



Consultation on Revisions to the EWC Directive

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European Works Councils

Some Facts

*The trouble with facts is that
there are so many of them*

Anonymous





Parliament Wants Radical Change



Confusing the National and European

- “In order to determine the transnational character of a matter, the scope of its possible effects and the level of management and representation involved shall be taken into account. This includes matters which, **irrespective of the number of Member States involved**, are of concern to workers in terms of the scope of their **potential** impact, as well as matters which involve the transfer of activities between two or more Member States. **Undertakings or establishments situated in different Member States are deemed to be concerned where it can be reasonably expected that a matter affecting one undertaking or establishment entails, or may entail in the foreseeable future, effects on undertakings or establishments in other Member States**, including where decisions envisaged by an undertaking or a group of undertakings are taken in a Member State other than that in which those effects are produced.”



Management Needs to Justify

... the central management shall provide duly substantiated grounds in writing for the reasons why the information and consultation requirements under this Directive or under agreements concluded pursuant thereto do not apply, including the reasons that justify the absence of transnational issues.”





Fines and other penalties

Costs of litigation



LEVERAGE



having
strict privacy
confidential. ad
intended to b
imparting pr
something t



Questions?

BEERG

Brussels European
Employee Relations Group
PART OF HR POLICY GLOBAL