

EUROPEAN WORKS COUNCILS - ALL CHANGE



(Sitges sunset pic courtesy of Rick Warters)

HOTEL ESTELA, SITGES BARCELONA

October 11 - 13, 2023

After 25 years the management of EWCs had become business as usual. Now, however, as three major game changers come into play business needs to take a new look. Business may no longer be “*as usual*”.

First, the relocation of more than one hundred EWCs to Ireland as the likely best alternative to the UK, takes major companies into a country with no prior record of EWC management. The decision to move is probably well motivated but the Rep of Ireland is not the UK. What can companies expect and what opportunities and challenges does it bring. Ireland’s Workplace Relations Commission and the Labour Court are already dealing with EWC disputes. Will UK legal precedents carry over?

Second, a potential, major revision of the EWC Directive is under way. How will it impact on your current agreement and its renewal and are there things you can do today mitigate any negative impact. In short ... “yes there are”.

Third, several significant new EU laws which will hit shortly, and these will impose new information and consultation obligations on businesses. EWCs will want to get in on this new I+C wave.

So, we’ve created a new EWC-focused program to get you ahead of the curve.

To make sure you are best prepared for change we will present new and original research and analysis which will be conducted over the coming months. There are more than 1,000 agreements in place - and while many analysts have described their content, what their analysis misses is that the content has changed significantly over time, and today widely differing EWC agreements and practices co-exist. It is likely that these old and cosy agreements are not sustainable so what can we learn from the evolution of agreements and practices. Our analysis suggests there is no: “best in class” but there is a “best for you”.

Issues to be covered during the program will include:

- *EWCs From the Beginning: Background, History, Data*
- *Legislation as it Stands Today: A Summary*
- *Significant Court Decisions on EWCs: Are Decisions in One Country Binding in Another?*
- *“Radtke” Proposals for a Radical Revision of the EWC Directive: What Do the Parliament and the Unions Want?*
- *Commission Consultation and the ICF Report: State of Play and Timelines*
- *BEERG/HR Policy Global Survey: Key Findings*
- *EWCs in Ireland: What We Know, plus an Overview of the Legislation (including Court Decisions in Verizon and Debenhams). Chances of Change (EU Commission Challenge)*
- *Ireland: The Report of the High-Level Group on Union Recognition and Collective Bargaining: Implications for Multinationals*
- *EWCs and the UK After Brexit: Legal Uncertainty*
- *Experts and “Mission Creep” – How to Manage Their Involvement*
- *The “Third Wave” Upcoming EU Laws That Expand Information and Consultation Obligations*

As always with our training programs, there will be plenty of time for “one-to-one” discussions with the program team.

The program fee is \$5,300 (€4,850). This includes hotel accommodation, meals, and refreshments, including dinner in local restaurants, and airport pickup and return.

- Book Online here: [**EWC Training**](#)
- Or, register your interest by emailing: tom.hayes@beerg.com

The Venue:

The Hotel Estela “Hotel del Arte”

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[Google Map URL](#)

