Restructuring in Europe: 
The Evolving Role of EWCs & Changes in Dismissal Laws

One Day Workshop – New York, Wednesday, July 10

In June 2011 the revised European Works Council Directive became law. Since then we have seen EWCs and unions push hard to establish what “information and consultation” in “exceptional circumstances” (job losses/restructuring) should mean. The unions would like to see the law interpreted “A La Française” – which would see EWCs able to call on “experts” to undertake consultancy studies of management proposals as well as insisting that nothing could be implemented at European or national levels until such time as they have given their “opinion” on the proposed changes. Such an interpretation of the 2009 EWC Directive would slow change considerably.

Pushing in the opposite direction are changes in national laws:

• In the UK, the time required for information and consultation has been cut from 90 to 45 days.
• Changes in the law in Spain have made cutting jobs less difficult.
• There have been changes in the Italian Labor Code to trim the power of the courts to order the reinstatement of dismissed workers.
• Following an agreement between the social partners a new law is pending which will simplify redundancies procedures. However, interpretations by the courts of dismissal laws are adding new complexities, such as the notion of “co-employment”.

All of these issues will be explored in a one-day workshop in New York on Wednesday, July 10. The workshop is being hosted by IBM at their offices at 590 Madison Avenue, Manhattan, New York, NY 10022. Meeting starts at 08.30 and finishes at 16.00

Speakers include:

• Tom Hayes, Executive Director, BEERG.
• Vincent Toman, an employment lawyer with the London Law firm, Lewis Silkin.
• Philippe Grabli of Oneida Associes, who has worked with many US companies on restructuring projects in France.
• Emmanuelle Rivez-Dumont from Jones Day, Paris.
• Alex Valls, Baker McKenzie, Spain.

Booking Details:

• Places are limited.
• Fee for attendance: €650. (Includes coffee on arrival and light lunch)
• To book a place - email: derek.mooney@beerg.com

Venue: IBM Offices, 590 Madison Ave, Manhattan, New York
Time & Date: 08.30 - 16.00 Wednesday, July 10, 2013