

ELEX PROJECT - First Training session

Sinaia 19 th and 20th May 2008

Setting up a European Works Council agreement: which fields are important to deal with?

This document only aim at highlighting key issues any negotiation about installation of a EWC should deal with.

However, it does not intend to be an exhaustive list of questions but a basic grid. Delegates should therefore complete and/or precise it considering specific features of the company or sector the latter operates in.

1. EWC composition

- How to give voice to all European countries involved (refers to the basis for the distribution of seats. Is it proportional to the size of workforce in each country?)

2. What should be the EWC general role?

- To be only devoted to issues of a transnational nature?
- How to distinguish between local and transnational issues?

3. How to influence management's decisions?

This general issue refers to several distinct points:

- Definition of informations management is to provide: especially quality of informations regarding future company's prospects.
- Moment when informations are to be sent to EWC members (considering EWC meetings planned)
- What does consultation mean? An exchange of views between management and employees' representatives? Anything else?
- Should consultation of the EWC occur before any decision has been taken by the management?
- What about the dissemination of informations received by EWC members?

4. EWC meetings

- Number of ordinary meetings per year?
- Opportunities for extraordinary meetings?
- Is there a select committee within the EWC? How is it composed? What is its role?
- May representatives from trade unions take part in the EWC meeting?
- Is there a facility for employee representatives to hold preparatory meetings without management?

- Is there a facility for employee representatives to hold follow-up meetings without management?
- How the agenda for EWC meetings is set?
- How the minutes of EWC meetings are drawn up and disseminated within the group?
- Are interpretation provided during EWC meetings?
- Are translations of relevant documentation provided?

5. EWC facilities

- Do the employee-side have access to external experts?
- Are the operating expenses of the EWC borne by management?
- May EWC members benefit from training opportunities paid by the management?
- Is time allocation for EWC members planned?