils able to learn from this?

- Definition and practicalities of information and consultation under the EU Directive
- The characteristics of an extensive consultation procedure "à la française"
- Working groups: Procedure for a restructuring based on a practical case study
- How can alternative scenarios be elaborated during consultation?
- Developing a reporting and warning system



Photos:  
Working groups at previous seminars in Montabaur

### Basics of German co-determination for non-German participants (only on request)

- Tasks of the German works council
- Participation rights at the workplace
- Co-determination in the supervisory board

#### Travel information:

The castle is located 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 train (from Brussels in 2.5 hours / from Amsterdam or Basel in 3.5 hours).



### Our trainers:



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



**Joachim Gschwendtner**  
Deputy Chairman of the European Works Council at the British telecommunications company BT



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



**Rainer Appel**  
Consultant of the EWC Academy in reorganisation and restructuring issues

### Organisational matters

**Price: € 1,745.- plus VAT**

The price includes seminar participation and the entire catering during the seminar. German VAT will be added. No VAT will be charged, if the invoice address is outside of Germany and you provide us with an European Union VAT Registration Number.

**Start:** 22 April 2025, 2 p.m. (lunch before)

**End:** 25 April 2025, 12 p.m. (followed by lunch)

**Accommodation: € 132.- per night incl. breakfast and VAT**

**Conference venue and hotel:** Montabaur Castle

<https://www.hotelschlossmontabaur.de/en>

#### Dinner at Montabaur Castle

On Tuesday evening, a stylish dinner is planned in the medieval vaulted cellar of the castle.

