

MANAGING EUROPEAN-LEVEL EMPLOYEE RELATIONS IN CHALLENGING TIMES



HOTEL ESTELA, SITGES BARCELONA

October 16 – 18, 2019

Managing European-Level Employee Relations in Challenging Times is BEERG's flagship training program. It takes place at the Hotel Estela, Sitges, Barcelona from October 16 - 18, 2019.

Issues covered will include:

- *EU employment law and social policy - why it matters*
- *The current state of the law surrounding EWCs*
- *Managing your EWC to mesh with business requirements*
- *Planning, negotiating and delivering change projects*
- *Beyond Europe – the emerging global hard and soft law framework on corporate responsibility for global supply chains*
- *The impact of Brexit*
- *Social media and labour relations*
- *Sustainability – the issues for business*
- *Keeping up-to-date – sources of information*

The program faculty includes:

Tom Hayes, *BEERG*

Robbie Gilbert, *BEERG*

Andre Declerk, *Labour Relations Consultant*

David Hopper, *Lewis Silkin LLP*

Deby Pepé, *easyJet*

Danielle Guiho and Paddy Boxall, *Coca-Cola European Partners*

Wilma Liebman, *former chair, National Labor Relations Board, US*

Gen Moat and Oriol Abello, *HP*

Draft Programme:

Day 1: Wednesday October 16

- 08:30 – 08:45 **Introductions**
- *The program team*
 - *Participants*

Module I - The Knowledge Base



- 08:45 – 10:45 **European Labour and Employee Relations: A Unique Transnational System**
- *The European Union and labour relations: now and in the future*
 - *Systems of employee and labour relations across the EU*
 - *Europe and US - European and US concepts of job rights and the social responsibilities of business: a study in contrasts*
 - *Unions and the politics of today – a spent force – or a new dynamic?*
 - *Are traditional forms of worker organisation changing in a new era?*
 - *The “gig economy” – the way of the future?*
- 10:45 – 11:15 **Coffee**
- 11:15 – 13:00 **Understanding European Works Councils**
- How the European information and consultation framework has evolved over the past 50 years
 - EWCs: Where are we today?
 - Some history
 - Key provisions of the EWC Directive
 - The importance of jurisdiction
 - Brexit and EWCs
 - EWC case law
- 13:00 – 14:00 **Lunch**
- 14:00 – 15:30 **Managing your European Works Council (I)**
- The “soft power” of an EWC: influence v decision making
 - The critical nature of the relationship between the EWC and central management
 - Key Drivers
 - Managing your board and senior managers
 - Structuring meetings
 - Developing the agenda
 - The Select Committee
 - Unions and experts
 - Confidentiality
- 15:30 – 16:00 **Coffee**

16:00 – 17:00 **Managing Your European Works Council (II)**

- *Reporting back*
- *Training*
- *Frequently Asked Questions by EWCs*

19:00 – 22:00 **Reception and dinner in a restaurant in the port**



Day 2: Thursday October 17

Module 2 - The Skills Base



09:00 – 11:00 **Planning, preparing and executing EWC (and other) labour negotiations**

- *Negotiations are not easy*
- *A negotiating model*
- *Effective negotiating behaviours*
- *Planning and preparation*
- *The negotiating process*
- *Negotiation tools*
- *Helpful hints for effective negotiations*

11:00 – 11:30 **Coffee**

11:30 – 13:00 **Negotiating Change in Europe**

- *Across countries*
- *Best Practice*
- *Pitfalls*

13:00 – 14:00 **Lunch**

14:00 – 15:00 **The Environment, Sustainability and a “Just Transition”**

- *What is environmental “sustainability”?*
- *What are the issues for business?*

15:00 – 15:30 **Coffee**

15:30 – 17:00 **Brexit and Employee Relations**

- *Brexit and EWCs*
- *Brexit and UK labour law*
- *Brexit and EU/UK/US data flows*
- *Brexit and rights to work/reside/travel*

19:00 – 22:00 **Reception and dinner in Sitges town**

Meet in Hotel Estela Lobby at 1845H and depart for restaurant



Day 3: Friday October 18

Module 3 – Social Media & Global



08:30 – 10:00 Unions, Social Media and Labour Relations

- *Unions and the politics of today – a spent force – or a new dynamic?*
- *Are new forms of worker organisation emerging – “Twitter, Teargas and Pop-Up Protests”*
- *The power of “instantaneous”*
- *The force of emotion*
- *How to manage*

10:00 – 11:00 The Global Game

- *Global union federations, global union networks and International Framework Agreements*
- *The “soft law” framework: OECD; ILO; G7/20*
- *National legislation on supply chain responsibility*

11:00 – 11:15 Keeping up-to-date: Sources of information

11:15 *“Grab and Go” coffee + sandwich - Wrap Up and Departure*

The Faculty:

- **Oriol Abello** is Employee Relations Lead (Iberia) at HP
- **Paddy Boxall** is Associate Director, European Labour Relations, Coca-Cola European Partners
- **André Declerck** is a labour relations consultant at BEERG.
- **Danielle Guiho** is VP Labour Relations, Employment Practices & Workplace Rights, Coca-Cola European Partners
- **Robbie Gilbert** has been closely involved with European labour relations since the 1980s, both as a practitioner and policymaker.
- **Tom Hayes** is Executive Director of BEERG. He has been working in labour relations for over forty years.
- **David Hopper** is a Senior Associate at Lewis Silkin LLP with a particular focus on advising on the establishment and operation of European Works Councils, under both UK and Irish law.
- **Wilma Liebman** served as a member of the U.S. National Labor Relations Board for nearly 14 years, appointed by Presidents Clinton and Bush, and named chairman by President Obama.
- **Gen Moat** is EMEA Employee Relations Lead, Europe Middle East and Africa
- **Deby Pepé** is Industrial Relations Business Partner at easyJet

Logistics + Program Details:

- Three nights' accommodation and breakfast (Tues, Wed & Thurs) at the 4 Star Hotel Estela.
- Collection and return to Barcelona airport
- Three-course lunch and dinner (including wines and drinks) and tea/coffee breaks on Wed and Thurs plus coffee break and snacks at close of session on Friday
- All conference materials in soft copy
- The meeting is conducted in English
- The dress code is business casual

The program fee is **€3,950** for BEERG/HR Policy members (€4,750 for non-members). Discounts for more than one booking per company

To book a place email: tom.hayes@beerg.com

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/en

[Google Map URL](#)



Map:

