



Electricity network in Europe.

Reinforcement of the structure of EWCs in the electric energy sector by studying the institutions of voluntary dialogue established by employers and employees, focusing on the practice of RWE, E.ON and EDF.

**2. Workgroup seminar
21th -22th March 2011
PROGRAM**

Hotel and seminar venue:

Clara Sahlberg education and meeting center, Germany, Berlin-Wannsee, Koblanckstrasse 10.

Internet: www.bbz.verdi.de

Travel information:

<http://bbz.verdi.de/page.php?view=&lang=1&si=4d634807decb1&k1=main&k2=info&k3=anreise&k4=>

Subject: Structures and external relations of the EWC. Cooperation between the trade unions and the EWCs

The aim of the meeting is to analyze with the organizations involved in the project the impact of fast corporate transformations on internal decision making capacities and the satisfactory functionality of the forums provided for them by the European legislation and the corporate practice. A further goal is to disclose the communication channels between the various decision making levels, forums and actors, and the potentials of their further development from the aspect of the workers' representation.

Participants: 20 people (+6 interpreters)

Hungary (7), Germany (3), Romania (2), and Slovakia (2), Czech Republic (2),
Accommodation on 20-21. March 2011 (2 nights)

LANGUAGES: CZ/SK, HU, RO (German languages are the common language in the interpretation)

20th March 2011, Sunday

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| till 18.00 | Arrival of the foreign participants |
| 19.30 | Dinner |

21th March 2011., Monday

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| 9.00-9.30 | Opening and aims of the workgroup seminar Introduction of the participants | |
| 9.30- 10.00 | Pre-presentation: Changes of the internal structures of enterprises and discussion concerning various levels of decision making competencies in the corporate practice | József Szilágyi |
| 10.00-10.30 | coffee break | |
| 10.30-12.00 | Pre-presentation: Corporate decision making competences and the changes of the new EWC- directive | László Kozák brainstorming and presentation |
| 12.30-13.30 | Lunch | |
| 14.00-15.30 | Work in small groups on the relations of the EWCs based on the experience of participants: | in 2 groups |



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| | Corporate decision making competences and the developed structures of the EWCs |
| 15.30-16.00 | coffee break |
| 16.00-16.30 | Presentation of the results of the working groups |
| 16.30-19.00 | free time |
| 19.00-20.30 | Dinner |

22th March 2011, Tuesday

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|-------------|---|--------------------------|
| 9.00-9.45 | Presentation Strategic points of EWC-work of Verdi and actuality from Trade Union work and questions | Sven Bergelin, Verdi |
| 9.45-10.30 | Work in 2 small groups: <ul style="list-style-type: none">• Communications by the European Works Council with the management /or press.• Communications by the European Works Council with the employees; see the changes of new EWC directive | |
| 10.30-11.00 | coffee break | |
| 11.00-12.00 | Presentations of the results of the small group work | one person of each group |
| 12.00-12.30 | Network for EWC-s, Role of national coordinator, Role of EPSU | László Kozák |
| 12.30 | Lunch and departure | |

Task for the workgroup seminar:

1. Each country – 10 minutes concerning the theme:
Corporate decision making competences and the developed structures of the EWCs; entitlements regulated in the internal regulations and agreements (reports of invited participants)
2. Ideas or “*best practices*” concerning the following themes:
 - Experience of holding-level workers councils; communication between the bodies involved in the reconciliation of interests and the participation bodies; communication between the management and the EWC.
 - The role of the trade unions in the election of workers council members, in supporting their work, and the functioning of the forums held by other interest reconciliation bodies with the involvement of the local workers councils – communication between the trade unions and the EWC.
 - Communication on the work of the workers councils to the employees (confidentiality, training, reports); theoretical and practical elaboration of alternative or innovative methods for the orientation of employees on the work of the EWC; information by means of printed,
3. The relations of the EWCs based on the experience of participants.
4. Making the EWC functional, contact with the delegating workers organizations