



(Sitges sunset pic courtesy of Rick Warters)

European Employee Relations Academy:

Preparing for EWCD III - What You Can Do Now

Tuesday to Thursday, October 8 – 10, 2024

Hotel Estela, Sitges, Barcelona, Spain

The EU is rewriting the European Works Council Directive (EWCD) - it is expected to become national law, across the EU, by 2027. The first EWCD was adopted in 1994. It was “recast” in 2009, so this will EWCD III, the third version.

This specialised workshop to be held at our regular venue outside Barcelona in October 2024 will enable participants to start preparing now, in practical ways, for the many implications of this latest EWC directive

How to start preparing now for EWCD III

This comprehensive workshop will enable participants to prepare now for EWCD III by examining what it will mean for their company, and setting out a plan for what can be done now. There are already reports of EWCs members raising questions with management about what a revised Directive will mean for them, so THIS is the time is get ready

The workshop will, with a panel of experts, specifically explore

- How to manage the end of the Article 13 exemptions. What options do you have? For example, the country of choice for your “representative agent” if you are a non-EU headquartered company.
- Bringing negotiated Article 6 agreements into line with EWCD III.
 - Managing “transnational”
 - The information and consultation process and the “written response”

- Expert/legal/training costs – what are the options?
- Maintaining confidentiality
- Experts in meetings – what can you do?
- How to ensure your EWC is properly representative
- Non-EU/EEA involvement – the UK and Switzerland – and accession countries such as Ukraine.

Some of the key changes in EWCD III:

We know the direction of travel on several key issues:

- The **“Article 13”** exemption will come to an end. When EWCD III become national law, employees in these companies will be able request **Special Negotiating Bodies** (SNBs) to discuss the establishment of EWCs within the framework of the law with management.
- Undertakings with negotiated EWC agreements will have a further two years from 2027 to **bring their agreements** in line with the provisions of EWCD III.
- There will be a much wider definition of what is considered to be a **“transnational”** issue and agreements must include language on the financing by management of experts, legal advice, and training.
- Significantly **bigger fines** for breach of EWC information and consultation obligations by management.
- **Subsidiary Requirements** to provide for a minimum of two meetings a year and allow EWCs to bring experts to the meetings with management with no restrictions on the number of experts.

The workshop structure will enable participants to individually explore issues that will arise with their own agreements.

The fee for attendance, €4,550, cover all accommodation and meal costs, as well as pick-up and drop-off from and to Barcelona airport, or train station.

The workshop runs from 09h on Tuesday, October 8 until midday, 12h, on Thursday, October 10, in the Hotel Estela, Sitges. There will be group dinners in local restaurants on the Tuesday and Wednesday nights.

As part of the planning process for this workshop, we invite anyone who would like to participate to contact tom.hayes@beerg.com to discuss their EWCs

HR Policy Global delivers training in a way that,

1. *Engages participants with current, bespoke thought leadership delivered through moderated discussion, case study, and presentations by experts in the field who challenge participants and each other with a wide range of perspectives and approaches.*
2. *Allows participants to expand their networks through formal and informal interaction.*
3. *Leverages HR Policy Global's European network of partners and member companies to give participants access to best-in-class expertise.*

Logistics + Program Details:

Attendance fee is €4,550 – for valid HRPG member companies / €5,500 for non-member

The programme begins at 09:00am on Tues Oct 8th and finishes at noon on Thurs, Oct 10th.

The program fee includes:

- *Accommodation and breakfast at the 4 Star Hotel Estela.*
- *Collection and return to Barcelona airport*
- *All coffee breaks, lunches and dinners (three-course lunch and dinner, including wines)*
- *All conference materials in soft copy*
- *The meeting is conducted in English*
- *The dress code is business casual*

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

The Venue:

The Hotel Estela “Hotel del Arte”

Av. Port d’Aiguadolç, 8, 08870

Sitges, Barcelona, Spain

Tel. (+34) 93 811 45 45

www.hotelestela.com

[Google Map URL](#)

