



Return to F2F BEERG Members Meeting

Oct 6 to 8, 2021



Hotel Estela, Sitges, Barcelona

Pre-meeting reception on Wed Oct 6th from 7pm to 9pm

Following feedback from members, including an overwhelming endorsement on our “BEERG Virtual Sitges Summit” online poll, BEERG is proceeding with plans to hold its first F2F meeting for 20 months at the Estela Hotel, Sitges in the first week of October. The meeting dates are Thursday to Friday October 7 & 8. The meeting will be preceded with a reception on the evening of Wednesday Oct 6th.

We had thought about livestreaming the meeting but have decided against doing so as open and candid discussions have always been a hallmark of BEERG F2F meetings and livestreaming could put that openness at risk. The structure of the meeting has been designed to provide for discussions on key topics of current interest and to provide time for informal, individual discussions.

BEERG’s first F2F Network Meeting since February 2020 opens with a reception on the evening of Oct 6. The reception runs from 19:00 to 21:00. It will be held outdoors if weather permits. The reception offers a first opportunity to catch-up with colleagues and friends after the past year-and-a-half of Covid19 confinement.

Check out our [meeting promo video](#)

Email: tom.hayes@beerg.com today to book your place at the meeting

Email: reservas@hotelestela.com to book accommodation at Hotel Estela, quote *Tom Hayes BEERG Rate***

** BEERG Room- rate for 1 person occupancy: €110 (or €130 for 2 person) - breakfast and VAT Included

Extras: City tax: 99c /day/person also Airport Transfer fee



Wednesday evening, October 6

19:00 - 21:00 **Welcome drinks reception at hotel poolside** (*weather permitting*)

Thursday, October 7:

09:00 - 10:30 **EU and Collective Bargaining: Less the Future and More the Past?**

One of the provisions of the [proposed](#) EU Directive “on adequate minimum wages in the European Union” is that EU Member States would have to draw up an action plan to boost collective bargaining when collective bargaining coverage falls below 70% of the workforce. The EU Commission is also examining ways to make it clear that EU competition law does not preclude gig economy workers from organising and bargaining collectively. In its initiative on gender pay transparency, the Commission proposes that businesses would have to discuss how to close gender pay gaps with “employee representatives” when such gaps are greater than 5%.

Yet, at the same time as the Commission is promoting collective bargaining as the optimum way to set determine pay and working conditions, union membership across the EU continues to fall, as can be seen from OECD [data](#). Is the Commission’s focus on collective bargaining really the way of the future or is it nostalgia for a once and now distant past?

Chair: Danielle Guiho, The Coca-Cola Company

- Tom Hayes, *BEERG*
- Kevin Duffy, *former Chair of the Irish Labour Court and former Deputy General Secretary of the Irish Congress of Trade Unions*
- Christian Weiz, *Eurofound (TBC)*

10:30 – 11:00 *Coffee*

11:00 - 12:30 **European Works Councils: “Zooming” into a Post-Brexit Future?**

Issues around European Works Councils have always been at the heart of BEERG discussion. Through BusinessEurope we contributed significantly to businesses’ input to the process that resulted in the 2009 revision of the Directive. Today, we face new issues around EWCs. First, Brexit has taken the UK out of scope and UK employees’ representatives no longer have a legal right to sit on EWCs, nor, [according](#) to the EU Commission, can EWCs be legally based in the UK. But in [easyJet](#) the UK’s CAC appears to take a different view of the issue. (This decision is under appeal at the time of writing). Could companies be forced to have two EWCs? A genuine EU-based EWC and a “UK EWC”?

Many EWCs that were governed by UK law have moved to Ireland. But it would appear, there are deficiencies in the Irish legislation when it comes to resolving disputes that could arise between management and EWCs. Are amendments to the law on the way? Since early 2020, when Covid 19 lockdowns began, there have been no F2F EWC meetings. Information and Consultation have gone virtual. What lessons have been learned during this enforced experiment? Will EWC meetings go back to the pre-Covid “normal” or is the new on-line world here to stay?

Chair: Andre Declerck, BEERG

- Bryan Dunne, *Matheson, Dublin*
- David Hopper, *Lewis Silkin LLP, London*
- Lisa Salas, *DXC*
- Deby Pepé, *Cytiva*

12:30 - 14:30 *Lunch on Hotel Terrace*



14:30 - 16:30

Talking about the New World of Work

The Irish poet, W.B. Yeats wrote: *"All changed, changed utterly, a terrible beauty is born"*. There can be little doubt the Covid 19 has caused the world of work to change, but has it changed utterly, or will there be a bounce back to old ways? Is the 5 day a week commute a thing of the past?

Is *télétravail* here to stay? And if *télétravail/remote work* becomes baked into employment models then what are the challenges employers face around health and safety, working time, and privacy and data confidentiality? How do you manage many thousands of individual workplaces? If work can be done remotely then how "remote" is remote? And does it need to be done by employees? Could the work be "gigged" out? Controlled through algorithms? What new world of work is being born as we bring Covid under control?

Chair: Steven D'Haeseleer, Google

- Rubén Agote, *Cuatrecasas Avocats*
- Emmanuelle Rivez-Domont, *Jones Day, Paris*
- Menno Bart, *Adecco and Executive Member World Employment Confederation-Europe*

19:00

*Reception and Dinner***Friday October 8:**

09:00 - 11:00

**Biden's America and Brexit Britain –
*What they Both Mean for the Multinational Business Community***

President Biden is the most pro-labour President since Roosevelt? He proudly describes himself as a union man and, just as importantly, Irish. He has a cabinet-level taskforce working on an agenda to rebuild the US labour movement and reinvigorate collective bargaining. He has also made it clear that he regards Brexit as an historic mistake. The contrast with the Trump administration could not be more stark.

The impact of Brexit – the recreation of borders and trade barriers between the EU and the UK – on the UK economy has been masked by Covid19. But, to borrow a phrase from Winston Churchill, as the mists of Covid dissipate the dreary realities of Brexit will reappear. Biden and Brexit – what will they mean for the multinational business community?

Chair: Alan Wild, Amazon

- David Henig, *European Centre For International Political Economy*
- Georgina Wright, *Institute Montaigne, Paris*

11:00

Coffee/sandwiches – checkout and departure



Speakers' biographies:



Rubén Agote

Rubén is specialist in labor and employment law; advising national and international clients on all related matters, including corporate policies, collective bargaining, and restructuring. He represents companies in court, and in arbitration and mediation proceedings, concerning all types of employment and labor law disputes. He also advises clients on the impact of disruptive technologies in the workplace, as well as advising clients in the sports and entertainment industry”.

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Menno Bart

Public Affairs Manager at the Adecco Group, Menno is responsible for managing the Group's relationship with global and European institutional stakeholders, and for positioning the Group as a labour market leader. Menno regularly contributes to discussions on the future of work, employability and skills, and a range of other labour market related topics. He is on the European Executive of the World Employment Confederation. Menno is a former diplomat for the Dutch government.

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André Declerck

André is a seasoned European Labour Relations Advisor. Over the past 10 years, he supported a wide range of multinationals active in automotive, IT, food, services, retail. He supports, prepares, trains and coaches local and European management teams in the Labour Relations aspects - including managing European/local work councils - of dealing with large transnational restructurings. He also negotiates EWC agreements on behalf of management and provides trainings on these topics to European and local management teams, EWC's and SNB's.

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Steven D'Haeseleer

Labour Relations Director at Google, based in Brussels, Steven is a labour relations leader with 15+ years of experience. His expertise includes international labour relations strategy, union and works council management (including European Works Councils), CBA negotiations, and organizational change and restructuring. Steven also has ample experience in public policy and advocacy and has addressed legislators and senior (EU) policy-makers on broader socio-economic issues, ranging from employment to immigration.

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Kevin Duffy

Kevin began his career as a bricklayer and was an official of the Bricklayers' Union for 15 years. In 1987, he joined the Irish Congress of Trade Unions as Assistant General Secretary in charge of industrial relations. Mr Duffy – who is a qualified barrister – retired from the Labour Court in June 2016, having been appointed as Deputy Chairman in 1997, and serving as Chairman since 2003. Mr Duffy is currently an adjunct professor at the law department of NUI Maynooth.

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Bryan Dunne

Bryan is a partner and head of the Employment Practice at Matheson, Ireland. He advises on a variety of aspects of employment law and on internal grievance and disciplinary processes. Bryan is a member of the Employment Lawyers Association of Ireland, and the European Employment Lawyers Association. He is also a member of American Bar Association's International Labour and Employment Law section. He is also a fluent Spanish speaker and a member of the Irish Spanish Economic Association.

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Danielle Guiho

Danielle Guiho is Director, International Employee & Labor Relations at The Coca-Cola Company. Danielle is a senior Employee & Labor Relations professional, with +20 years of experience in highly matrixed multinational companies. Danielle has a track record in Labor Relations strategy and advising senior executives on Employee & Labor Relations matters across the globe, including restructuring, M&A, change management and EWC agreement negotiation.

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Tom Hayes

Tom is Executive Director of BEERG, which he established in 2002, and European Affairs Director of HR Policy Association. He has been involved in industrial relations since 1972, specialising in European Works Councils since the early 1990s. Tom assisted with the negotiation of early EWC agreements and continues to support management in their effective operation of these. Tom has lectured on European industrial relations in the National College of Industrial Relations in Dublin. He has been a guest lecturer in University College, Dublin, Galway University, Nottingham Trent University and Leicester University. He is the co-editor of Practical Employment Law, a guide to Irish labour law and is co-author of Dismissal Law in Ireland.

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David Henig

David Henig is Director of the UK Trade Policy Project. He has also been closely involved in different aspects of investment policy, the international trading-rules system, and UK/EU business policy towards China. David has also worked on EU and global trade and was heavily engaged on the TTIP negotiations. He co-founded the UK Trade Forum, which brings together UK trade policy experts to debate and analyse these issues. After the UK referendum vote he helped establish the new Department for International Trade, engaging in many of the UK's first working groups with non-EU countries.

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David Hopper

David is a Partner at Lewis Silkin LLP in London. He specialises in collective employment law, with a particular focus on European Works Councils. He also has extensive experience advising on trade union recognition, industrial action, and business reorganisations by employers with recognised trade unions.

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Deby Pepé

Deby is Labor and Employee Relations Manager Europe at Cytiva. She has significant experience in both individual and collective consultation matters across Europe, strategic negotiation, organisational and service design. With over 20 years' experience in managing large scale change/TUPE projects in both union and non-union environments. Over the last 6 years Deby has been responsible for negotiating, completing, advising, and managing European Workers Council Agreements.

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Emmanuelle Rivez-Domont

Emmanuelle Rivez-Domont leads the Labor & Employment Practice at Jones Day's Paris Office and principally focuses on employment law, labor relations and social security matters. She is particularly active on reorganization of companies in the context of social plans, plant closure, outsourcing, and negotiation of collective employment proceedings. Emmanuelle also has strong experience in matters relating to compliance. She also advises the Firm's clients on labor aspects of mergers and acquisitions. She has significant experience in labor and employment disputes as well.

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Lisa Salas

Lisa Salas is Director Labor Relations Europe at DXC technology. She has over 15 years' experience as lawyer and advisor to senior executive management for large multi-national companies in European labor & employment law, HR, corporate transactions. Specialties: European Works Councils, workforce restructuring, labor & employment law, trade union information & consultation procedures; employee relations, change management, project management, mergers & acquisitions.

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Christian Welz *(TBC)*

Christian is a senior research manager in the Working Life unit at Eurofound. He manages projects and develops expertise and quality of research in the field of industrial relations. Prior to joining Eurofound, he was Deputy Director of a French-German training institute for civil servants, managed the EU unit of the Chamber of Commerce and Industry of Augsburg and was professor of EU law. He studied law and political sciences and holds a PhD from the University of Nijmegen. He is an Advisory Board Member of the European Journal of Industrial Relations, the European Labour Law Journal, and the Global Employment Institute of the International Bar Association.

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Alan Wild

Alan Wild is a recognized world expert in Global Employee Relations. He is a member of the Global Employee Relations team at Amazon. Alan's career includes working as an HR executive in four international companies; conducting consulting assignments across the world; and as a board member and executive of the International Labour Organization. He has worked on the ground on HR issues for around 200 leading organizations in more than 100 countries. Alan has published widely on strategic ER and HR management and taught at universities in the UK, USA, Costa Rica, Switzerland, and Japan. He lives in the Cotswolds, UK.

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Georgina Wright

Georgina Wright is head of Institut Montaigne's Europe Program. She is also a Visiting Fellow at the German Marshall Fund of the United States, associate of the Institute for Government in London and Senior Fellow at the Centre for Britain and Europe at the University of Surrey. She was previously senior researcher at the Institute for Government and research associate at Chatham House. She has also worked for the European Commission and NATO in Brussels. Georgina regularly represents Institut Montaigne on national and international news media and has written widely for foreign policy outlets. She studied at the University of Edinburgh and the College of Europe (Bruges).

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The Venue:

The Hotel Estela "Hotel del Arte"

Av. Port d'Aiguadolç, 8, 08870

Sitges, Barcelona, Spain

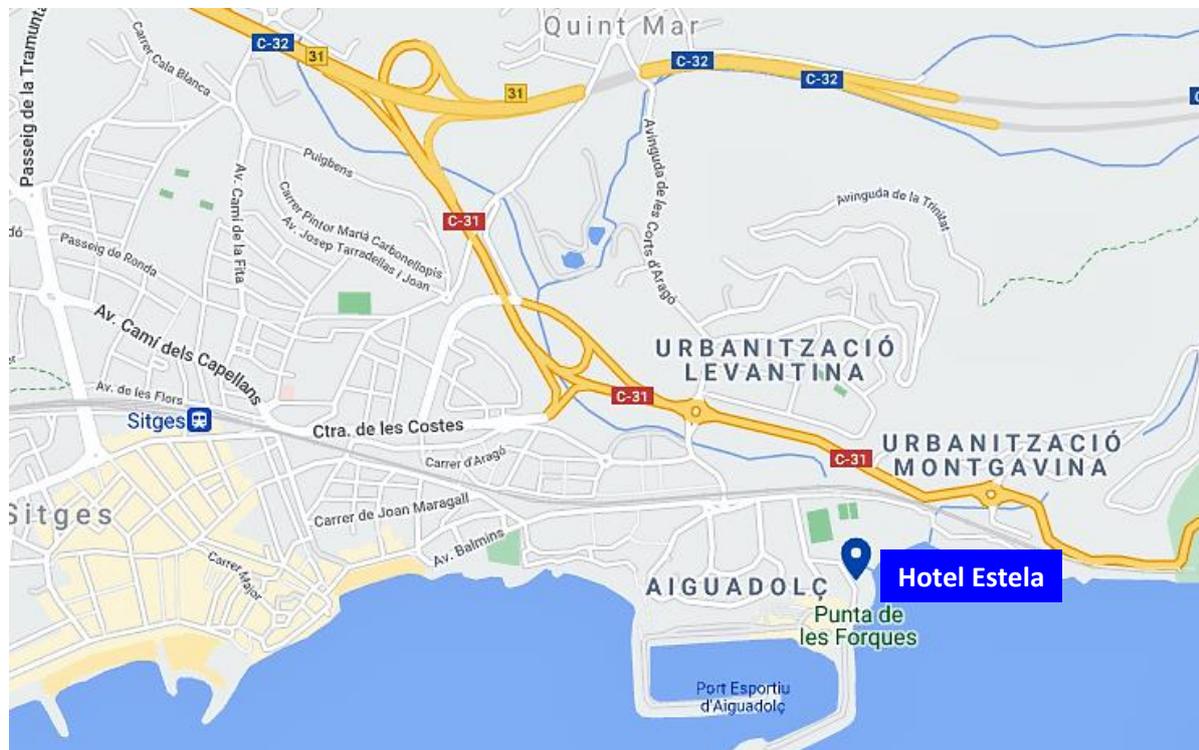
Tel. (+34) 93 811 45 45

www.hotelestela.com/en

[Google Map URL](#)



Map:



Airport Transfers

Guests should make their own Airport Transfer arrangements. We can recommend:

- The Hotel Estela's own car service (request when booking accommodation) and/or
- Blacklane www.blacklane.com/en/ (Online or App for iOS + Android)