

EWC & Unions

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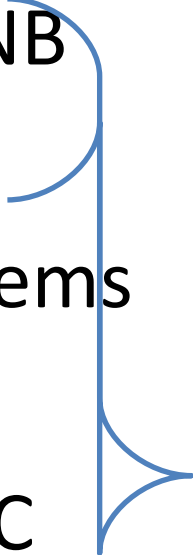
- SbiFormaat is a training company that employs 60 trainers and advisors in the field of Industrial Relations.
- 3 specialists for European Works Councils.
- We have a link with the largest Socialist Trade Union in the NL (FNV) and European Trade Unions (industriAll)
- Published a handbook on EWCs
- We organise a European Works Council platform in NL





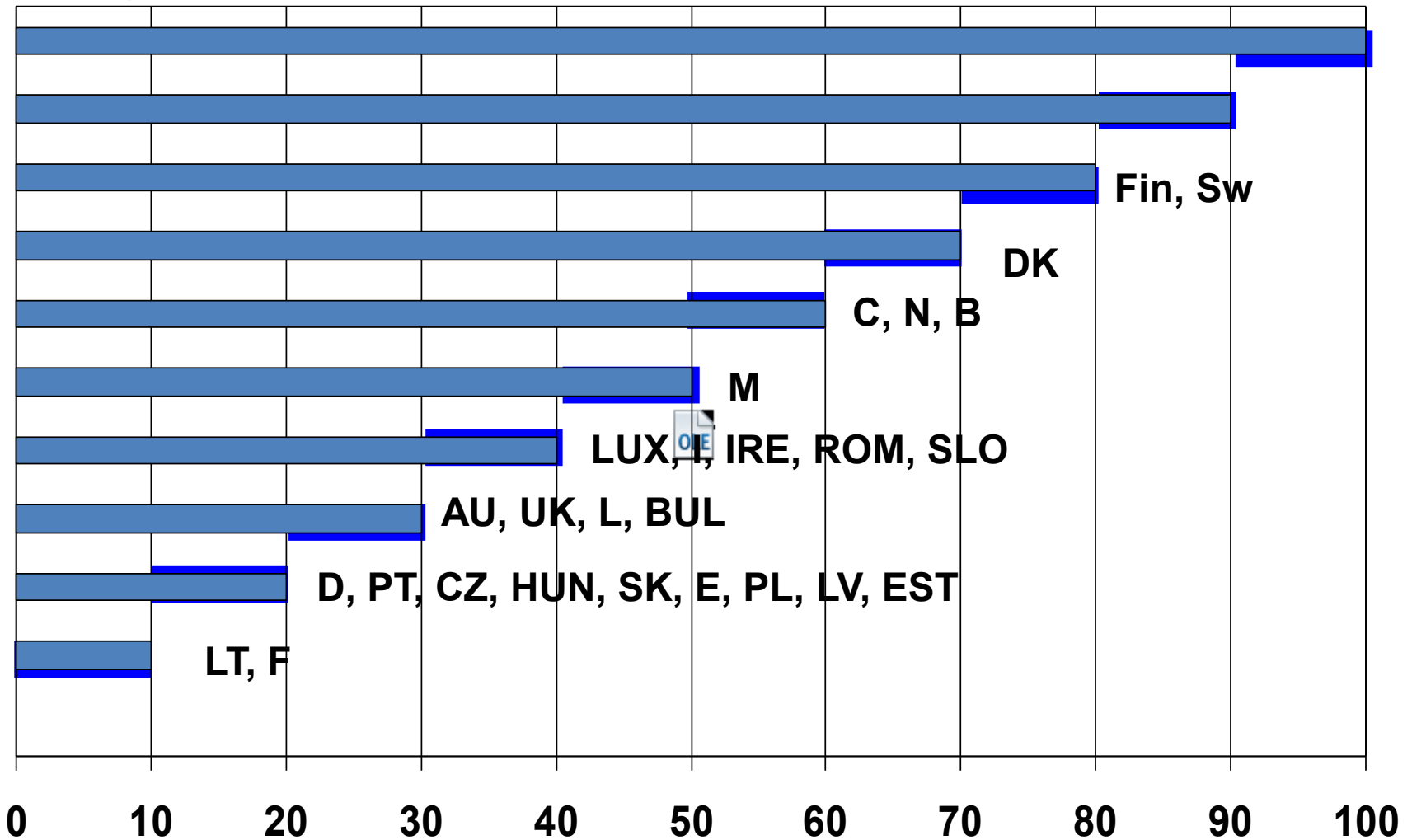
- More than 12 years experience European Working Relations expert and negotiator.
- Trainer and advisor on general communication issues in a intercultural environment and industrial relations in Europe.
- Supported over a 100 international companies in building a sound relationship with their employees.

The EWC different steps.... Different roles...

1. Set up EWC – SNB
 2. Definition problems
Unions
 3. Functioning EWC
 4. National transposition law
& Cultural dimensions
- Evaluation Directive
- 

Setting up an SNB The role of the UNION?

- There are about 1000 EWCs in Europe
- There should be about.....?
- Who is responsible for the set-up?
- How do you organise elections?



Average EU = 23%

Setting up SNB – Union Position

- Unions need to be informed about the setting up of an SNB
- % Union members and how can you play your role?
- SNB elections based on local laws often union involvement
- *What is the reality?*

EWC Directive 2009 .. Vague definitions

- Transnational
- Information & consultation procedures
- Extraordinary circumstances
- Meetings for the Select Committee
- Confidentiality

Negotiating Agreements

- Specific role for the Unions **(IMPORTANT!)**
- Use 'real' experts!
- Create clarity in the vagueness of the Directive
- Organise counter-balance in the negotiations
- Often negotiation about:

Functioning EWC

1. Building experience and training EWCs
2. Sometimes political company issues (MT not very willing)
3. Quality seat for the union – option
4. EWCs are difficult to organise – strong SC helps
5. Build common processes for

Transposition law & cultural dimensions

<p> <i>Pizza</i></p>  <p>Main course Serve hot 237 Cal per slice (Reg. 12" Cheese pizza)</p> <p>Despite pizza being popular all over the world, Italy is the place you'll get the real deal – particularly in Naples, where it's believed to have originated.</p> <p>INGREDIENTS</p> <p>Dough Tomato Sauce Cheese</p>	<p> <i>Pelēkie zirni ar speķiti</i></p>  <p>Main course Serve hot 250 Cal</p> <p>It's a warming staple of the cold season, and a Christmas favourite. Strangely, also a proud dish of the Midlands in the UK.</p> <p>INGREDIENTS</p> <p>Peas Bacon Onion</p>	<p> <i>Sauerbraten</i></p>  <p>Main course Serve hot 440 Cal per serving</p> <p>It's a labour of love – the meat should be marinated for 3-4 days ahead of cooking, making it tender and well worth the wait.</p> <p>INGREDIENTS</p> <p>Beef Vegetables Herbs</p>	<p> <i>Moussaka</i></p>  <p>Main course Serve hot 329 Cal per 8" square serving</p> <p>Popular history states that moussaka became a part of modern Greek cuisine after Nicholas Tselementes, an influential Greek chef, published a cookbook in the 1920s which included it.</p> <p>INGREDIENTS</p> <p>Aubergine Onions Béchamel sauce Meat</p>
<p> <i>Cepelinai</i></p>  <p>Main course Serve hot 600 Cal per 60g</p> <p>Named after the zeppelin airships because of their similar shape, these dumplings are ever-popular amongst the locals.</p> <p>INGREDIENTS</p> <p>Potatoes Onion Meat</p>	<p> <i>Judd mat gaardebounen</i></p>  <p>Main course Serve hot 421 Cal</p> <p>Luxembourg has more Michelin-starred restaurants per square mile than any other country in the world – meaning your chances of enjoying a top notch version of this national dish are high.</p> <p>INGREDIENTS</p> <p>Pork Broad beans Potatoes</p>	<p> <i>Goulash</i></p>  <p>Main course Serve hot 271 Cal per cup</p> <p>The word 'goulash' comes from the Hungarian word gulyás leves, which means 'shepherd's soup'. Unlike neighbouring countries where goulash is often a thick stew, Hungarian goulash is a clear broth with chunks of meat, potatoes and vegetables.</p> <p>INGREDIENTS</p> <p>Beef Onions Paprika Tomatoes Green pepper</p>	<p> <i>Irish stew</i></p>  <p>Main course Serve hot 310 Cal per serving</p> <p>Whether mutton, lamb or beef is used – or any Guinness added – Irish stews vary across pubs and restaurants, so there are plenty of versions to be tried.</p> <p>INGREDIENTS</p> <p>Meat Potatoes Onion</p>

Transposition laws and cultural dimensions

- Transposition laws are similar but slightly different flavours
- Very much depending on the Local employee laws and working practice.
- Complexity of different laws concerning (time,

Evaluation Directive.....

- European definitions applicable for all EEU countries.
- Better provisions SC
- Communication provisions
- Clarity on consultation topics
- **Setting up more EW/CSL**