

# Good Practices at Company Level on Anticipating and Managing Restructuring II.



**Workshop on 22 September 2009, Brussels**



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## The last slide about us was „What next ...“

Workshop 20 – 21 May 2008, Brussels:

Anticipation and management of change – The role of transnational texts adopted at the Company level



- > We had 3 EWC agreements, Agreement on validity of minimum standards of restructuring
- > Code, Corporate Responsibility, Demographic changes, QMS, Diversity Management...
- > We had a basic idea about the “Social Charter” of the RWE Group

# Transnational and National Company Level

- > Different focus area
- > Different condition
- > Different labour law

## EWC

### EUROPEAN DIRECTIVE

Information

Consultation

**XXX**

## TU / WC

### NATIONAL LAW

Information

Consultation

Co-determination

## And now ...

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Good practices at company level on anticipating and managing restructuring



- > **New agreement,**
- > Before us: Agreement on Validity of Minimum Standards for Restructuring in the RWE Group, “Social Charter” of the RWE Group, Code, Corporate Responsibility, Demographic change, QMS, Diversity Management...

## Contents of the Framework Agreement 20090910

- > Preamble
- 1. Objectives
- 2. Scope of validity
- 3. Composition and members
- 4. Observers and guests
- 5. Governing board and committee
- 6. Employer representatives (contact persons)
- 7. Information and hearings / consultations (definition)
- 8. Meetings (EWC & Committee = twice a year, plus ...)
- 9. Status of members and representative members
- 10. Standpoints and provision of information to employees
- 11. Costs and equipment
- 12. Validity period of revision option
- 13. Registration and translation

# Transnational Level RWE AG

- > **30 members from 8 countries**
- > **Austria, Czech Republic, United Kingdom, Germany, Hungary, The Netherlands, Poland**

## 10. 9. 2009 new Agreement EWC RWE

- > **the European Works Council RWE AG (EWC RWE AG).**
- > **on the 6th November 2009, a constitutive meeting incl. election will take place**
  
- > Agreement on Validity of Minimum Standards for Restructuring in the RWE Group
- > Social Charter of the RWE Group
- > ...

# Social Charter of the RWE Group

- > Preamble
- 1. Freedom of association
- 2. Safety and health at work
- 3. Education and training
- 4. Support and mobility restriction
- 5. Social insurance
- 6. Discrimination – diversity program
- 7. Planning and social support in organizational changes in company
- 8. Employee participation in profit
- 9. Minimum standards
- 10. Integration of people with special needs
- 11. Reference to the Agreement on EWC
- 12. Scope of validity
- 13. Ongoing check of the up-to-dateness of the Social Charter
- 14. Communication of the Social Charter

# National Level RWE AG

- > **Trade unions or/and Works Council**
- > Collective agreement
- > Social agreement



# Good Practices at Company Level on Anticipating and Managing Restructuring

## **Social dialogue at the time**

Information

Consultation

Co-determination

## **Transnational and national level together**

THANK YOU VERY MUCH FOR  
YOUR ATTENTION

