

# MANAGING EUROPEAN EMPLOYEE RELATIONS IN 2022



*(Sitges sunset pic courtesy of Rick Warters)*

## HOTEL ESTELA, SITGES BARCELONA

*October 18 - 21, 2022*

Twice a year, for the past fifteen years, BEERG, now part of HR Policy Global, has run programs on “*Understanding European Employee Relations.*” Over the years, the content of the program has changed as European employee relations has changed.

In more recent years, the focus has been firmly on European Works Councils. What are they? Where did they come from? What are the relevant laws and what decisions have the courts handed down? How do you build and maintain a good relationship with your European Works Councils (EWCs)?

But not every company has an EWC, and many employee relations executives have issues to deal with that do not involve EWCs.

Recognising this, we are radically restructuring our “*Managing European Employee Relations Today*” program which will run in Sitges, Barcelona, in October.

The program will now be organised along “twin-tracks”. There will be common presentations which all participants will attend. But the program will also have two streams, one covering EWCs, the other employee relations issues more generally (*these are shaded in blue in the timetable on pages 3 & 4*).

- **Stream 1** *Understanding European Employee Relations (EUER)* is designed for those who, while familiar with employee relations in their own country, are new to the wider European theatre and now need to understand how employee relations are structured and work in other European countries and at the European level.
- **Stream 2** *Managing your EWC (EWCMGT)* should appeal to those who have responsibility for their company’s EWC or are facing into a Special Negotiating Body (SNB) to discuss the establishment of an EWC.

Common sessions will include presentations on the challenges of organising work in the post-Covid world, and on how to develop metrics to assess the success or otherwise of your employee relations programs

Participants will come together over coffee and lunch. Coffee breaks and evening aperitifs and dinners to facilitate networking and informal discussions.

The program will be led by Tom Hayes, Rick Warters, and Andre Declerck, supported by a team of expert consultants, lawyers, and senior company executives, including:

- *Bryan Dunne, Matheson LLP, Dublin*
- *David Hopper, Lewis Silkin LLP, London*
- *Wilma Liebman, former chair, National Labor Relations Board, USA*
- *Anne-Perrine Cades, FIS Global*
- *Oriol Abello, HP*
- *Florence Bacquet, Flichy Grange, Paris*
- *Dianna Owens, Oracle*
- *Laure Bomo, Coca Cola European Partners*

## Logistics + Program Details:

The program fee is €4,250 for BEERG/HR Policy members (€4,750 for non-members). Discounts for more than one booking per company. The fee includes:

- *Three nights' accommodation and Coffee breakfast (Tues, Wed & Thurs) at the 4 Star Hotel Estela.*
- *Collection and return to Barcelona airport*
- *Three-course lunch and dinner (including wines and drinks) and tea/coffee. Coffee breaks on Tuesday (dinner) Wed and Thurs, plus coffee. Coffee break and snacks on arrival on Tuesday and at the close of the program on Friday*
- *All conference materials in soft copy*
- *The meeting is conducted in English*
- *The dress code is business casual*

To Book A Place, Click:

**OCTOBER TRAINING PROGRAM  
REGISTRATION**

Miriam del Val will coordinate meeting arrangements.

You can contact Miriam vis email: [M.delVal@hrpolicy.org](mailto:M.delVal@hrpolicy.org)

Draft Programme: (Shaded in blue = twin streams)

*Arrivals – Tuesday Oct 18th*

19:00 -21:00 Welcome aperitif in hotel

*DAY 1 – Wednesday Oct 19th*

<b>Time</b>	<b>STREAM 1 - Managing European Employee Relations</b>	<b>STREAM 2 – Managing Your EWC</b>
09:00 -10:30	Introduction + European Employee Relations: An Overview <ul style="list-style-type: none"> <li>• <i>What, and where, is “Europe”?</i></li> <li>• <i>The History and Role of the EU</i></li> <li>• <i>Comparative European Employee Relations</i></li> </ul>	
10:30 – 10:45	<i>Coffee Break</i>	
10:45 – 12:00	Joint Session - Europe and the U.S: A Study in Contrasts	
12:00 – 12:45	<i>Stream 1 Case Study Intro/Assignment</i>	<i>Stream 2 Case Study Intro/Assignment</i>
12:45 – 14:00	<i>Lunch</i>	
14:00 – 15:30	Joint Session - Global Toolkit/Principles: <i>A framework for comparative IR throughout the program</i>	
15:30 – 15:45	<i>Coffee Break</i>	
15:45 – 17:15	<b>Structure of EU:</b> European Trade Unions & Employee Representation Structures in Key Countries  <b>Essential Legal Knowledge:</b> <ul style="list-style-type: none"> <li>• <i>EU Treaty Provisions</i></li> <li>• <i>EWCs</i></li> <li>• <i>Collective Bargaining</i></li> <li>• <i>Information and Consultation</i></li> <li>• <i>Collective Redundancies</i></li> <li>• <i>Transfers of Undertakings</i></li> <li>• <i>From Old to New: corporate campaigns to social media</i></li> </ul>	<b>What are EWCs?</b> <ul style="list-style-type: none"> <li>• <i>History and Development of the Legislation</i></li> <li>• <i>The Law in Detail</i></li> <li>• <i>Including Cross-Country Comparisons</i></li> <li>• <i>EWC Case Law</i></li> </ul>

17:15 – 18:00	<i>Both tracks work on their respective case studies</i>	
	Stream 1 Team Casework	Stream 2 Team Casework
18:45 – 19:45	<b>Evening Forum:</b> <i>Anne-Perrine Cades: Designing and Managing an Employee Relations Vulnerability Index (ERVI)</i>	
20:00 – 22:00	<i>Dinner in local restaurant (meet in hotel bar)</i>	

*DAY 2 - Thursday Oct 20th*

<b>Time</b>	<b>STREAM 1 - Managing European Employee Relations</b>	<b>STREAM 2 – Managing Your EWC</b>
08:30 - 10:00	Building Your Toolkit Negotiating Skills	Building Your Toolkit Negotiating an EWC Agreement
<i>10:00 - 10:15</i>	<i>Coffee Break</i>	
10:15 - 12:00	Building Your Toolkit Negotiating Skills	Building a Relationship with Your EWC: Key Considerations
<i>12:15 - 13:30</i>	<i>Lunch</i>	
13:30 - 15:00	<b>Joint Session - Negotiations in Practice - Company Panel</b>	
<i>15:00 - 15:15</i>	<i>Coffee Break</i>	
15:15 - 16:45	Stream 1 Case Study Presentations	Stream 2 Case Study Presentations
<i>16:45 - 17:00</i>	<i>Aperitif Set-Up</i>	
17:00 - 18:00	<b>Evening Forum:</b> <i>Florence Bacquet: Thinking about the New World of Work</i>	
18:00 – 20:00	<i>Time to Explore Sitges Town</i>	
<i>20:00</i>	<i>Dinner in Sitges restaurant</i>	

DAY 3 - Friday Oct 21st

08:30 - 09:15	<i>Stream 1 Report-Outs: Key Lessons Learned</i>	<i>Stream 2 Report-Outs: Key Lessons Learned</i>
09:15 - 09:30	<i>Coffee Break</i>	
09:30 - 10:00	Working for an American multination in Europe... <i>Some Unsolicited Career Advice</i>	
10:00 - 11:00	Hot Topics - from the Headlines/Wrap-Up	

The Venue:

The Hotel Estela "Hotel del Arte"

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[www.hotelestela.com/en](http://www.hotelestela.com/en)

[Google Map URL](#)



Map:

