

## **1st Case study Establishment of an EWC**

### **1) Preface**

The local management of a multinational company asks the workers employed in the subsidiary of your country to go on appointing a representative for starting negotiations for the establishment of a EWC.

### **Tasks**

**What actions has the local trade union to do?**

### **2) Preface**

The Special Negotiating Body, after discussing internally with its members decides not to proceed to the establishment of a EWC but, instead, to appoint a committee with three members. Each of these three members should come from each of the three countries presenting the biggest number of workers of the multinational in Europe. This committee should meet with the Human Resources Management of the multinational company whenever the second chooses to call it, at least once per year. Objective of these meetings is the exchange of opinions as far as the subjects concerning workers are concerned.

### **Tasks**

- a) is this procedure compatible with the EWC directive?**
- b) what are your observations?**
- c) what can workers' representatives do?**

## **2<sup>nd</sup> Case study European Company**

### **Preface**

The management of a multinational company with subsidiaries in all EU countries that has not yet a EWC decides to turn into a European Company.

### **Tasks**

**What has the local trade union in each country to pay attention to and what has it to do?**

## **3<sup>rd</sup> Case study Massive layoffs**

### **Preface**

A multinational company with subsidiaries in all EU countries, having a EWC, proceeds to massive layoffs in its subsidiaries. It can do this in two alternative ways:

- a) by announcing the dismissals through the respective local managements without previous notice to the EWC.
- β) by first informing confidentially the EWC about the mass dismissals and then announcing them to the personnel in each country.

### **Tasks**

**Which may be the position of the EWC and of the local trade union in each of the above cases?**