

European Works Councils - EWCS

How our EWC training program works...

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Hello

- Normally, at this time of year we would be kicking off one of our Sitges programs, *Managing European Employee Relations in Challenging Times*.
- Well, the times are certainly challenging. They have never been more challenging. Covid 19 has caused havoc, and continues to do so.
- So, we are not in Sitges and will probably not be for some considerable time. Who knows what the business world will look like, or how things will work in the future, when we finally find a way to deal with the virus effectively.
- Given this, what we have decided to do is to take a key part of our Sitges program, European Works Councils, and make a series of recordings around them, a sort of EWCs 101.

A poor substitute....

- Of course, a series of recordings will never replicate the sort of discussions we can have in-person, both in the training room, and informally, where we can deal with individual issues on an off-the record basis.
- So, as you work through these recordings, if you have questions, just email us. We can also set up individual calls with you, no matter what virtual meeting system or platform you use.
- And, sometime in early November we will set up a web meeting with our team of EWC experts.
- All of this is a poor substitute for Sitges, but it is the best we can do in these challenging times.

What we will do

- The way we have decided to do this series is to focus on the Subsidiary Requirements (SRs), the default EWC that comes into existence in the absence of an agreement.
- Understanding the SRs gives you a baseline from which to work, from which to build, or not build, an agreement.
- As a result of some recent court rulings, the SRs have become more comfortable for management than previously thought. They are no longer a “black box”, even if some issues still remain to be resolved.
- So in this series we will look at:
 - *Who needs an EWC and what is the Special Negotiating Body process?*
 - *The Subsidiary Requirements*
 - *Information and Consultation in detail*
 - *The rest – training, confidentiality, etc.*
 - *Brexit and EWCs.*

So....

- Watch the recordings in your own time and at your own pace.
- If you have questions about any aspect of EWCs as you watch the recording, email: tom.hayes@beerg.com
- If you would like to request a one-to-one videocall, email us and we will schedule one
- Finally, we will see you all on the web meeting in a few week's time